

2024

# PLANET Technology Sustainability Report





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# About this report

Welcome to read the 15th Sustainability Report of PLANET Technology Corporation (hereinafter referred to as PLANET).PLANET has long focused on corporate governance, environmental sustainability, and social inclusion, continuously enhancing related practices and actively addressing sustainability issues that matter to stakeholders. Every year, PLANET publishes a digital English and Chinese sustainability report, available for download on PLANET’s sustainable development website. Operational profile and financial information are disclosed in PLANET’s annual report, which can be downloaded from the “Stakeholders” section on the company’s website. Through transparent performance data regarding responses and actions concerning material topics, PLANET informs stakeholders about its efforts, accomplishments, and forthcoming goals in sustainable development practices.

This report is prepared in compliance with GRI Standards 2021, SASB Standards 2023-12 for the Hardware industry in Technology & Communications, TCFD Framework, TNFD Framework, Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies, and UN Sustainable Development Goals.

## Reporting Period and Issuance

This report discloses PLANET’s concrete practices and performance data in the governance, environmental, and social aspects from January 1, 2024 to December 31, 2024. The statistical period is the same as the 2024 Annual Financial Report of PLANET Technology Corporation. However, some sustainability projects are for long-term execution, their outcome data are disclosed up to the progress of 2025 to promptly reveal the latest status of sustainability performance. Every year, a sustainability report is prepared and publicly disclosed on PLANET’s Sustainable Development Website (URL: <https://www.planet.com.tw/en/sustainability/reports>), and synchronously uploaded by the end of June to the ESG Digital Platform of Market Observation Post System, making it accessible to stakeholders. (URL: <https://esggenplus.twse.com.tw/inquiry/info/individual>)

- First release date: 2011
- Previous release date: June 2024
- Current release date: June 2025
- Next release date: Expected in June 2026

## Scope of the Report

What this report discloses are the operational services and sustainability activities of PLANET (excluding the Company’s subsidiary Planet International Inc.), except that the financial information principally on consolidated revenue covers the consolidated data of PLANET and its subsidiary (Planet International Inc). In consistence with the financial statements, all financial figures are calculated in the unit of NTD. The operational base is situated in Xindian District, New Taipei City, Taiwan, defining the organizational boundary. In comparison to the previous year, the scope and boundary remain consistent, with no significant alterations in company information either. The subsidiary, a wholly-owned overseas entity established by PLANET for processing purposes, has not engaged in any trading activities, as all processed products thus far originate from Taiwan.

## Management of the Report

This report adheres to the 8 reporting principles of GRI Standards 2021: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. Data sources are provided by the Company’s “Sustainability Team” (that is, sustainable development task force) and compiled by the Sustainability Office. The report is submitted to the Sustainability Team for review, approved by the Chief Sustainability Officer, and reported to the Sustainable Development Committee, a functional committee of the Board of Directors. It is issued upon approval by the Board of Directors, and the sustainability execution status is reported to the Board of Directors at least twice a year. Only financial data are available from the annual financial statements audited by accountants (from Baker Tilly Clock & CO.). The descriptions of ongoing projects and their data date back to previous years for reference. When compared with the previous edition, the report framework stays unchanged. Changes, if any, in various sections will be indicated in the relevant text.



Principles and Guidelines

Issue Unit	Standards and Principles
GRI (Global Reporting Initiative)	GRI Standards 2021
TWSE (Taiwan Stock Exchange)	Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
TPEX (Taipei Exchange)	Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies
UN (United Nations)	2030 SDGs
SASB (Sustainability Accounting Standards Board)	SASB Standards 2023-12 for the Hardware Industry in Technology & Communications
FSB (Financial Stability Board)	TCFD (Task Force on Climate-related Financial Disclosures)
FSB (Financial Stability Board)	TNFD (Task Force on Nature-related Financial Disclosures)

Contact US

If you have any questions or suggestions about this report, please feel free to contact us.

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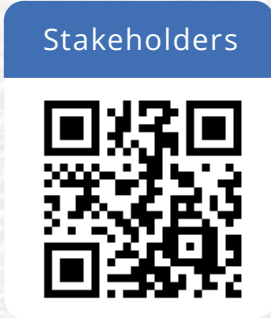
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Quality of Information (External)

Type	Standards and Principles	Verification / Validation / Assurance Unit
Financial data	Annual Financial Report	Baker Tilly Clock & CO
Sustainability data	AA1000 AS v3 Type 1 moderate-level assurance	TUV NORD Taiwan
	SASB Standards 2023-12 for the Hardware Industry in Technology & Communications	
	TCFD (Task Force on Climate-related Financial Disclosures)	
Quality data	ISO 9001:2015 Quality Management Systems	TUV NORD Taiwan
Information security data	ISO 27001:2013 Information Security Management Systems	
Environment, safety, and health data	ISO 14001:2015 Environmental Management Systems	
	ISO 45001:2018 Occupational Safety and Health Management Systems	BSI Taiwan
	ISO 14064-1:2018 GHG Inventory	
	ISO 14067 Carbon Footprint	SGS Taiwan Ltd.





## Message from the Chairman & CEO

Since its establishment in 1993, PLANET Technology has adhered to the core principles of “integrity, excellence, altruism, mutual benefits, innovation, and sustainability,” deeply rooting itself in the global networking and communication markets. Over the years, it has continuously overcome external environmental challenges and achieved growth in business performance, making PLANET a world renowned professional networking and communication brand. In 2024, it was once again listed in Forbes magazine’s Asia’s 200 Best Under a Billion.

### Strengthen Sustainable Governance and Enhance Climate and AI Risk Management

PLANET continues to strengthen its governance culture, advancing the dual-axis transformation of “net-zero” and “digital” to enhance the governance and management of climate risks and AI information security risks. The first “PLANET Task Force on Climate-related Financial Disclosures (TCFD) Report” was issued in 2024, verified by a third party as the highest level. It was implemented in advance to align with IFRS sustainability disclosure standards, improving sustainable governance practices in line with international standards, thereby enhancing the Company’s competitiveness in the global market. Additionally, the Company initiates “human rights due diligence” for employees and suppliers to fulfill the commitment and responsibility of maintaining human rights. For the seventh time, the Company is ranked among the top 5% excellent listed companies in the 2024 Corporate Governance Evaluation in Taiwan, and it retains the highest honor in the Taiwan Corporate Sustainability Awards - Platinum Award for Sustainability Reporting.

### Strengthen Carbon Competitiveness and Safeguard Biodiversity

In order to achieve the 2050 Net-Zero Carbon Emissions goals, PLANET is expanding its deployment in green energy and innovative AI application network communication products to reduce the carbon footprint during the construction of network infrastructure. Leading the market, the Company’s AIoT Application Server integrates artificial intelligence technology to help enterprises achieve energy-saving and carbon reduction goals, earning the Computex Taipei 2024 Best Choice Award – Sustainable Tech Special Award. To enhance sustainable supply chain resilience, we has established a carbon management mechanism, and adopt a “big helps small” model by collaboratively working with 11 suppliers on low carbon transformation. Moreover, we has obtained the product carbon footprint verification under ISO 14067 for the first time in 2025.In addition, the Company actively participates in international sustainability evaluations and advocacies, including the CDP (Carbon Disclosure Project), SME Climate Commitment, became a TCFD Supporter, and TNFD Adopters. Expand the protection of biodiversity by rallying customers and suppliers to participate in Clean Air, Clear Mind Action. Since 2022, a total of 212 enterprises have responded, resulting in 8,400 hectares of rice fields stopping burning rice straw and reducing approximately 75,600 metric tons of carbon emissions, equivalent to the annual carbon absorption of 6.3 million trees, safeguarding the planet’s natural growth.

### Cultivate Sustainable Talent and Expand Cultural ESG Influence

We firmly believe that talent is the cornerstone of business operations and an important resource for social progress.PLANET is committed to creating a DEI (diversity, equity, inclusion) workplace, integrating talent sustainable development strategies and digital transformation while assisting employees in career growth. This involves comprehensive care initiatives such as professional psychological consultation by the hour, childcare, and education subsidies for employees’ children. These efforts support colleagues in achieving a balance between their careers and personal lives, leading to PLANET being consecutively awarded the 2024 CommonWealth Talent Sustainability Award.In terms of social participation, we focus on promoting education for the underprivileged and cultural inheritance. For 21 years in a row, we have dedicated to remedial teaching and psychological counseling for vulnerable students with emotional disorders. Starting in 2024, further efforts has been paid to help dropout junior high school students to return to the education system, thereby reducing the possibility of dropping out. Utilizing culture as a solution to global societal risks, PLANET has continuously supported the spread and preservation of classic songs from Taiwan and abroad for 20 years. In recent years, it has further supported the cultivation of new-generation talents in traditional opera and modern dance, in order to expand cultural ESG influence.

### Shape a Sustainable Future Through Strategic Influence and Collaborative Partnerships

For many years, PLANET has implemented various sustainability initiatives. In 2024, it was ranked No. 1 among the medium-sized enterprises awarded with Excellence in Corporate Social Responsibility for four consecutive years and achieved the distinction of being listed in the Top 100 Sustainable Companies c for 18 consecutive years. With the changes in the global environment and society, sustainable development has become an issue that enterprises cannot ignore. Looking ahead, the Company is gradually expanding its collaboration with stakeholders, including employees, customers, suppliers, NPOs, and government agencies, to promote and implement sustainable governance, environmental sustainability, and social inclusion. The aim is to leverage the Company’s influence to enhance the value of its sustainable development and make a positive contribution in the long term for the world.



Jack Chen  
Chairman & CEO






# 2024 Sustainability Achievements

## Honors & Recognition

### ESG Performance



Forbes Asia Magazine

**2024 Forbes Asia 200 Best Under A Billion**


(2024.08)

CommonWealth Magazine

**4 YEARS IN A ROW**

**Top 1** medium-sized companies Excellence in Corporate Social Responsibility Award

(2024.09)




CommonWealth Magazine

**18 YEARS IN A ROW**

**Taiwan's Top 100** Excellence in Corporate Social Responsibility Award

(2024.09)




TAISE

**2 YEARS IN A ROW**

**Platinum Award** Sustainability Reporting Taiwan Corporate Sustainability Awards

(2024.12)




### Corporate Governance

TWSE, TPEx

**4 YEARS IN A ROW**

**Top 5%** among TPEx-listed companies Corporate Governance Evaluation

(2024.05)




TWSE, TPEx

**2 YEARS IN A ROW**

**Top 5%** among all listed companies NT\$ 5-10 billion market capitalization category Corporate Governance Evaluation

(2024.05)



### Social Inclusion

TAISE

**Gold Award** Taiwan Sustainability Action Awards

(2024.08)



CommonWealth Magazine

**Top 2** medium-sized companies CommonWealth Talent Sustainability Award


(2024.09)



Occupational Safety and Health Administration

**Top 10% of outstanding companies** Active Evaluation of Corporate Sustainability Report Disclosure of Occupational Health and Safety Indicators

(2024.11)



### Environmental Sustainability

COMPUTEX Taipei

**Best Choice Award - Sustainable Tech Special Award**

(2024.06)





# Sustainability Performance & Highlights

## Corporate Governance

EPS NT\$ **8.61**

Best through the years

Annual growth rate **6.05%**

Consolidated net profit after tax

**50%** of Independent Directors

2 female independent directors

**100%**

Attendance at board meetings

**No breach**

Economic regulation  
and fine events

**99.8%**

Overall customer satisfaction

**98.0%**

Percentage of eco-friendly packing  
boxes among new products

**100%**

Auditing on high-risk suppliers

Annual growth rate **1.9%**

Consolidated operating revenue

Independent Directors  
**more than half of the Board**

4 seats in total

**43%** of Director seats

3 female directors

**No occurrence**

Material adverse events

**No occurrence**

Customer privacy and data  
leakage events

**5 New Patents**

Patents for invention and  
utility models

**70.9%**

Percentage of Taiwan  
local purchasing

**100%**

Suppliers have signed the PLANET  
Supply Chain Code of Conduct for  
Providers

## Environmental Sustainability

Through SBTi (Science Based  
Targets initiative)  
Carbon Reduction  
Goals Advocacy

ISO 14067 verified  
Product Carbon Footprint

**22.8%**

Intensity of greenhouse gas emissions  
decreased compared to 2022

**26.6** metric tons of CO<sub>2</sub>e Reduction

Carbon emissions from  
logistics transportation

**90%**

Waste recycling rate

For **15** Consecutive Years

“Earth Hour” Actions

Stopping burning rice straws  
in 2022 to 2024

**Cumulative 8,400 hectares**  
of rice fields

**Cumulative 75,600 metric tons**  
of CO<sub>2</sub>e Reduction

“Clean air, Clear Mind action” program

B - Management level  
CDP Climate Change Score

**15.7%**

Decrease of GHG  
emissions from 2022

**23.4%**

Percentage of green electricity  
in total electricity consumption

**23.9** metric tons CO<sub>2</sub>e

Carbon reduction from  
the energy-saving scheme

**NT\$ 173,258**

Green purchasing amount

For **15** Consecutive Years

**Cumulative 0.54 metric**  
tons of CO<sub>2</sub>e Reduction

Sponsored Pinglin organic tea  
plantation

**Planting 26,000 trees**

**312 metric tons of CO<sub>2</sub>e**  
Reduction

Tree in Madagascar and Kenya



## Sustainability Performance & Highlights

### Social Inclusion

**4,504 Hours**

Total training hours for employees

There are slightly more female employees than male employees.

Emphasis on gender equality in promotions and equal opportunity for gender development

**21.4%**

Employees aged above 50

**100%**

Performance assessments for regular employees

**Accumulated for 8 years**

Zero occupational hazard, zero occupational disease

**26.0 Hours**

Per-capita training hours, increased by **2.3 hours** from 2023

**Gender ratio of supervisors  
Female 51.2%: Male 48.8%**

Emphasis on gender equality in promotions and equal opportunity for gender development

**Hiring More than the Regulation**

Employees with physical and psychological disorders

**No occurrence**

Employment discrimination / harassment events

**191 Employees' Children**

Benefited from the employee childcare and children education allowance

**NT\$ 80.12 million**

Total fund input for social participation

Education for the Disadvantaged

Cumulative Fund Input above

**NT\$ 37.58 million**  
for **21** consecutive years

Remedial education, Psychological counseling, and sponsorship for Vulnerable Children

Cumulative **NT\$ 930,000**  
for **20** consecutive years

University scholarship Provided

Reading education

Cumulative Fund Input above **NT\$ 3.61 million**  
for **11** consecutive years

Support the program for children's reading in rural areas- Give Children a Bright Future

Musical and art

Cumulative Fund Input  
above **NT\$ 4.8 million**  
for **20** consecutive years

Delivering the Good Songs for Schools campus tour program

Cumulative Fund Input  
above **NT\$ 1.25 million**  
for **15** consecutive years

Support the Pitou Junior High School Wind Band

World Care

**17 years in a row/ 3,698 hours invested/1,438 people**  
Corporate Volunteers



## Sustainability Verification & Initiatives

### Comprehensive Performance

#### Verification

- Through third-party verification, the “2023 Sustainability Report” is in accordance with “AA1000AS v3 Type 1 moderate-level assurance”, “GRI Sustainability Reporting Standards 2021”, and “SASB Sustainability Accounting Standards”

### Corporate Governance

#### Verification

- Through third-party verification, the "2023 TCFD Report" verified with the top maturity model level – Level 5, Excellence.
- ISO 27001 Information Security Management Systems
- ISO 9001 Quality Management Systems
- IEC 62443-4-1 Security for Industrial Automation and Control Systems

### Social Inclusion

#### Verification

- ISO 45001 Occupational Safety and Health Management System

#### Initiative

- 2024 TALENT, in Taiwan
- Corporate Declaration for Eye Protection

### Environmental Sustainability

#### Verification

- ISO 14001 Environmental Management Systems
- ISO 14064-1 GHG Inventory
- ISO 14067 Product Carbon Footprint

#### Evaluation

- CDP Climate Change Rating - Management level B

#### Initiative

- TCFD Supporter
- The 4 Per 1000 initiative
- TNFD Adopters
- SME Climate Hub
- Race to Zero



# 1 Sustainability Commitments and Stakeholder Engagement

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1.1 Corporate Sustainability Commitments

1.2 Stakeholders and Material Topics





# 1.1 Corporate Sustainability Commitments

PLANET incorporates sustainable development into its core business strategies to shape its core values and corporate culture. Concerned about economic, environmental and social issues across the world, PLANET strictly implements corporate governance and fulfills corporate commitments, environmental sustainability, and social inclusion in order to create a long-term influence on the society and enhance the value of its brand. PLANET firmly believes only enterprises that embrace diversified social responsibility can secure the recognition of all stakeholders and attain sustainable development.

## 1.1.1 Corporate Vision and Mission

To become a global leader in product and technological innovation within the network communication market. Guided by the principles of integrity and excellence, mutual benefit, and sustainable innovation, PLANET leverages its proprietary brand to promote its products worldwide. The Company is committed to delivering innovative and sustainable network communication solutions, enhancing ESG performance, fulfilling corporate social responsibility, and creating long-term sustainable value.

## 1.1.2 Sustainable Development Blueprint

Taking ESG (Environmental, Social, and Governance) sustainable investment value as an indicator and combined with the UN’s SDGs, PLANET fulfills corporate social responsibility and strives to achieve the global vision of economic, social and environmental sustainability.

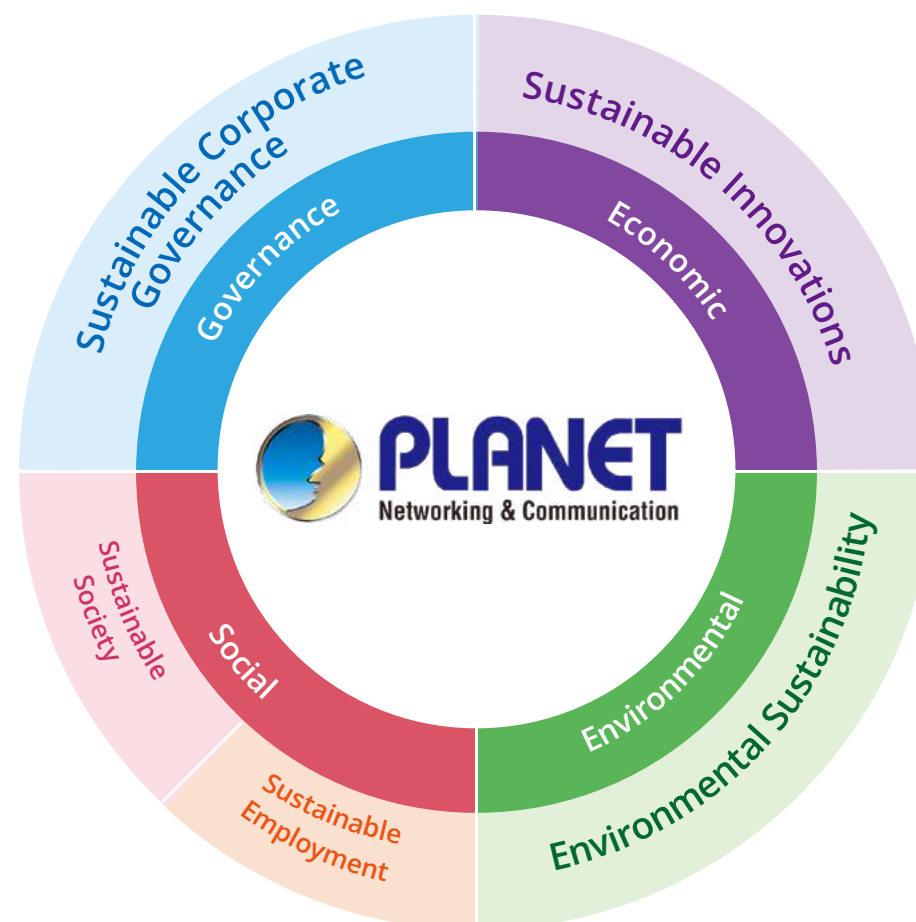
### Governance Declaration

Improve corporate governance to achieve sustainable development



### Social Declaration

Fulfill corporate social responsibility for maintaining a balance between doing business and contributing to society



### Economic Declaration

Lead the innovation of smart digital networking



### Environmental Declaration




Develop green-energy products for environmental sustainability











## PLANET responses to the UN SDGs

SDGs	SDG Target(s)	Chapter	Page
	<b>End hunger, achieve food security and improved nutrition and promote sustainable agriculture</b>		
	2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.	4.4 Nature Positive - Biodiversity and Nature Conservation	<a href="#">80</a>
	<b>Ensure healthy lives and promote well-being for all at all ages</b>		
	3.4 By 2030, aim to decrease premature mortality from non-communicable diseases by one third through prevention and treatment, while also advocating for mental health and well-being.  3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	4.2 Climate Change Management 5.5 Occupational Safety and Health 6.5 Social Projects 6.6 Environmental Projects	<a href="#">69</a> <a href="#">105</a> <a href="#">139</a> <a href="#">145</a>
	<b>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</b>		
	4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.  4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.	5.2 Human Rights Management 5.3 Talent Cultivation and Care 6.3 Education Projects 6.4 Arts and Culture Projects	<a href="#">89</a> <a href="#">92</a> <a href="#">122</a> <a href="#">129</a>

SDGs	SDG Target(s)	Chapter	Page
	<b>Achieve gender equality and empower all women and girls</b>		
	5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.  5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.	2.3 Corporate Governance Mechanism 5.1 Employee Profile 5.2 Human Rights Management 5.4 DEI Workplace	<a href="#">30</a> <a href="#">86</a> <a href="#">89</a> <a href="#">101</a>
	<b>Ensure availability and sustainable management of water and sanitation for all</b>		
	6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.  6.b Support and strengthen the participation of local communities in improving water and sanitation management.	4.3.2 Water Resource Management 4.4 Nature Positive - Biodiversity and Nature Conservation 6.6.1 [Environment] Protection of Water Sources	<a href="#">78</a> <a href="#">80</a> <a href="#">145</a>
	<b>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</b>		
	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.  8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.  8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	3.2 Green Products and Innovative R&D 5.1 Employee Profile 5.2 Human Rights Management 5.3.1 Employee Compensation and Benefits 5.4 DEI Workplace	<a href="#">61</a> <a href="#">86</a> <a href="#">89</a> <a href="#">92</a> <a href="#">101</a>



SDGs	SDG Target(s)	Chapter	Page	SDGs	SDG Target(s)	Chapter	Page
	<b>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</b>  9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.	3.2 Green Products and Innovative R&D	<a href="#">61</a>		<b>Take urgent action to combat climate change and its impacts</b>  13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	4.2 Climate Change Management	<a href="#">69</a>
	<b>Reduce inequality within and among countries</b>  10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.	2.3 Corporate Governance Mechanism  5.4 DEI Workplace	<a href="#">30</a>  <a href="#">101</a>		<b>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</b>  16.5 Substantially reduce corruption and bribery in all their forms.  16.b Promote and enforce non-discriminatory laws and policies for sustainable development.	2.5 Integrity Management and Regulatory Compliance  5.4 DEI Workplace	<a href="#">43</a>  <a href="#">101</a>
	<b>Ensure sustainable consumption and production patterns</b>  12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.  12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	3.1 Sustainable Innovation Policy  2.9 Sustainable Supply Chain	<a href="#">58</a>  <a href="#">51</a>		<b>Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development</b>  17.14 Enhance policy coherence for sustainable development.	1.1 Corporate Sustainability Commitments	<a href="#">10</a>



### 1.1.3 Sustainable Development Committee and Sustainability Team

The Board of Directors of PLANET has a functional committee named "Sustainable Development Committee", which is the Company's top-level organization to execute sustainable development. This committee, having a total of five members (including four independent directors), reports to the Board of Directors, at least twice a year, the executive plan and outcome, hoping to roundly strengthen the policy and executive performance on corporate social responsibility. (For details, please refer to 2.3.2.2: Functional Committees)

The Sustainable Development Committee formulates the Company's sustainability policies and objectives in alignment with PLANET's long-term strategic direction. In doing so, it considers the broader environmental context, stakeholder concerns, and industry trends. Through a strategic and long-term approach, the committee regularly reviews goal achievement and performance, aiming to maximize the breadth and depth of ESG influence and deliver value to all key stakeholders, including investors (shareholders), employees, customers, suppliers, and society.

At the operational level, a Sustainability Team is established, led and overseen by the Chief Sustainability Officer (CSO), to ensure effective implementation of sustainability policies and objectives. The Sustainability Team comprises eight sub-groups: "Sustainable Governance", "Green Innovations", "Sustainable Supply Chain", "Environmental Sustainability", "Information Security", "Business Marketing", "Sustainable Employment", and "Social Inclusion". Each sub-group is composed of mid- to senior-level managers with professional expertise and is responsible for planning and implementing short-, medium-, and long-term sustainability goals and work plans, as well as regularly reviewing sustainability actions.

The Company's "Sustainability Office" is responsible for coordinating sustainability-related matters, including promoting sustainability initiatives, reviewing sustainability performance, collecting sustainability topics (including climate change) and trends, and establishing and maintaining a sustainability knowledge base. The office regularly reports to the Chief Sustainability Officer.

The Sustainability Report is currently compiled by the Sustainability Office and approved by the Chief Sustainability Officer. It is then reviewed and approved by the Sustainable Development Committee before being submitted to the Board of Directors for final approval.



#### Sustainability Policy

##### ■ Implementing sound corporate governance

Ensure the adherence to code of business ethics, the independence of the Board, transparent disclosure of financial information, protection of shareholders' interests, labor rights and fair competition, and ESG risk management.

##### ■ Achieving highest level of corporate commitments

Committed to strategic partnerships with customers and suppliers, employees' training and care, and R&D enhancements.

##### ■ Striving for environmental sustainability

Promote recycling, energy savings and carbon reduction, green product development, and green manufacturing; and create a sustainable supply chain.

##### ■ Social engagement to create long-term benefits

Apply core corporate competencies to realizing the long-term benefits of social engagement.

#### Sustainability Commitments

- Maintain strong corporate governance and adhere to the law and business ethics
- Provide employees with a healthy and safe workplace
- Embrace employees' working interests by fully developing their talents and capabilities
- Invest in the R&D of eco-friendly products with the notion of environmental protection and energy savings in order to achieve carbon neutrality
- Create a win-win partnership with customers and suppliers
- Transparency in Sustainability Information
- Creating corporate value and enhancing stakeholder satisfaction
- Fulfill our role as a global corporate citizen by contributing to the community

Relevant policy is made public in the Corporate Governance area at PLANET's official website. URL: <https://www.planet.com.tw/tw/ir/corporate-governance>



## 1.1.4 Market Impact and Opportunities

PLANET closely monitors changes in the industry, international markets, and technological advancements. Adhering to a management philosophy of innovation and sustainable development, the Company flexibly adjusts its business strategies. Through dual-axis transformation toward "net-zero" and "digitalization", PLANET enhances its governance of climate risks and AI information security (InfoSec) risks, strengthens its resilience in sustainable development, and continuously improves brand competitiveness toward sustainable growth.

### Main risks and countermeasures

#### Geopolitics

- Expand the market penetration
- Make flexible adjustments to the channel strategies in response to global market change
- Enhance the brand value

#### Climate change

- Establish carbon management mechanisms and carbon pricing
- Strengthen sustainable supply chains
- Innovate low-carbon niche products
- Reduce GHG emissions during the lifecycle of products

#### Rapid technological change

- Increase product application fields, and expand the layout of smart IoT application devices
- Understanding market demands to enhance product value and competitiveness
- Master key techniques to develop innovative green and sustainable networking and communication devices

### Opportunities

#### Rising demand for intelligent communications and AI-empowered networking innovation

The development of digital communication technologies and the surge of AI are driving the upgrading of supply chains. Global investment in digital infrastructure continues to increase, and the demand for intelligent networks and remote communications is on the rise. PLANET will continue to develop network communication equipment that supports user-friendly management, InfoSec protection, AI empowerment, and smart energy efficiency. These solutions provide stable and secure transmission for AI applications and diverse IoT network infrastructures, meeting market needs for smart network infrastructure and showcasing the innovation capacity of Taiwan's technology brands to create value.

#### Digital Transformation in Brand Promotion and ESG Leadership to Enhance Corporate Value

PLANET integrates physical and digital marketing strategies to enable real-time interaction with markets and customers, achieving synergy between brand and product through diversified promotional methods.

Through its distribution network in over 160 countries, PLANET strengthens localized brand promotion, enhancing its professional brand image and corporate competitiveness. Meanwhile, PLANET continues to improve its ESG performance, receiving multiple honors such as the Excellence in Corporate Social Responsibility Award from Commonwealth magazine for consecutive 18 years. These achievements highlight the Company's outstanding performance in stable operations, social responsibility, and sustainable development. Recognized as a benchmark enterprise in ESG, PLANET lays a solid foundation for long-term value creation.



## 1.2 Stakeholders and Material Topics

PLANET's sustainability office makes an analysis based on the global sustainability trend and collected sustainability issues drawing attention from stakeholders. With reference to GRI Standards and AA1000 accountability principles and criteria, it identifies material topics according to four principles — inclusiveness, materiality, responsiveness, and impact — and further assesses the impact of material topics on the ESG aspects according to GRI Standards 2021 to provide a basis for the sustainable development strategy planning and for information disclosures in this report.

### 1.2.1 Identification of Stakeholders and Communication

#### Identification

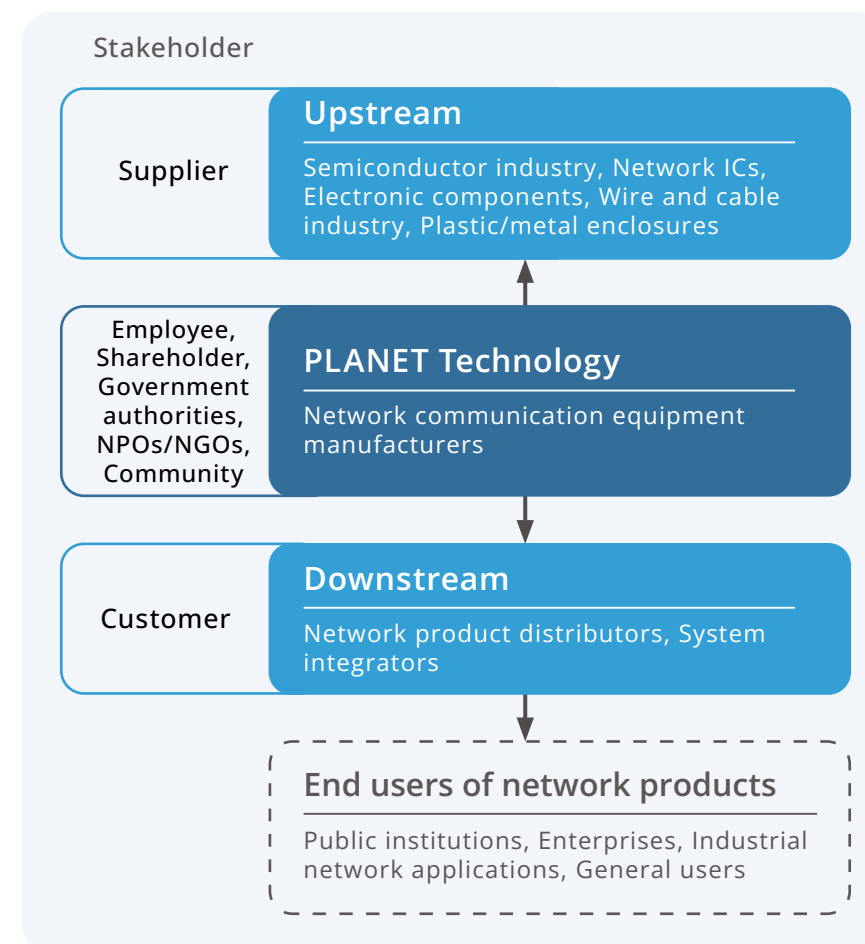
PLANET has a broad and diverse range of stakeholders. To identify representative stakeholders, PLANET applied the five principles (dependence, influence, level of concern, responsibility, and multiple viewpoints) outlined in the AA1000 Stakeholders Engagement Standard 2015. Based on this assessment, PLANET identified the key stakeholder groups for the 2024 Sustainability Report and engagement efforts, which include: investors (shareholders), employees, customers, suppliers, government agencies, NPOs/NGOs, and local communities.



#### Value Chain

PLANET Technology operates in the network communication industry, marketing with its self-owned brand "PLANET" in over 160 countries worldwide. Positioning itself as an international brand specializing in network transmission equipment, the Company focuses on the research and development of innovative networking technologies and products. The Company's business model is B2B (Business-to-Business).

#### PLANET Technology Value Chain



#### Communication

PLANET engages with stakeholders through regular and ad-hoc communication channels to understand their concerns. These insights serve as important references for formulating management policies and execution plans, helping PLANET to continually improve its ESG and sustainability efforts and create diverse social value through engagement with various stakeholders. The Company also reviews how it responds to issues raised by different stakeholder groups and addresses them in corresponding sections of this report.

- PLANET's official website features a dedicated Stakeholders Section (<https://www.planet.com.tw/en/sustainability/stakeholder>)
- Contact information for various stakeholder groups is publicly listed on PLANET's official website (<https://www.planet.com.tw/en/sustainability/contactus>)

Stakeholder	Contact Window	E-mail
Investor/ shareholder	Spokesperson	natalie@planet.com.tw
	Acting spokesperson	shallon@planet.com.tw
Employee	CEO	ceo@planet.com.tw
	Head of the Management Department	accusation@planet.com.tw
Customer	Sales Department	sales@planet.com.tw
Supplier	Chief Operating Officer	shallon@planet.com.tw
Government agency	Chief Financial Officer	natalie@planet.com.tw
NPO/NGO	Special assistant	jennys@planet.com.tw
Community	Special assistant	jennys@planet.com.tw

- Online Stakeholder Survey





## 1.2.2 Performance on Stakeholder Engagement

Stakeholder

### Investor / Shareholder



#### Significance to PLANET

Long-term support from investors and shareholders is PLANET's power to grow soundly. Investors and shareholders should be equal in obtaining the Company's material information. Adhering to integrity management and sustainable management, PLANET makes information public and transparent to protect the equity of investors and shareholders.

#### Communication channels

Shareholder meeting	Once a year
Investor Conference	Twice a year
Stakeholder area at the corporate website	Irregular
Audit Committee email	Synchronous transceiver round the clock
(Acting) spokesperson email	Open round the clock
MOPS of the competent authority	Irregular

#### Responses (Sections)

- 2 Sustainable Governance
- 2.5 Integrity Management and Regulatory Compliance
- 2.4 Risk Management
- 2.6 Information Security and Privacy Management
- 3.2 Green Products and Innovative R&D

#### Communication frequency

#### Sustainability Issues

1. Corporate Governance and Operational Performance
2. Information Security Management
3. Climate Change
4. Supply Chain Management
5. Human Rights
6. Risk Management
7. Integrity Management and Regulatory Compliance
8. Green Products and Innovative R&D

#### Engagement Results

1. Revenue and gross profit reached record highs in 2024.
2. Sustainability information disclosed through the Company's Annual Report, Sustainability Report, and TCFD Report.
3. Maintained sound corporate governance: ranked among the top 5% of TPEX listed companies in the 10th Corporate Governance Evaluation, and also among the top 5% of TWSE/TPEX listed companies with a market capitalization between NT\$ 5 billion and NT\$ 10 billion.
4. Zero information security incidents reported for the year.

Stakeholder

### Customer



#### Significance to PLANET

Customers are PLANET's important partners in operation. We listen to customer needs and provide professional service centered on customer needs. We also grasp the industrial trend in networking & communication, which helps customers to go earlier in the market and to achieve their objectives. Growing together, customers and us work towards low-carbon sustainability in future hand in hand.

#### Communication channels

Corporate community website	Irregular
Partner area at the corporate website	Irregular
Dedicated windows and emails for customer service and technical consulting service	Instant reply within 24 hours
Product educational training	Irregular
Dealer meeting	Irregular
Customer satisfaction survey	Once a year
ESG / CSR audit	Irregular

#### Responses (Sections)

- 2.6 Information Security and Privacy Management
- 3.2 Green Products and Innovative R&D
- 2.9 Sustainable Supply Chain
- 2.7 Customer Relationship Management
- 6 Social Inclusion

#### Communication frequency

#### Sustainability Issues

1. Green Products and Innovations and R&D
2. Customer Relationship Management
3. Product Quality and Safety
4. Supply Chain Management
5. Human Rights
6. Privacy Protection
7. Information Security Management

#### Engagement Results

1. In 2024, the average customer satisfaction rate reached 99.78%, exceeding the annual target of 95%.



Stakeholder

## Employee



### Significance to PLANET

Employees are PLANET's most important partners in sustainable development, the most important key to corporate core competitiveness, and the basis for corporate work towards sustainable management.

### Communication channels

Performance assessment  
Job performance interview  
Personnel care and interviews  
Care for new hires  
Employee Welfare Committee  
Functional education and training  
Employee satisfaction survey  
Gender Equality Committee  
Suggestions & complaints box  
Communication meeting between management and employees  
Various internal meetings  
Occupational Safety and Health Committee

### Communication frequency

Once a year  
Irregular  
Immediate response  
Immediate response  
Irregular  
Irregular  
Once a year  
Irregular  
Immediate response  
Once every quarter  
Irregular  
Once every quarter

### Responses (Sections)

5 Sustainable Employment  
2.5 Integrity Management and Regulatory Compliance  
5.2 Human Rights Management  
5.4 DEI Workplace  
5.5 Occupational Safety and Health

### Sustainability Issues

1. Talent Attraction and Retention  
2. Talent development  
3. Human Rights  
4. DEI Workplace  
5. Occupational Health and Safety

### Engagement Results

1. There was no form of discrimination in 2024.
2. The average number of professional functions and general education and training hours for employees in 2024 was 26.0 hours per person.
3. The completion rate of the sustainable performance linkage assessment was 100% in 2024.
4. In 2024, there were zero cases of sexual harassment or unlawful infringement complaints filed by employees.

Stakeholder

## Supplier



### Significance to PLANET

Suppliers are PLANET's partner in sustainable management and growth. We hope to build a sustainable partnership with suppliers and to fulfill corporate social responsibility together with them.

### Communication channels

Dedicated window for procurement service  
Supplier evaluation  
Green supply chain management platform  
Supplier audit and coaching  
Supplier meeting

### Communication frequency

Irregular  
Once a year  
Irregular  
Once every quarter  
Irregular

### Responses (Sections)

2 Sustainable Governance  
3.2 Green Products and Innovative R&D  
2.9 Sustainable Supply Chain

### Sustainability Issues

1. Corporate Governance and Operational Performance  
2. Supply Chain Management  
3. Green Products and Innovations and R&D

### Engagement Results

1. All suppliers have completed and signed the Supplier Code of Conduct Compliance Declaration.
2. 100% of suppliers do not use conflict minerals.
3. Through the "Large enterprises leading small ones" project, 31.4% of suppliers were assisted in completing GHG inventories.
4. A total of 40 suppliers passed third-party verification of GHG inventories in accordance with ISO 14064-1.



Stakeholder

Government agency



Significance to PLANET

PLANET observes relevant norms of the government agency and proactively cooperates in policy implementation. It gets trust, support and cooperation from the government through transparent two-way communication.

Communication channels	Communication frequency
MOPS of the competent authority	Irregular
Seminars/symposia; appraisal	Irregular
Official letter	Irregular

Responses (Sections)

- 2 Sustainable Governance
- 2.5 Integrity Management and Regulatory Compliance
- 2.6 Information Security and Privacy Management
- 4.2 Climate Change Management

Sustainability Issues

- 1. Corporate Governance and Operational Performance
- 2. Integrity Management and Regulatory Compliance
- 3. Investor Protection
- 4. Climate Change
- 5. Information Security Management

Engagement Results

- 1. Maintained sound corporate governance: ranked among the top 5% of TPEX listed companies in the 10th Corporate Governance Evaluation, and also among the top 5% of TWSE/TPEX listed companies with a market capitalization between NT\$ 5 billion and NT\$ 10 billion.
- 2. Zero information security incidents reported for the year.

Stakeholder

Community



Significance to PLANET

PLANET keeps in good interactive relationships with the community and society, hoping to help promote community shared growth.

Communication channels	Communication frequency
Project cooperation	Irregular
Opinion survey	Irregular
Corporate website	Irregular

Responses (Sections)

- 2 Sustainable Governance
- 4 Environmental Sustainability
- 6 Social Inclusion

Sustainability Issues

- 1. Environmental Protection
- 2. Social Participation and Care
- 3. Social Influence

Engagement Results

- 1. Promote the remedial education and psychological counseling for emotionally disturbed disadvantaged children at schools and agencies, adding up to 20 in number, in Taipei Metro Area.
- 2. [Delivering the Good Songs to Schools] A total of 55 schools have been included in the campus music tour, and 3,000 CDs of promoted songs have been produced.
- 3. In 2024, employees participated in volunteer services 121 times, contributing a total of 318 service hours.

Stakeholder

NPO/NGO



Significance to PLANET

PLANET, as an enterprise with morality and responsibility, understands NPOs' need. It promotes the concept of giving back to the community to improve its positive influence on the society, sustainability, social inclusion and mutual benefits.

Communication channels	Communication frequency
Involvement in relevant organizations	Irregular
Activity cooperation	Irregular
Issue-related initiative	Irregular

Responses (Sections)

- 2.5 Integrity Management and Regulatory Compliance
- 4 Environmental Sustainability
- 4.2 Climate Change Management
- 5.2 Human Rights Management
- 6 Social Inclusion

Sustainability Issues

- 1. Human Rights
- 2. Environmental Protection
- 3. Climate Change
- 4. Social Participation and Care
- 5. Social Influence

Engagement Results

- 1. Join in organizations, such as Taipei Computer Association, National Innovation and Entrepreneurship Association, Taiwan-U.S. Business Alliance, and Intelligent Computer & AIoT Association. Establish an industry member concentrated communication mechanism.
- 2. In cooperation with the International Nature Restoration Action Association (INRAA), PLANET has promoted the "Clean Air, Clear Mind Action" initiative. Since 2021, the initiative has involved 212 companies and 175 individuals, including customers and suppliers, working together to restore soil health and create a sustainable environment.



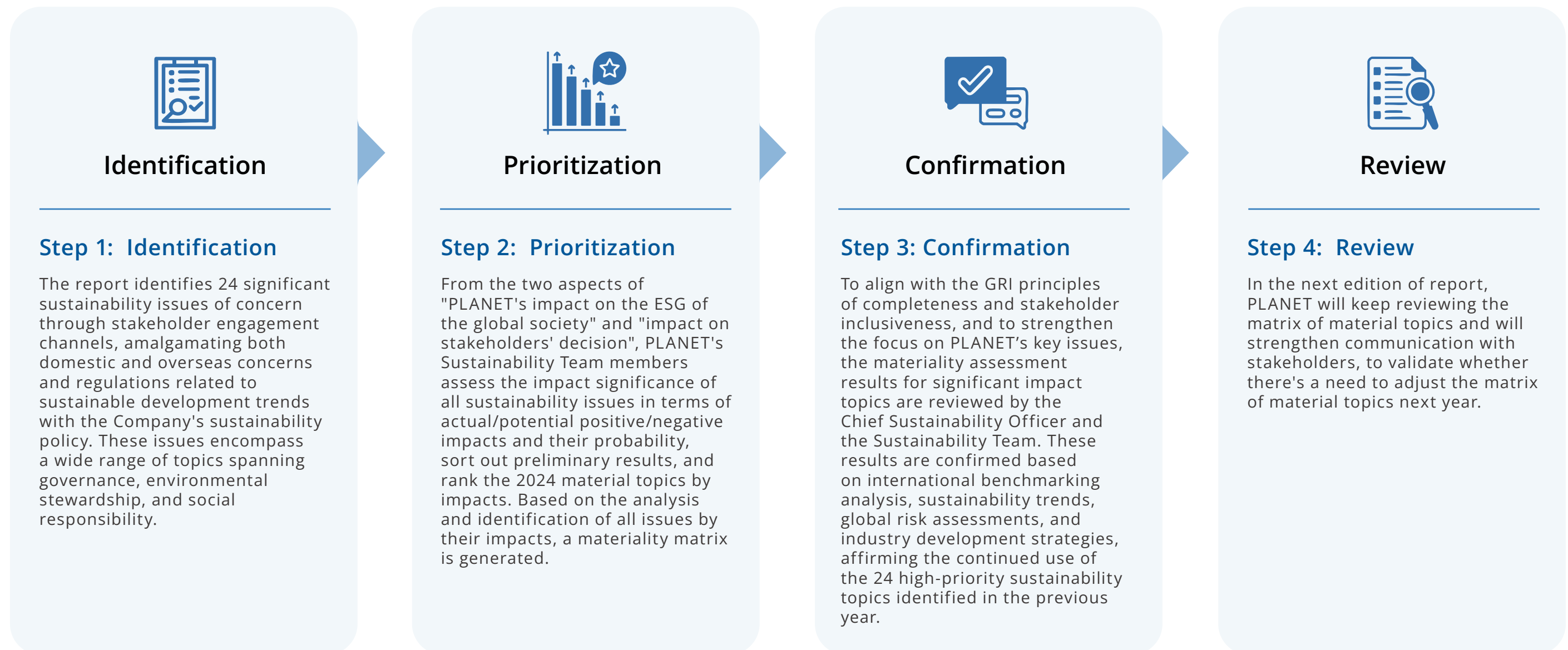
### 1.2.3 Identification of Material Topics

PLANET identifies material topics according to the 4 principles of inclusiveness, materiality, responsiveness, and impact in the AA1000AP Accountability Principles 2018 and further assesses the impact of material topics on the ESG aspects according to GRI Standards 2021, which provides a basis for sustainability strategy planning and for information discloses in this report.

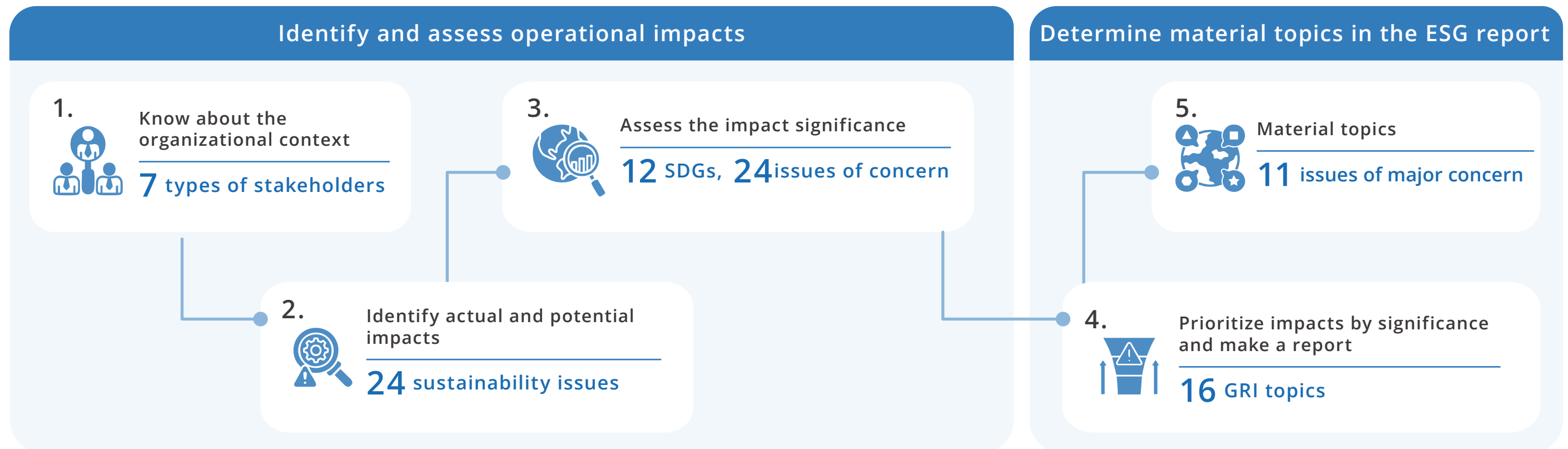
The annual material topics and stakeholder issues are continuously reviewed and adjusted as necessary through the Sustainability Team. A regular materiality assessment process is conducted to evaluate the impact of stakeholder concerns, enabling PLANET's Chief Sustainability Officer to allocate resources effectively and plan short-, medium-, and long-term sustainability strategies. Both positive and negative information is disclosed transparently.

### Procedure of identifying material topics

PLANET analyzes global trends and continues to use the 24 high-priority sustainability issues identified in the previous year through internal expert trend and impact analysis. The Sustainability Team identifies, ranks, confirms, and reviews these issues based on sustainability context, materiality, completeness, and stakeholder inclusiveness. PLANET's sustainability strategies and actions are all based on the results of the materiality assessment.







## 1.2.4 Issues of Major Concern

ESG aspects corresponding to the 24 issues of concern to stakeholders.



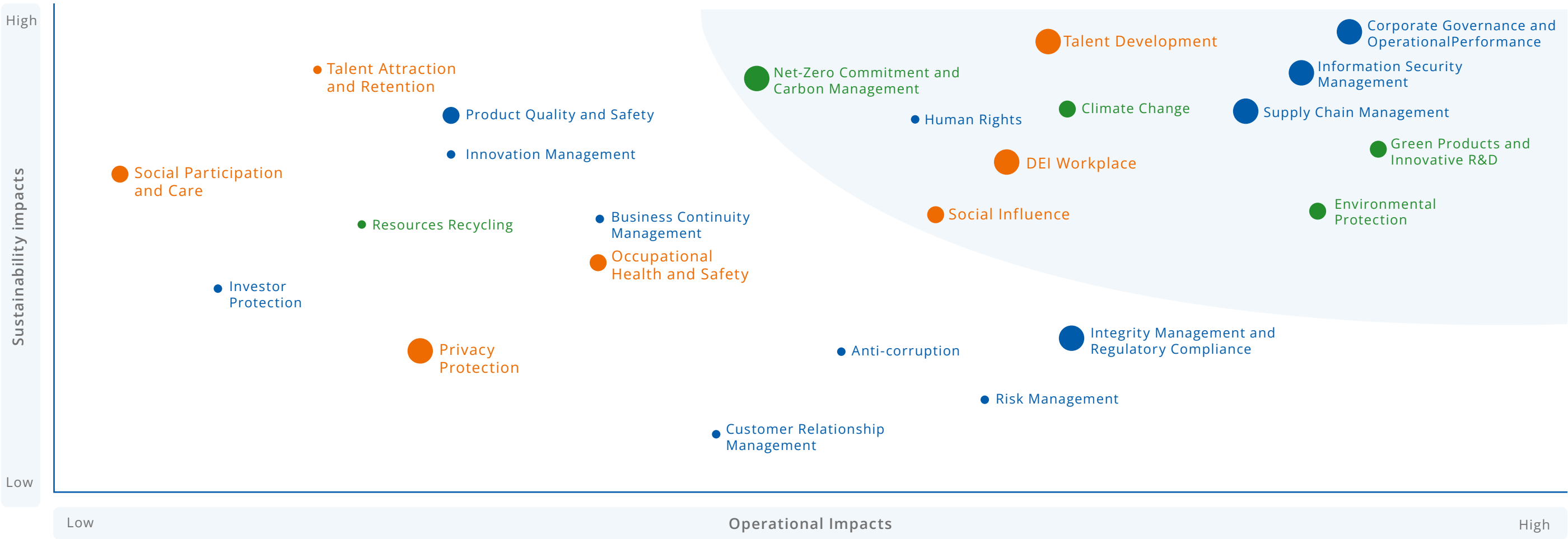
Note: ★ marks an issue of major concern



1.2.5 Material Topic Prioritization and Confirmation

PLANET has identified 11 material topics out of the 24 highly relevant sustainability issues by evaluating both the Company’s "operational impacts" and "sustainability impacts." These topics are disclosed in this report, with dedicated chapters outlining specific strategies and actions taken in response. Topics of secondary concern are addressed either on the sustainability website or within relevant sections of this report. Issues such as privacy protection, ethical business conduct, and regulatory compliance—though highly important to stakeholders—were not classified as material topics, as internal assessments determined that existing governance mechanisms are comprehensive and the level of impact is low.

PLANET Materiality Matrix






Ranking of Positive and Negative Impacts

Ranking of Positive Impacts			Ranking of Negative Impacts		
1. Corporate Governance and Operational Performance	4. Supply Chain Management	8. Social Influence	1. Corporate Governance and Operational Performance	4. Net-Zero Commitment and Carbon Management	8. Environmental Protection
2. Information Security Management	5. Net-Zero Commitment and Carbon Management	9. Environmental Protection	2. Green Products and Innovative R&D	5. Supply Chain Management	9. Human Rights
3. Green Products and Innovative R&D	6. Human Rights	10. Talent Development	3. Information Security Management	6. DEI Workplace	10. Social Influence
	7. DEI Workplace	11. Climate Change		7. Climate Change	11. Talent Development



The following table lists PLANET’s material topics and UN SDGs corresponding to the issues of major concern identified by stakeholders.

Stakeholder	 Investor (shareholder)	 Customer	 Supplier	 Employee	 Government	 NPO/NGO	 Community
Material Topics	1. Corporate Governance and Operational Performance  13. Green Products and Innovative R&D	2. Information Security Management 3. Supply Chain Management 4. Human Rights 13. Green Products and Innovative R&D	1. Corporate Governance and Operational Performance  3. Supply Chain Management  13. Green Products and Innovative R&D	4. Human Rights 18.Talent Development 19. DEI Workplace	1. Corporate Governance and Operational Performance 2. Information Security Management 14. Climate Change 16. Net-Zero Commitment and Carbon Management	14. Climate Change 15. Environmental Protection 20. Social Influence	15. Environmental Protection 20. Social Influence
Material Topics Corresponding to GRI	GRI 201, GRI 202 GRI 302	GRI 302, GRI 308 GRI 414, GRI 418	GRI 201, GRI 202 GRI 302, GRI 308 GRI 414	GRI 401, GRI 403 GRI 404, GRI 405 GRI 406, GRI 407 GRI 408, GRI 409	GRI 302, GRI 305 GRI 418	GRI 302, GRI 304, GRI 305	GRI 304, GRI 413
ESG Aspects	G; E	G; E; S	G; E	S	G; E	E; S	E; S
Corresponding SDGs	SGD 5, SDG 9 SDG 10, SGD 13 SDG 16, SDG 17	SDG 9, SDG 10 SDG 12, SDG 17	SDG 9, SDG 10 SDG 12, SDG 17	SDG 3, SDG 4 SGD 5, SDG 8 SDG 10, SDG 16 SDG 17	SDG 3, SGD 13 SDG 17	SDG 3, SDG 6 SGD 13, SDG 15 SDG 17	SGD 4, SDG 6 SGD 13, SDG 15 SDG 17
Our Responses (corresponding chapters)	2 Sustainable Corporate Governance 3 Sustainable Innovation	2 Sustainable Corporate Governance 3 Sustainable Innovation	2 Sustainable Corporate Governance 3 Sustainable Innovation	5 Sustainable Employment	2 Sustainable Corporate Governance	4 Environmental Sustainability	4 Environmental Sustainability 6 Social Inclusion






## 1.2.6 Scope of Impact of Material Topics on Value Chain

Each service link would have an impact on the ESG and supply chain, and the resulting impact is far beyond the range of daily corporate operating activities. We review PLANET's efforts in sustainable development from the perspective of value chain, which helps us not only to understand PLANET's positive and negative impacts on the value chain but to focus on the links needing improvement most. The key to sustainable development is seizing opportunities in each link of value chain so as to expand the positive impact and mitigate the negative impact.

There are 11 identified issues of major concern. The following table lists the material topics and assessed PLANET's impact on the value chain.

● Direct impact
 ○ Indirect impact

ESG Aspect	Material Topics	Value chain			
		Investor (Shareholder)	Upstream Supplier	PLANET Operations	Downstream Customer
<div>   Governance                 </div>	Corporate Governance and Operational Performance	●	●	●	●
	Information Security Management	●	●	●	●
	Supply Chain Management	○	●	●	○
	Human Rights	●	●	●	●
<div>   Environmental                 </div>	Green Products and Innovative R&D	●	○	●	●
	Climate Change	●	●	●	○
	Environmental Protection	●	●	●	○
	Net-Zero Commitment and Carbon Management	●	●	●	○
<div>   Social                 </div>	Talent Development	--	--	●	--
	DEI Workplace	○	--	●	○
	Social Influence	○	--	○	--



# 2 Sustainable Governance

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- 2.1 Company Overview
- 2.2 Financial Performance
- 2.3 Corporate Governance Mechanism
- 2.4 Risk Management
- 2.5 Integrity Management and Regulatory Compliance
- 2.6 Information Security and Privacy Management
- 2.7 Customer Relationship Management
- 2.8 Intellectual Property Management
- 2.9 Sustainable Supply Chain





## Corporate Governance and Operational Performance

### Policy

- Advance the sustainability governance, integrity, and disciplinary culture of the enterprise.
- Strengthen the management of corporate sustainability information and enhance the quality of sustainability disclosures.
- Launch innovative growth through a "positive impact model" and implement robust risk management.
- Elevate the professional expertise and experience of board members and establish effective career development and training programs.
- Embody the spirit of the "carbon footprint" initiative, demonstrating a proactive commitment to climate action.

### Objectives

- Foster a culture of exemplary governance to guide the enterprise toward outstanding growth.
- Align with international reporting standards to refine sustainability disclosures.
- Embed risk management awareness into daily decision-making and operational activities.
- Preserve organizational values and nurture talent to create a positive career development environment.
- Collaborate with suppliers in low-carbon transformation, jointly enhancing corporate social responsibility.

### Strategy

- In accordance with the Course of Action for Sustainable Development of TWSE/TPEX Listed Companies, keep strengthening functions of the Board of Directors.
- Establish internal control systems and detailed procedures for internal audits, introducing external verification mechanisms.
- Evaluate the risks and opportunities related to intellectual property management, both internally and externally, and take appropriate actions.
- Implement the ISO 27001 Information Security Management System standard.
- Develop succession plans for board members and executives, and create a digital learning platform for employees.
- Promote the PLANET Supply Chain Sustainable Resilience Cloud Program, partnering with the supply chain to reduce carbon emissions.

### Supervision and Management Methods

- Every year, through Board of Directors, corporate governance assessment, and other mechanisms, the implementation of Corporate Governance is inspected and the accomplishment of objectives is tracked and reviewed.
- The Board of Directors' performance is assessed internally on an annual basis and evaluated by an external independent organization every three years.
- Internal audits are conducted regularly and irregularly, with external verification and assurance arranged as needed.
- Continual participation in various external awards assessments and initiatives is pursued to achieve excellence and enhance competitiveness.

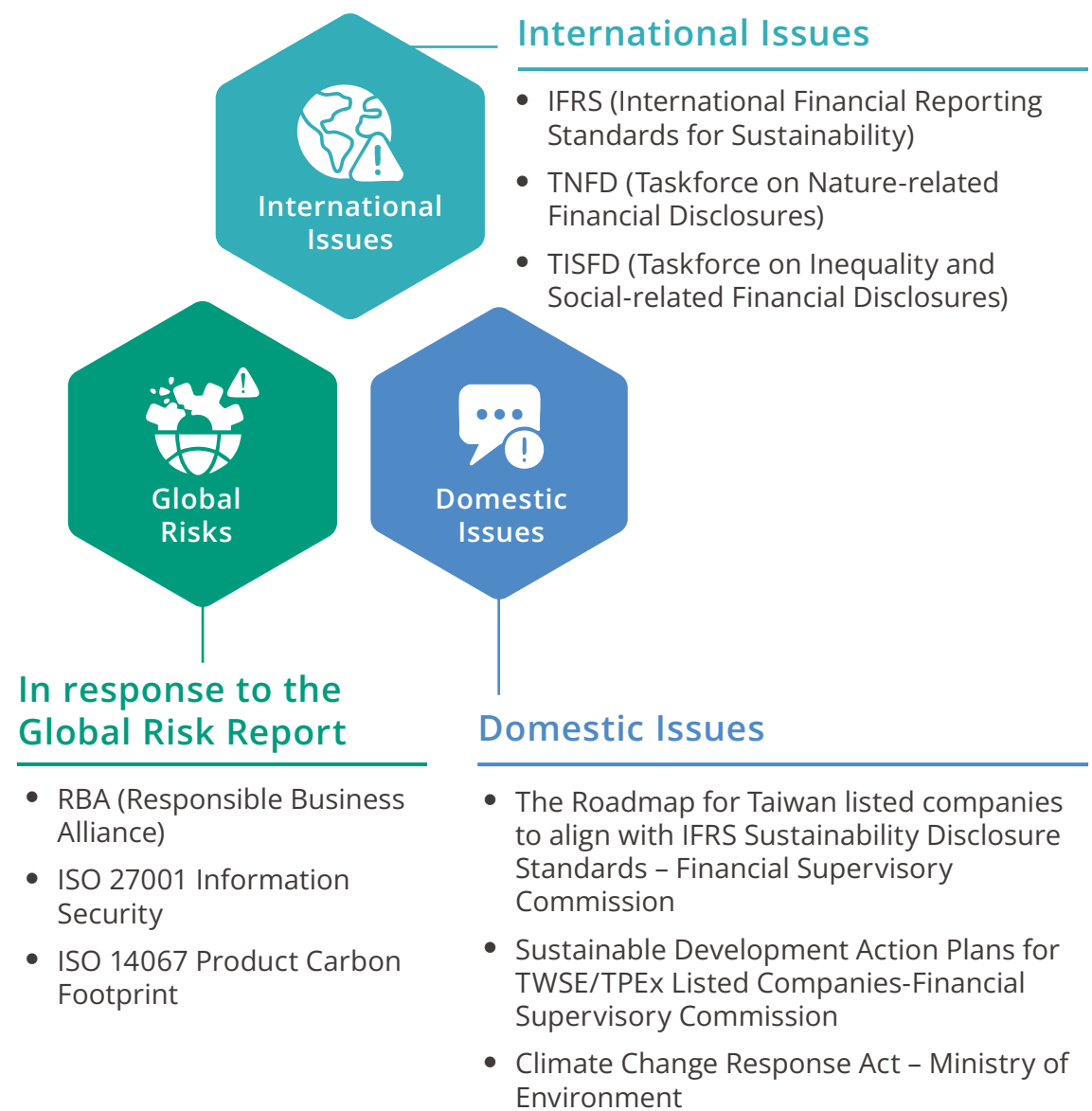
### Results

- ✓ In the 10th Corporate Governance Evaluation PLANET ranked among the top 5% of TPEX-listed companies and the top 5% of all the listed companies with market values between NT\$5-10 billion.
- ✓ The sustainability report has passed third-party verification; the TCFD climate-related financial disclosures report has achieved the highest level of third-party verification.
- ✓ Developed a comprehensive intellectual property management plan, with the implementation of an incentive system and robust security protection measures.
- ✓ Maintained the ISO 27001 Information Security Management System, while establishing an AI promotion task force.
- ✓ Established a board succession plan and talent development mechanism, and launched the "Create E Academy", a cutting-edge online learning platform, to effectively implement succession and legacy programs.
- ✓ Passed the Ministry of Economic Affairs' review for the "Large Enterprises Leading Small and Medium-sized Manufacturing Industry in Low-carbon and Intelligent Upgrading and Transformation Subsidy", guiding suppliers in carbon inventory training and providing energy-saving and carbon-reduction counseling.

PLANET upholds integrity as a core management philosophy, continuously improving corporate governance mechanisms, complying with laws and regulations, maintaining sound financial management, emphasizing information security, and establishing a solid foundation for sustainable business operations, safeguarding shareholder interests, and creating optimal value for all stakeholders.

## Sustainable corporate governance strategies and objectives

PLANET is based on sustainable management and concerned about domestic governance regulations, international governance issues, and global risk assessment reports. Its senior management team formulates the Company's sustainable corporate governance strategies and future development directions.





Sustainability Governance Goals

Short-term Goals (2025–2027)	Mid-term Goals (2028–2030)	Long-term Goals (2031 onward)
<div> <div>Sustainable Governance</div> <ul style="list-style-type: none"> <li>Launch the IFRS Sustainability Disclosure Standards alignment program</li> <li>Implement TNFD Nature-related Financial Disclosures</li> <li>Implement TISFD Inequality and Social-related Financial Disclosures</li> <li>Strengthen sustainable supply chain management</li> <li>Sustainable Employment; Corporate Heritage</li> </ul> </div> <div> <div>Environmental sustainability</div> <ul style="list-style-type: none"> <li>Leverage digital technology to drive intelligent carbon management</li> <li>Align with international standards and obtain SBTi validation</li> <li>Promote low-carbon transformation and develop a low-carbon supply chain</li> <li>Safeguard ecosystems with biodiversity programs</li> </ul> </div> <div> <div>Information and Communication Security</div> <ul style="list-style-type: none"> <li>Empowered by AI, fostering digital trust</li> </ul> </div>	<div> <div>Sustainable Governance</div> <ul style="list-style-type: none"> <li>IFRS sustainability information disclosure</li> <li>The EU's CBAM</li> <li>CCA (Clean Competition Act)</li> <li>Sustainable Employment; Corporate Heritage</li> </ul> </div> <div> <div>Environmental sustainability</div> <ul style="list-style-type: none"> <li>Achieve carbon neutrality for organizations/products</li> <li>Carbon credit trading and management</li> <li>Establish a comprehensive product carbon footprint database</li> <li>Promote nature-positive growth action plans</li> </ul> </div> <div> <div>Information and Communication Security</div> <ul style="list-style-type: none"> <li>Empowered by AI, fostering digital trust</li> </ul> </div>	<div> <div>Sustainable Governance</div> <ul style="list-style-type: none"> <li>Assurance of IFRS sustainability information</li> <li>Sustainable Employment; Corporate Heritage</li> </ul> </div> <div> <div>Environmental sustainability</div> <ul style="list-style-type: none"> <li>Net-zero carbon emissions</li> <li>Sustainable and nature-positive growth</li> </ul> </div> <div> <div>Information and Communication Security</div> <ul style="list-style-type: none"> <li>Empowered by AI, fostering digital trust</li> </ul> </div>

Launching and implementation of plans

Reinforce the organization and mechanism of sustainable corporate governance, improve the risk management ability, and implement integrity management, to consolidate the corporate sustainable development.





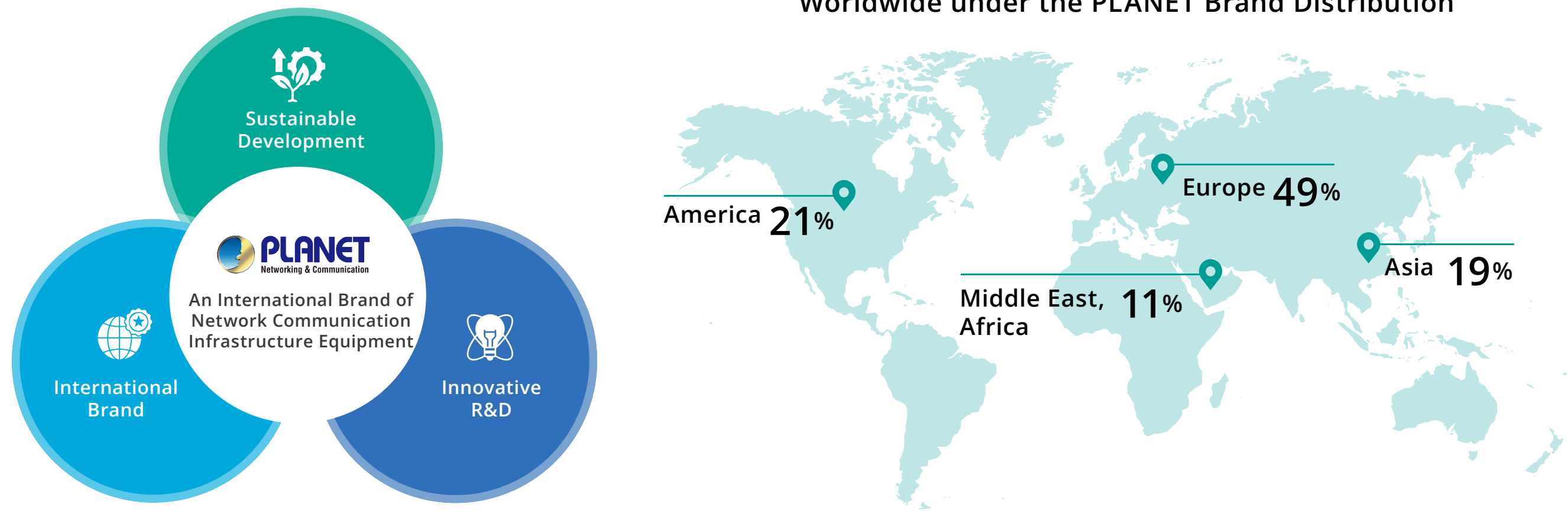
2.1 Company Overview

PLANET Technology Corporation, founded in 1993 and headquartered in Xindian District, New Taipei City, Taiwan, was listed on the TPEx market in September 2003 (Stock Code: 6263). With over 30 years of operation, the Company is firmly rooted in Taiwan. Guided by the principles of integrity and excellence, mutual benefit, and sustainable innovation, PLANET integrates social responsibility into its business strategies. The Company remains committed to enhancing ESG performance, maintaining stable operations, and creating sustainable corporate value.

PLANET's proprietary brand is distributed through an extensive network of partners across more than 160 countries on five continents. The Company has established strong and lasting partnerships with regional distributors and maintains a deep presence in local markets. With Internet Protocol (IP) as its core technology, PLANET continuously innovates in digital network transmission technologies and equipment. Adhering to green energy principles, the Company develops products tailored to market demands for intelligent network applications. It is committed to the innovative development of high-quality, high value-added network communication equipment and solutions. Key offerings include intelligent central network management platforms, industrial-grade networking devices, automation control equipment, Power over Ethernet (PoE), switches, fiber-optic broadband network equipment, wireless networking, network security surveillance, VoIP solutions, InfoSec network devices, and home automation systems. These solutions support the creation of sustainable, energy-efficient, and user-friendly enterprise networks and smart networking infrastructures for IoT, IIoT, IoV, and AIoT applications.

PLANET products have been widely adopted and recognized in sectors such as enterprise, defense, industry, education, finance, and healthcare. Notable examples include their role in the 2010 Chilean miner rescue operation and various major government procurement projects. Over the years, numerous PLANET products have received prestigious product awards and recognition from government bodies, international exhibitions, and media outlets. Since 2004, PLANET has consecutively received the Taiwan Excellence Award for 21 years. In 2024, the Company was honored with the COMPUTEX Best Choice Award – Special Award for Tech Sustainability, reinforcing its position as a digital innovation leader in the global networking market. Furthermore, PLANET implements ESG and corporate social responsibility through strategic and long-term approaches to generate sustained impact.

Worldwide under the PLANET Brand Distribution





2.1.1 Membership Associations

PLANET Technology proactively joins in unions and associations relevant to domestic and foreign industry involved, product development technology, ESG sustainable development and works together with them to improve industrial and talent development and to exert its sustainability value. The list is as follows:

Categories	Year	Membership
<div>Industry</div>	Taipei Computer Association (TCA)	V
	National Innovation and Entrepreneurship Association	V
	Association of Taiwan Listed Companies	V
	Taiwan-U.S. Business Alliance	V
	Intelligent Computer & AIoT Association	V
	Fengyun Entrepreneurs Association	V
	The Society of Taiwan Women in Science and Technology	V

Categories	Year	Membership	Product Attribute
<div>R&amp;D and Technology</div>	Access Advance LLC	V	IP Camera Network Video Recorder (NVR)
	ONVIF (Open Network Video Interface Forum)	V	IP Camera Network Video Recorder (NVR)
	EtherCAT Technology Group	V	Industrial-grade network devices Automation control devices
	PROFIBUS & PROFINET International (PI)	V	Industrial-grade network devices Automation control devices

Categories	Year	Membership
<div>ESG</div>	Zhong Dao Association of Leadership & Culture	V
	CommonWealth Sustainability	V
	Global Views ESG Alliance	V
	Association of Corporate Social Responsibility	V



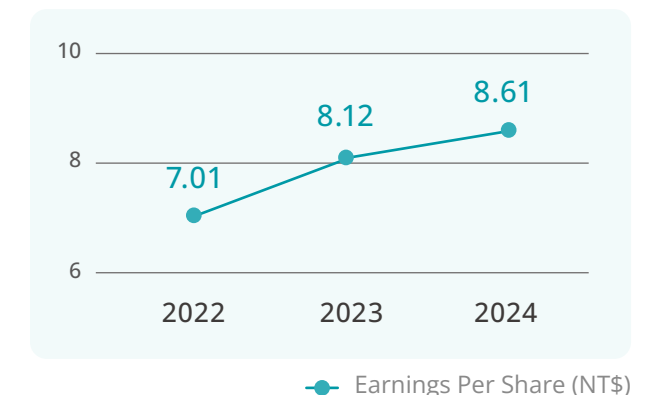
## 2.2 Financial Performance

PLANET Technology maintains sound financial health, with a debt-to-asset ratio consistently below 25% over the years. The Company does not engage in high-risk or high-leverage investments and has no lending of funds to others, endorsements or guarantees, or transactions involving derivative financial products, thereby ensuring effective financial risk control. Dividends are distributed annually, sharing business results with shareholders. Starting from 2012, the Company has been adopting international financial reporting standards. It declares and pays taxes on time as stipulated in the governmental taxation law. In line with disclosure requirements in the law, it also gives immediate responses to the taxation competent authority's questions and provides the taxation data needed.

Consolidated financial statements include the parent company PLANET Technology Corporation and the wholly-owned subsidiary Planet International Inc.

In terms of operational performance, the earnings per share (EPS) over the past three years have remained above NT\$7, with EPS reaching NT\$8.61 in 2024. In 2024, both the gross profit margin and the net profit margin after tax increased by 5.86% and 6.05%, respectively, compared to 2023. PLANET continues to actively invest in R&D and innovation to enhance differentiated competitiveness and drive operational growth.

PLANET's EPS in Last 3 Years



### PLANET's Financial Performance of Last 3 Years

Year	2022	2023	2024
Net Operating Revenue (A)	1,720,031	1,844,671	1,879,722
Non-operating Revenue and Expenditure (A)	23,257	30,559	38,994
Operating Costs (B)	1,039,332	1,064,390	1,054,717
Employee Compensation and Benefits (B)	167,145	193,979	207,239
Net Profit Before Tax	536,811	616,861	656,760
Income Tax Expense (B)	98,548	109,432	118,624
Net Income After Tax (C)	438,263	507,429	538,136
Earnings Per Share (NT\$)	7.01	8.12	8.61
Debt to Total Assets (%)	22.25	24.89	20.88
Return on Assets (%)	23.26	24.18	24.56
Return on Stockholder's Equity (%)	29.65	31.62	31.73

Note1. For financial reports, please refer to our company website under the Stakeholders Section – Financial Information.

Note2. Annual data is based on the accrual basis.

Note3. (A) means direct economic values resulting from corporate consolidation.

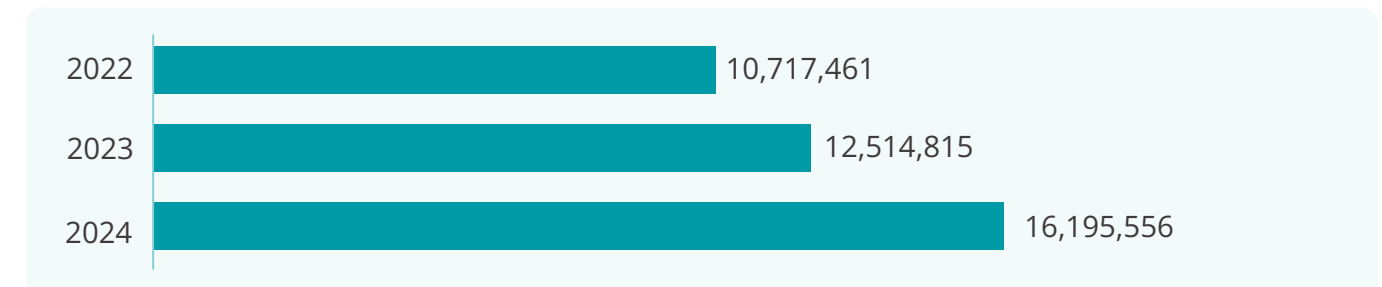
Note4. (B) means economic values distributed from corporate consolidation, including community investment.

Note5. (C) means economic values retained from corporate consolidation.

### 2.2.1 Government Subsidies Received

In 2024, PLANET received a total of NT\$16,195,556 in financial subsidies from the government of the Republic of China.

PLANET's corporate ownership structure does not include any governmental shares. The following table shows statistics of the 2022-2024 grants by source and amount:



Source of Grant	2022	2023	2024
Governmental tax credits and deductions, investment allowance, R&D allowance, and other relevant types of allowance	10,310,365	12,224,815	12,783,752
Financial allowances gained or gainable from any agencies	185,000	290,000	300,000
Government subsidies	222,096	-	3,111,804
● Subtotal	10,717,461	12,514,815	16,195,556



## 2.3 Corporate Governance Mechanism

The Company's management levels attach importance to governance culture building and are proactive in its implementation. The text below mirrors the behavior described above. During 2021-2024, the Company was in top 5% of the excellent companies on the OTC market in the "Corporate Governance Evaluation" hosted by TWSE and TPEx; in 2023-2024, it even received the Platinum Award in "Taiwan Corporate Sustainability Awards" for its sustainability report from Taiwan Institute for Sustainable Energy (TAISE).

PLANET Technology has established its Code of Practice for Corporate Governance according to the Code of Practice for Corporate Governance of Listed Companies on the TPEx Market. In 2019, it set a corporate governance supervisor in charge of corporate governance execution, who hews to the following principles when fulfilling corporate governance:

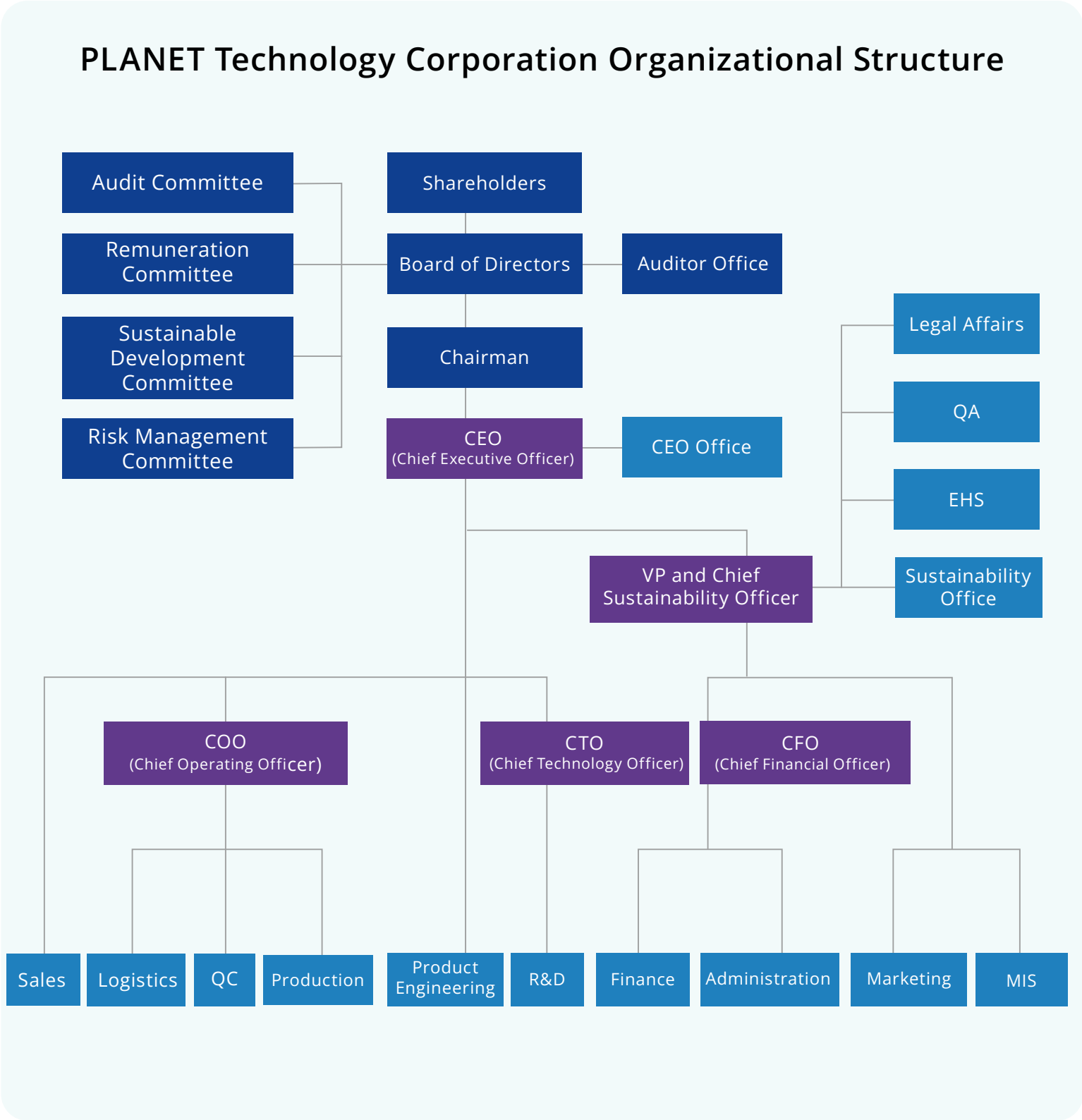
- Establish an effective corporate governance framework
- Guarantee shareholders' equity
- Strengthen functions of the Board of Directors
- Give play to the Audit Committee's functions
- Respect stakeholders' equity
- Improve information transparency
- Transact matters related to board meetings and shareholder meetings
- Provide data the board needs for business execution
- Collect latest regulatory development relevant to corporate operation
- Support directors in assuming their roles and provide ongoing education
- Review and evaluate independent directors' qualification

The corporate governance supervisor's responsibilities and execution details are publicly available on PLANET's official website. (URL: <https://www.planet.com.tw/tw/ir/supervisor>)

### 2.3.1 List of Major Shareholders

PLANET maintains up-to-date records of major shareholders who hold a significant percentage of shares or have actual control over the Company, as well as the ultimate controllers of these shareholders. The Company regularly discloses important changes such as the pledge, increase, or decrease of shares held by shareholders owning more than 10%, or other events that may affect shareholding structure, allowing other shareholders to exercise oversight.

For the list of major shareholders, please refer to the "Stakeholders Section" on the Company's website, under the Top 10 Shareholders by Holding Ratio (URL: <https://www.planet.com.tw/tw/ir/shareholder>).





## 2.3.2 Board of Directors and Functional Committees

PLANET's Board of Directors, Audit Committee, Remuneration Committee, Sustainable Development Committee, and Risk Management Committee operate in accordance with the "Rules of Procedure for Board of Directors Meetings", "Audit Committee Charter", "Remuneration Committee Charter", "Sustainable Development Committee Charter", and "Risk Management Committee Charter", respectively.

The Company has established the Sustainable Development Committee, a functional committee under the Board and the highest governing body for promoting sustainable development.

The Sustainable Development Committee is composed of five members: four independent directors and one director. To align with the Company's operations, the Committee has appointed a Chief Sustainability Officer and established a Sustainable Development Task Force and a Sustainability Office at the operational level. For details on their responsibilities, please refer to page 13 of this Sustainability Report.

The Sustainable Development Committee reports to the Board of Directors on a semi-annual basis, presenting the progress and outcomes of sustainability initiatives to strengthen the Company's sustainability policies and implementation performance. In 2024, the Committee reported to the Board on May 8 and December 19, covering the results of the materiality assessment, the execution outcomes of the 2024 sustainability initiatives, and the 2025 action plan.

Board  
Members: 7

Independent  
Directors: 4

3 female  
directors

Number of Board  
Meetings Held: 7

Meeting Attendance Rate: 100%

### 2.3.2.1 Board of Directors

The election of the Company's directors (including independent directors) follows the "Director Election Procedures", adopting a candidate nomination system. The Board currently comprises seven directors, including four independent directors, one non-executive director, and two executive directors. Their responsibilities include appointing and supervising the management team, overseeing the Company's overall operations, safeguarding the interests of stakeholders, and being accountable to the shareholders' meeting. They are also responsible for ensuring the exercise of authority in accordance with laws, the Articles of Incorporation, and shareholder resolutions, as well as the effective implementation of the corporate governance framework. Each term of office for directors is three years, and independent directors may not serve more than three consecutive terms.

It is specified in the Company's Method for Election of Directors that individual directors' background and abilities are requisite considerations in the election of directors. For this reason, the Company's board members represent full diversity. Besides, particular importance is attached to gender equality. The target proportion of females to all directors is not less than one-third. In terms of professional abilities, the board members are major either in business, legal affairs, finance, accounting, sustainability or in something required by the Company's business so as to achieve a complementary effect.

In 2023, the Company completed a full re-election of the Board. The current seven-member Board includes four independent directors, accounting for 57% of the Board. None of the independent directors have served more than three terms. Three of the seven directors are women, representing 43%. The directors bring diverse expertise spanning technology, construction, finance, banking, accounting, law, human resources, and sustainability, creating a complementary structure that enhances operational oversight and synergy for the Company's future development. Information on director training can be found in Item 3, Chapter II of the 2024 Annual Report, available on the "Stakeholders Section" of the Company's website.

The Board meets at least once per quarter. In 2024, a total of six Board meetings were held, during which 33 key resolutions were approved, including the assessment of internal control effectiveness, appointment and compensation of certified public accountants, financial reports, and the sustainability report. All proposals were thoroughly discussed by the Board members and disclosed in the "Stakeholders Section" on the Company website.

To strengthen functions of the Board of Directors, in addition to the legally required Audit Committee and Remuneration Committee, the Company has also established functional committees such as the Risk Management Committee and the Sustainable Development Committee. These committees regularly address significant environmental, social, and governance (ESG) issues relevant to the Company's operations and are overseen by the Board to ensure effective risk management and sustainability execution.

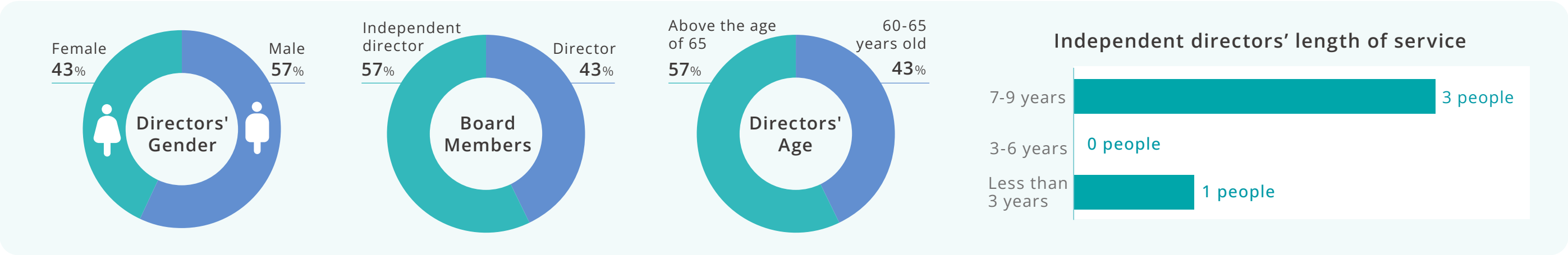


Chairman Mr. Chen Ching-Kang concurrently serves as the Company’s President, a decision made to enhance operational efficiency and execution. With a background in R&D and brand marketing, he possesses deep expertise in the networking and communications industry, guiding the Company to maintain sound operations, foster innovation, and achieve steady growth. Director Ms. Hsu Hwa-Lin concurrently serves as Vice President and Chief Sustainability Officer. She has long been committed to advancing economic, environmental, and social initiatives and plays a key role in implementing the Board’s sustainability strategies. The management team maintains effective communication with the Board and is dedicated to executing its strategic guidance and operational directives to maximize value for all shareholders. To optimize Board composition, the Company considers the independence of oversight functions, the professional expertise of individual directors, and gender diversity when selecting Board members, aiming for a diverse and well-balanced Board. To avoid and mitigate conflicts of interest, the Company added one more independent director during the Board re-election at the shareholders’ meeting on May 24, 2023, raising the number of independent directors to four (57% of the Board), thereby strengthening Board functionality and oversight capabilities. More than half of the current directors do not hold positions as employees or executives, and the Company has developed succession plans for both directors and key management personnel to support sustainable governance.

All Board members uphold a high standard of self-discipline to avoid conflicts of interest. This principle is clearly stipulated in Article 15 of the "Rules of Procedure for Board of Directors Meetings" (Page 4). Directors or managers intending to engage in business activities within the Company’s scope for themselves or others must obtain prior approval from the shareholders' meeting in accordance with legal requirements. The Company has adopted a "Code of Ethical Conduct for Directors and Managers" to prevent directors (including independent directors) from obtaining improper benefits through their positions. None of the Company’s directors (including independent directors) hold cross-shareholdings with suppliers or other stakeholders. Details of directors’ backgrounds and their roles on other boards can be found in Item 1, Chapter II of the 2024 Annual Report, published in the "Stakeholders Section" on the Company's website. Annual Report URL:<https://www.planet.com.tw/tw/ir/financial-reports>

Title	Name	Gender	Age		Independent directors' term of office		Also serving as the Company's employee	Major educational background	Major experience
			60 - 65 years old	Above the age of 65	Less than 3 years	3 - 9 years			
Chairman	Chen, Ching-Kang	Male		V			V	Doctor of business administration from Macau University of Science and Technology	CEO, PLANET Technology Corporation
Director	Hsu, Hwa-Lin	Female		V			V	Department of Music, Chinese Culture University	VP and Chief Sustainability Officer, PLANET Technology Corporation
Director	Li, I-Chuan	Male	V					Doctor of business administration from Macau University of Science and Technology	General Manager, Zhan Yue Construction Corporate
Independent director	Chen, Shuh	Male		V		V		Doctor of commercial science from National Taiwan University	CEO, Central Investment Co., Ltd.
Independent director	Huang, Hsin Hsien	Male	V			V		School of Law, Soochow University	Director, Jianyuan Law Firm
Independent director	Chang, Pao-Thai	Female	V			V		CEO Training Class, Antai College of Economics & Management, STJU	CEO, Premier International Development Inc.
Independent director	Chen, Chun-Mei	Female		V	V			Department of International Business, Feng Chia University	Director and General Manager, The First Leasing Corporation

Remarks:Board Term: From May 24, 2023, to May 23, 2026





Diversity policy

For a sound structure of the Board of Directors, the Company has considered diverse professional abilities of individual directors, gender equality, and other factors when electing board members.

Consideration	Diversity policy goal	Diversity executive outcome
Professional ability	Have professional or industrial knowledge in business, sustainability, legal affairs, financial accounting, or other aspects required by the Company's business activities. Each aspect corresponds to one or more directors, achieving a complementary effect. Supervise the Company's operations. Be committed to shareholders' equity maximation.	The current seven directors have expertise respectively in business, sustainability, legal affairs, financial accounting, or other aspects required by the Company's business activities, which have a synergy on the Company's future development.
Gender Equality	The target proportion of females to all directors is not less than 1/3.	Among the current seven directors, there are three females, making up 43%.
Independence	The number of independent directors shall not be less than one-third of the total number of directors.	Currently, four out of seven board seats are held by independent directors, accounting for 57%.

Gender Equality Female: 43%

Business Judgment Capability 100%

Business Management Capability 100%

Crisis Response Capability 100%

Global Market Perspective 100%

Leadership 100%

Sustainability Capability 100%

Diverse backgrounds of PLANET's board members:

Member	Name	Gender	Professional ability	Industry expertise
Chairman	Chen, Ching-Kang	Male	Networking & communication	Science & technology
Director	Hsu, Hwa-Lin	Female	Networking & communication	Science & technology
Director	Li, I-Chuan	Male	Corporate governance	Construction
Independent director	Chen, Shuh	Male	Financial accounting	Finance
Independent director	Huang, Hsin Hsien	Male	Law	Law
Independent director	Chang, Pao-Thai	Female	Human resources	Human resources
Independent director	Chen, Chun-Mei	Female	Financial accounting	Finance

Professional ability

Finance and Accounting: 2 seats

Network and Communications: 2 seats

Legal: 1 seat

Corporate Governance: 1 seat

Human Resources: 1 seat

+

Industry expertise

Technology: 2 seats

Legal: 1 seat

Finance: 2 seats

Construction: 1 seat

Human Resources: 1 seat



## Continuing Education for the Board of Directors

The Company arranges training courses for the Board of Directors on an ad-hoc basis, focusing on economic, environmental, and social issues relevant to operations. To ensure independent directors remain informed of Company-related matters, we regularly distribute revenue announcements and industry updates, as well as economic, environmental, and social issue information related to the Company. The content of various Company reports is also enhanced based on feedback from the annual self-assessment of independent directors.

Director training programs are organized according to the needs of independent directors and aligned with the strategic priorities of the year.

For detailed information on director training, please refer to Item 3, Chapter II of the Company's 2024 Annual Report.

## Performance assessments of the board and functional committees

PLANET has established the "Rules for Performance Evaluation of the Board of Directors", under which performance evaluations are conducted annually for the Board, individual directors, and functional committees. At least once every three years, an external professional independent institution or team of experts and scholars is engaged to conduct an evaluation.

The 2024 evaluation results met the standards of the Taiwan Stock Exchange and the Taipei Exchange regarding corporate governance practices and board evaluations. The results are disclosed in Item 3, Chapter II of the 2024 Annual Report and on the Company's official website under the "Stakeholders Section". Annual Report URL: <https://www.planet.com.tw/tw/ir/financial-reports>.

### (1) Internal Self-assessment

With a view to the Company's conditions and needs, the whole board, individual directors, and members of each functional committee assess the board's performance, at least once a year, from the following five aspects for the board's performance assessment: (1) engagement in the Company's operations; (2) the quality of the board's decision-making; (3) the board's composition and structure; (4) election of directors and their continuing study; (5) internal control self-assessment. The statistical summary work is done by the board's deliberation units, who make reports and raise refinement directions on the board meeting. In 2024, directors and independent directors all attended each of the board meetings and got high marks for full engagement in operations; the Board of Directors and functional committees ran very well. The self-assessment results were approved by the Board of Directors on February 20, 2025.

### (2) Evaluation by External Independent Institution

An external professional and independent institution is engaged to evaluate the performance of the Board of Directors. The institution conducts interviews with the chairperson, directors, independent directors, conveners of functional committees, and the secretariat, and presents the evaluation results to the Board of Directors.

In the year 2022, the Company entrusted TABG (Taiwan Association of Board Governance), an external professional independent agency, to execute the external performance assessment of the board of the years 2019 - 2021. The assessment covered seven key aspects: The board's composition and structure, election and ongoing education, involvement in operations, the quality of board decisions, internal control, ESG practices and value creation.

That agency and its executive experts had no business dealings with the Company and were independent. It offered the assessment report on August 2, 2022. External assessment results were reported by the Board of Directors on December 21, 2022.

The Company has an external professional independent agency or an external expert and scholar team assess the board's performance once in three years. Next external assessment is expected to occur in 2025.



# Remuneration Policy for Directors and Managers

The remunerations for directors and senior management are proposed by the Remuneration Committee and passed by the Board of Directors. The Remuneration Committee takes the Company's operational status, individuals' sustainability performance, and future risks into consideration.

Director remuneration policy

The principles for director remuneration are stipulated in the Articles of Incorporation, formulated by the Board of Directors, and submitted to the shareholders' meeting for approval, according to Clause 16 of the articles of organization: "With respect to remunerations for directors (including independent directors), the Company authorizes the Board of Directors to negotiate them depending on the directors' engagement in the Company's operations and contribution value, with reference to the normal level in the same trade." Besides, in accordance with the Company's Method for Performance Assessment of the Board of Directors, for the negotiation on individual director remunerations, it's required to refer to the board's performance assessment results of each year. Assessment items cover 6 aspects: mastery of the Company's goals and tasks; knowledge of director responsibilities; engagement in the Company's operations; internal relationship management and communication; directors' expertise and continuing study; internal control.

In accordance with Article 19-1 of the Company's Articles of Association, directors' remuneration shall be handled as follows: "If the Company records a profit for the year, not less than 5% shall be allocated to employee compensation, and no more than 2% to directors' remuneration. However, if the Company has accumulated losses, an amount shall first be reserved to offset the losses. Employee compensation may be distributed in the form of stock or cash, and may be awarded to employees of the Company and its subsidiaries. Directors' remuneration shall be distributed in cash only. Both employee compensation and directors' remuneration shall be approved by the Board of Directors and reported to the shareholders' meeting." Since 2009, the Company has continuously maintained directors' liability insurance to safeguard the responsibilities and assets of directors.

Manager remuneration

Manager remunerations, including monthly salary, three Chinese festival bonus, and performance bonus, are reasonable considering the Company's operational performance, individual position and contribution of the year. The amount of remuneration for each manager is deliberated by the Remuneration Committee and approved by the Board of Directors after being raised with reference to the normal levels of remuneration and benefit in the same trade.

Relevance of remuneration to operational performance and future risks

The Company conducts annual evaluations of directors' performance in accordance with the Board Performance Evaluation Procedures. The results are submitted to the Board of Directors the following year for review and improvement. Additionally, the Company commissions third-party external evaluations of the Board's performance to serve as a basis for director nomination and remuneration. The remuneration of directors, the general manager, and deputy general managers is determined with full consideration of their professional capabilities, the Company's operational and financial conditions, and other significant contributions. It is also linked to the Company's sustainability goals and individual sustainability performance as a basis for remuneration calculation. The Company continuously monitors operational risks and corporate social responsibility obligations and reviews its compensation system in a timely manner to maintain a balance between sustainable operations and risk management.

To encourage managerial personnel to focus on long-term performance and sustainable operations, the Company has, since 2023, integrated ESG sustainability performance into managerial compensation. The ESG performance indicators include eight dimensions: sustainable governance, green R&D, sustainable supply chain, environmental sustainability, information security, business and marketing, sustainable workforce, and social inclusion. These are approved by the Sustainability Development Committee and reported to the Board of Directors.

Annual performance evaluations of managerial personnel in terms of sustainability development are reviewed step-by-step in accordance with regulations and submitted to the Remuneration Committee for deliberation and the Board of Directors for resolution.

**A.** Sustainable development KPIs for the General Manager and Deputy General Manager will focus on their management functions related to sustainable development issues. These will include five principal items: Ability to cultivate subordinates (weighing 20%), planning and assessment abilities (weighing 20%), organization and integration abilities (weighing 20%), ability to improve management (weighing 20%), and leadership (weighing 20%).

**B.** Sustainable development KPIs for other managers will be formulated in alignment with the Company's annual goals. These will include three principal items: Core functions (weighing 30%), functional characteristics (weighing 20%), and professional functions (weighing 50%). Additionally, the managers' fulfillment of annual indicators related to sustainable development issues, which may vary depending on their position, will be considered for performance score enhancement.



Planning for succession of directors and key management levels

(1) The board's member succession planning and running

The Company sustains the director succession plan and follows the criteria below to prepare candidates for directors:

- Integrity, responsibility, innovation, and decision-making power; consistency with the Company's core values; expertise and skills conducive to the Company's management.
- Industrial experience relevant to the Company's business.
- That certain member's accession is expected to bring the board effectiveness and diversity to the Company's need.
- There could be one or more female directors. And the whole board's expertise aspects should include corporate strategy, accounting and tax affairs, finance, law, corporate governance, Product management, etc.

The Company has the established Method for Performance Assessment of the Board of Directors and regularly makes performance assessments. It confirms the board is running effectively and assesses directors' performance by means of relevant items, such as mastery of corporate goals and tasks, knowledge of responsibilities, engagement in operations, internal relationship management and communication, professional functions and ongoing education, internal control, and specific expression of opinions, to provide a reference for future election of directors.

The Company adopts a candidate nomination system for the election of directors, following the "Rules for Election of Directors." Among the seven board members, diversity is fully embraced, with particular emphasis on gender equality. Four seats are held by independent directors, accounting for 57%, and three by female directors, accounting for 43%. The seven directors possess expertise in areas such as business, sustainability, legal affairs, financial accounting, and other domains essential to the Company's operations. Their industry backgrounds span technology, construction, finance, law, and human resources, reflecting a diverse skill set that enhances the Company's future development. To cultivate successors, potential candidates are invited to participate in board meetings as observers to strengthen their management capabilities, including strategic planning, global marketing, and innovation management.

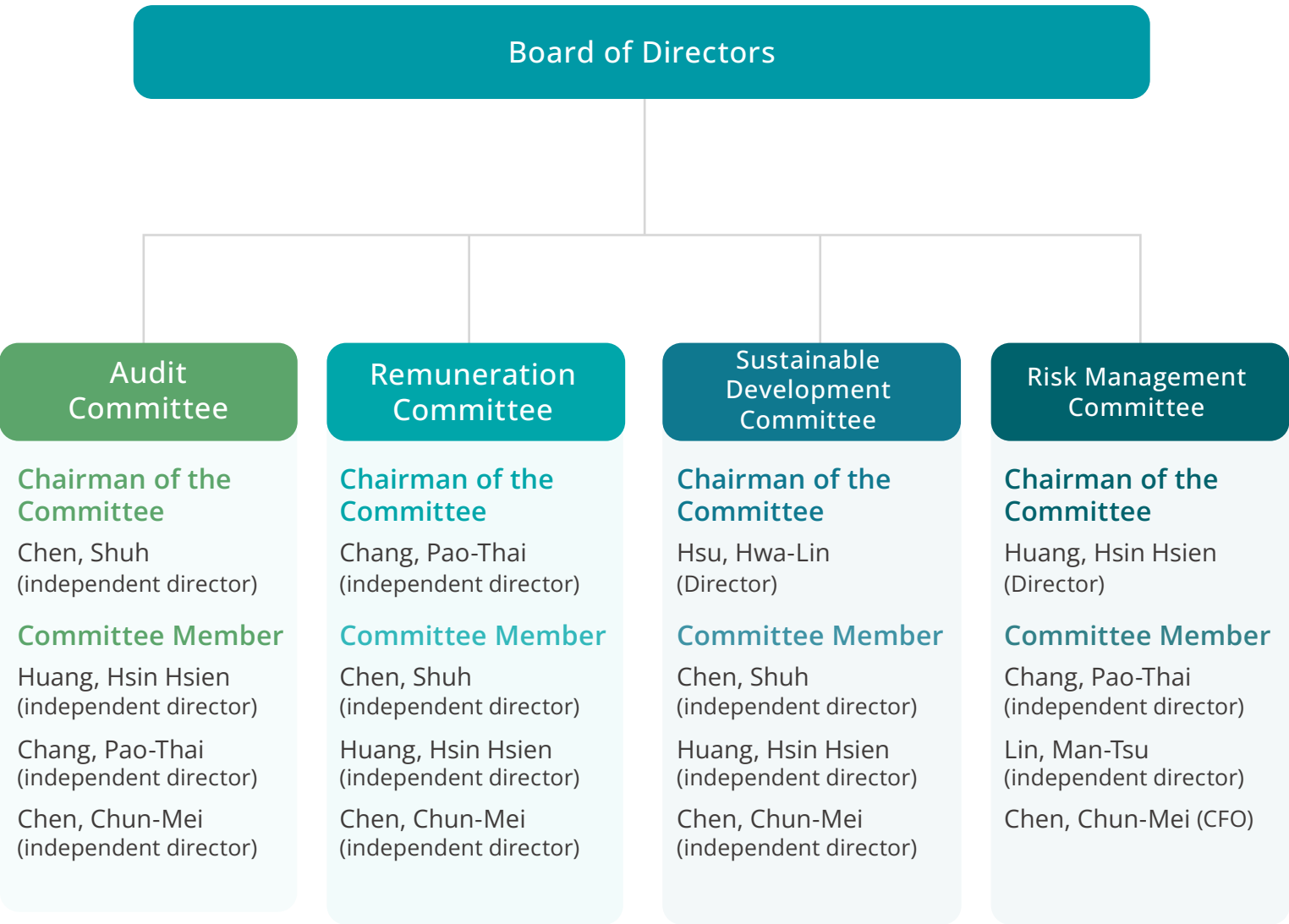
(2) Key management levels' succession planning and running

The Human Resources Department is responsible for establishing the talent succession development mechanism. Training and development are tailored based on competency assessments, focusing on management programs, enhancement of technological skills, and job rotation. Through competency evaluations aligned with corporate and departmental goals, the Company enhances current roles and strengthens succession readiness. In selecting successors, professional and managerial competencies are considered alongside an understanding of the corporate philosophy of "altruism and mutual benefit," the core values of "own brand and corporate sustainability," the vision and mission of "becoming a leader in IP products and technologies to co-create economic, social, and sustainable value," and the corporate culture of "integrity, innovation, quality, and efficiency." In 2024, the Company launched the "Create E Academy" online learning platform, offering a series of courses on leadership and management, workplace efficiency, professional skills, sustainable operation, and trend insights. Training programs are arranged based on employee levels—including general staff, (associate) supervisors, mid-to-senior management (assistant manager level and above), and new supervisors—to provide opportunities for advancement and development. HR personnel record individual training histories to map out employee learning paths. Additionally, the Company conducts annual performance evaluations of employees. The results serve as a reference for succession planning and the promotion of middle-level managers to senior-level or acting positions, in line with the Company's succession development plan.



### 2.3.2.2 Functional Committees

To effectively fulfill the functions of the Board of Directors and enhance the quality of its decision-making, the Company has established the Audit Committee, Remuneration Committee, Sustainable Development Committee, and Risk Management Committee under the Board, each organized according to its authority and function. These committees are responsible for deliberating on key proposals and important issues related to economic, environmental, social, and risk aspects. Each functional committee is either composed of or includes independent directors, ensuring that their decisions and recommendations are forward-looking, objective, and comprehensive. This structure enables effective independent oversight and a system of checks and balances, ensuring that all resolutions and actions of the Board are well-founded. All proposals are reported to and discussed by the Board. Where a director or the legal entity they represent has a conflict of interest, they are required to recuse themselves. Certain proposals are also reported to and discussed at the shareholders’ meeting to safeguard the best interests of stakeholders.



The information about each committee's responsibilities, running, and principal discussion points is disclosed at the Company's website : (URL: <https://www.planet.com.tw/tw/ir/functional-committees>).

Functional committees	Conferencing		Attendance (Including Personal and Acting Attendance)
	Number of times specified in the articles of organization	Actual number of times in 2024	
Audit Committee (Note 1)	4	6	100%
Remuneration Committee (Note 2)	2	3	100%
Sustainable Development Committee (Note 3)	2	2	100%
Risk Management Committee (Note 4)	2	2	100%

- Note 1. The Audit Committee holds meetings at least once a quarter. In 2024, it held a total of 6 meetings on February 29, April 2, May 8, August 13, November 11, and December 19 respectively.
- Note 2. The Remuneration Committee holds meetings at least twice a year. In 2024, it held a total of 3 meetings on February 29, August 13, and December 19 respectively.
- Note 3. The Sustainable Development Committee holds meetings at least twice a year. In 2024, it held a total of 2 meetings on May 8 and December 19 respectively.
- Note 4. The Risk Management Committee holds meetings at least twice a year. In 2024, it held a total of 2 meetings on April 2 and November 11 respectively.



## Audit Committee

The Company's "Audit Committee" comprises four members, all of whom are independent directors. This committee oversees the Company's implementation of internal control systems and conducts internal audits, focusing on significant financial activities. It liaises with certified accountants and audit supervisors to ensure thorough supervision of the Company's operations and risk management. The Audit Committee primarily supervises the following matters:

- I. Fair presentation in the Company's financial statements.
- II. Election (or conge), independence, and performance of certified accountants.
- III. The Company's effective execution of internal control.
- IV. The Company's compliance with relevant laws and rules.
- V. The Company's control of existing or potential risks.

## Remuneration Committee

This committee shall have not less than three members, who are appointed by the board. All members are independent directors. One of the independent directors is elected to be the convenor and chairman of meetings. The committee shall fulfill the following functions with adequate care and submit suggestions to board meetings for discussion:

- I. Establish and regularly review policies, systems, standards, and structures for the performance assessments and remunerations of directors and managers.
- II. Regularly assess and formulate remunerations for directors and managers.

This committee shall follow the principles below to fulfill the said functions:

- I. Determine the performance assessments and remunerations of directors and managers with reference to normal levels in the same trade. Consider whether the relevance to individual performance, corporate management performance, and future risks is reasonable.
- II. Do not guide directors and managers to be engaged in behaviors beyond the Company's risk appetite for higher remunerations.
- III. Consider industry characteristics and the Company's business nature when determining the percentage of dividends paid for the short-term performance of directors and senior managers and the time to pay for some changing remunerations.

On a board meeting discussing suggestions from this committee, the remuneration amount, term of payment, the Company's future risks, and other factors shall be considered.

On a board meeting rejecting or correcting suggestions from this committee, board members who are present shall exceed two thirds of all directors and over half of the present members shall agree. Besides, the resolution of the meeting shall explain whether the remunerations being passed are better than this committee's proposal from the above-mentioned items considered. If the remunerations being passed are better than this committee's suggestions, it shall be clearly stated in the minutes of meeting in terms of differences and reasons and shall be announced and declared at the information declaration website designated by the competent authority in two days after the date of passing on the board meeting.

## Sustainable Development Committee

This committee has a total of five members (four independent directors and one director), who are appointed by the Board of Directors. It has corresponding professional abilities.

For assisting the Board of Directors in sustainably promoting the integration of sustainable development policies and improved corporate governance into the Company's operational abilities and development direction, it has the following functions:

- I. Prepare the corporate social responsibility, sustainable development directions, and SDGs. Formulate relevant management policies and specific promotion plans.
- II. Advertise and fulfill the Company's work related to integrity management, risk management, etc.
- III. Track, check, and revise the corporate sustainable development executive circumstances and outcomes.
- IV. Other matters to be transacted by this committee according to resolutions of the board.

## Risk Management Committee

To mitigate operational risks and strengthen corporate governance, the Company established the Risk Management Committee on December 22, 2020, as a functional committee under the Board of Directors. The term of its members aligns with that of the appointing Board. The committee is responsible for executing the Company's risk management functions and is composed of three members, with a majority being independent directors (including two independent directors). The committee is convened by Mr. Huang Xin-Xian, who possesses legal expertise, thereby meeting the professional requirements of the committee.

The Risk Management Committee of the Company convenes at least twice a year to assess the impact of external environments and various sustainability issues. It reviews policies and their implementation status, discusses the annual audit plan based on risk assessments, and reports the results to the Board of Directors.

On December 21, 2022, in accordance with the Code of Practice for Risk Management of Listed Companies on the TPEX Market, this committee renamed the Company's "Risk Management Committee Regulations" to be "Risk Management Committee Charter" and revised relevant content. It also added the "Risk Management Policies and Procedures" for strengthening risk management and improving crisis response capability, achieving the risk control goal and laying a foundation for corporate sustainable management.

The Company has the established "Internal Control System", "Implementing Rules for Internal Audits", "Risk Management Committee Charter", and "Risk Management Policies and Procedures" and their revisions should be passed on the board meeting. The Risk Management Committee has an auditing office which answers to the Board of Directors directly. That office assists the Board of Directors and management levels in supervising internal systems and processes and reliably executes annual audit plans, which ensures improvement suggestions can be offered in good time in addition to the effectiveness of internal control system, reliability of financial reporting, and compliance with relevant laws.



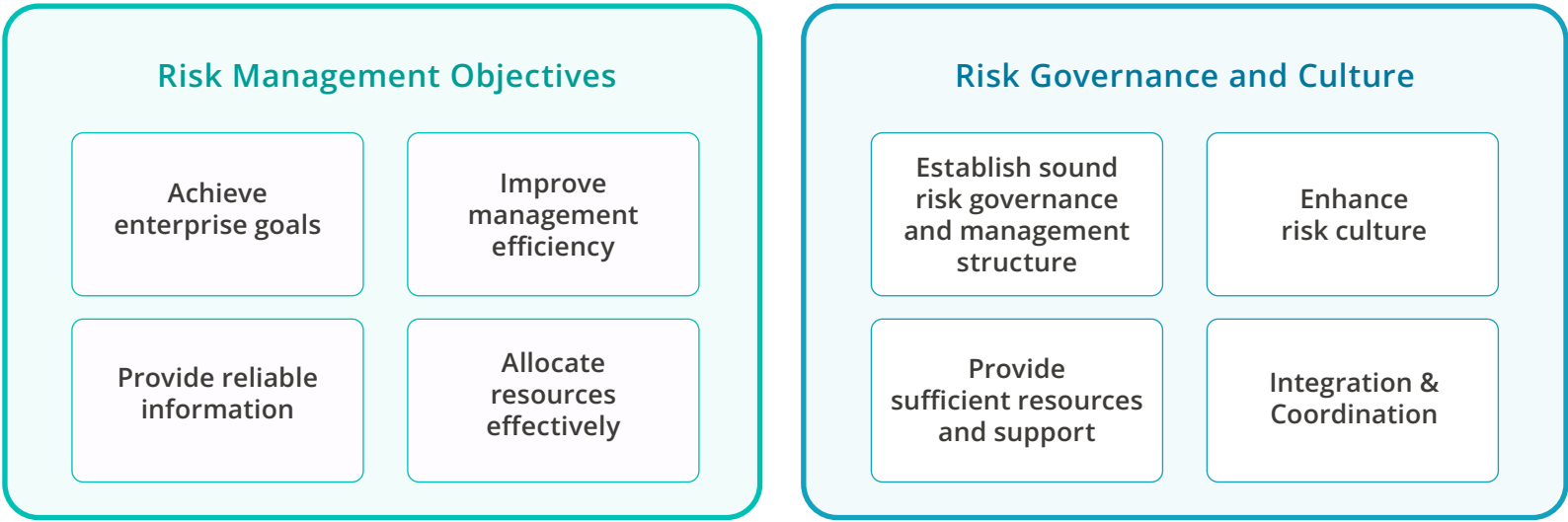
## 2.4 Risk Management

### 2.4.1 Risk Management Policies and Procedures

Considering the scale, business characteristics, risk natures and operating activities of the Company and its subsidiaries, PLANET prepares applicable risk management policies and procedures, covering the following items:

- I. Risk Management Objectives
- II. Risk Governance and Culture
- III. Organizational Structure and Responsibility for Risk Management
- IV. Risk Management Procedures
- V. Risk Reporting and Disclosure

PLANET examines and weighs all types of risks that may affect the accomplishment of corporate goals and further manages them through a perfect risk management framework. It reaches the aim of risk management by integrating risk management into operating activities and daily management processes.



### 2.4.2 Organizational Structure and Responsibility for Risk Management

#### Organizational Structure for Risk Management

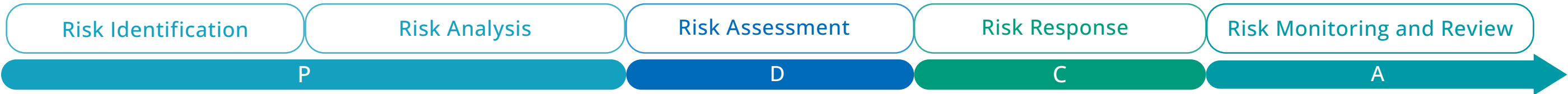


For key risk assessment matters and the operational framework across all levels, please refer to Item 6, Chapter V of the Company’s 2024 Annual Report and the "Stakeholders Section" on the official Company website. Annual Report URL: <https://www.planet.com.tw/tw/ir/financial-reports>



2.4.3 Risk Management Process and Operations

The Company's risk management procedures include risk identification, risk analysis, risk assessment, risk response, and risk supervision and review. They are conducted through PDCA management measures.



2.4.3.1 Risk Identification

In consideration of corporate sustainability (including climate change), the Company places emphasis on all-round risk analysis depending on corporate scale, industry involved, business characteristics, and operating activities. It analyzes and identifies applicable risk sources and types and defines its own risk types. Specific to all risk types, it carries out the identification of relevant detailed risk scenarios and regularly reviews their applicability.

In accordance with corporate strategic goals as well as risk management policies and procedures approved by the board, operating units each conduct risk identification in terms of the short, medium, and long-term objectives and business controls of their affiliated units.

Risk identification requires the adoption of all kinds of analytical tools and methods. Based on previous experience and information, in consideration of internal and external risk factors, stakeholder focal points, etc., operating units roundly identify potential risks events that may result in the failure to accomplish corporate goals and cause corporate losses or negative impacts, through analyses and discussions "from bottom to top" and "from top to bottom", in combination with strategic risks and operating risks.

Those risk events mainly include: Strategic risks, operating risks, financial risks, information risks, compliance risks, integrity risks, and other emerging risks (e.g., climate change or contagion related risks).

2.4.3.2 Risk Analysis

Risk analysis is principally to learn about the nature and features of identified risk events and to analyze their probability and impact, thereby calculating the VaR (value-at-risk). Specific to identified risk events, operating units shall: analyze their probability and impact considering the integrality of existing relevant control measures, previous experience, cases in the same trade, etc., thereby calculating the VaR; formulate suitable quantitative or qualitative measurement standards, providing the basis for risk analysis; qualify measurements through text description to express the probability and impact of risk events; quantify measurements through concrete calculable numerical indicators to express the probability and impact of risk events.

2.4.3.3 Risk Assessment

By comparing the results of risk analysis with the risk appetite, priority risk events are determined and serve as the basis for selecting subsequent response measures.

Each operating unit shall, based on the risk analysis results and the risk appetite approved by the Risk Management Committee, plan and implement corresponding risk response measures according to the risk level.

Relevant risk analysis and assessment results shall be reliably recorded and be submitted to the Risk Management Committee.

2.4.3.4 Risk Response

On account of risk response, operating units shall prepare relevant treatment plans, ensure relevant personnel fully understand and execute those treatment plans, and keep on monitoring the execution of relevant treatment plans.

The Company considers its strategic objectives, the perspectives of internal and external stakeholders, risk appetite, and available resources when selecting risk response approaches to ensure a balance between achieving objectives and cost-effectiveness.

2.4.3.5 Risk Monitoring and Review

The Company's operating units shall monitor and review risks in their business, raise countermeasures, and submit the risks and countermeasures to the Risk Management Committee. They shall also record risk management procedures and their executive outcomes and regularly report risk conditions to the affiliated board.



2.4.3.6 Organizational Risk Disclosure and Responses

Corporate Risks

Significant Domestic and International Policy and Legal Changes

The Company monitors changes in domestic and export country policies and laws in real time and responds promptly.

Management also closely monitors policy developments and legal changes domestically and internationally, consults relevant experts when necessary, and takes appropriate countermeasures to meet operational needs.

Impact of Corporate Image Changes on Crisis Management and Response Measures

The Company maintains a strong corporate image, having been ranked in the top 5% of outstanding OTC-listed companies in the "Corporate Governance Evaluation" hosted by the Taiwan Stock Exchange and the Taipei Exchange for seven consecutive years. It has also been honored with the "CommonWealth Sustainable Citizen Award" for 18 consecutive years. Therefore, the Company has consistently maintained regulatory compliance and has not faced any corporate image crises.

Litigation or Non-litigation Matters

The Company retains a long-term legal advisor, and all contracts or legal matters are reviewed in advance by legal counsel. As such, the Company has not been involved in any litigation.

Technological Advancements and Industry Changes

The Company closely monitors changes in industry technology, market conditions, and scientific developments, maintaining strong relationships with customers and suppliers to obtain first-hand information and timely adjust its production and sales strategies accordingly.

Operating risks

(I) Change in Business Management Rights: Potential Risks and Countermeasures

The Company's equity structure is stable, and all senior executives have served for more than ten years. There is no concern regarding changes in management control. Shareholding by directors, managers, and major shareholders is tracked monthly and disclosed on the MOPS.

(II) Expected Benefits, Potential Risks, and Countermeasures of Plant Expansion

The current plant has been leased for 28 years, and the Company maintains a long-term partnership with the landlord; therefore, there are no concerns regarding the plant's stability.

(III) Potential Risks and Countermeasures of Changes in R&D Plans

The Company sticks to the IP (Internet Protocol) base of product development technology, and a full range of networking devices meet the need for infrastructure of networks at all levels. For coping with multiple applications to IoT, industrial IoT, and IoV, the Company emphasizes intelligent management, green energy, stable and secure communication transmission design during product development. That improves networking & communication efficiency in enterprise, telecommunication, home automatic networks and public digital network, and even in harsh industrial environments, such as intelligent transportation, intelligent manufacturing, smart factories, and so on. Product developers exchange product information through product R&D meetings, once a week, and adjust the product development direction at any time. Thus, the Company has no risks incurred by the change of R&D.

(IV) Risks and Countermeasures Associated with Centralized Procurement or Sales

The Company diversifies its procurement and customer base under normal operations. The top ten procurement vendors and customers each account for less than 50%, effectively dispersing risk.

(V) Information Security Risk Assessment and Countermeasures

The Company's Information and Communication Security Management Department comprises six personnel, including one Chief Information Security Officer and one information security specialist. This team is responsible for hardware and software development, information and communication security, and monitoring. The Company's information security policies include: preventing computer virus infections, hacker intrusions, data leakage, and implementing internal audit operations. The Information and Security Management Department regularly assesses information security risks and proposes management solutions to cope with the Company's operational need and InfoSec need.

(VI) Risk Management Measures for the Use of Critical Materials

The Company's Information and Communication Security Management Department comprises six personnel, including one Chief Information Security Officer and one information security specialist. This team is responsible for hardware and software development, information and communication security, and monitoring. The Company's information security policies include: preventing computer virus infections, hacker intrusions, data leakage, and implementing internal audit operations. The Information and Security Management Department regularly assesses information security risks and proposes management solutions to cope with the Company's operational need and InfoSec need.



Financial Risks

(i) Impact of interest rate change, exchange rate change, and inflation situations on the Company's profits and losses and coping measures:

<p><b>1. Interest Rates</b></p> <p>In 2024, the global economy is recovering, but major economies continue to face structural economic challenges. Although inflation has significantly decreased from the peak levels in 2022-2023, central banks remain on high alert, closely monitoring inflation trends.</p> <p>Major central banks have generally adopted a cautious and gradual interest rate cut policy, with overall policies shifting from tightening to relatively more accommodative.</p> <p>The Central Bank of Taiwan maintains a prudent and stable policy, keeping core inflation below 2%, and interest rate adjustments remain relatively stable.</p> <p>The Company has no external borrowings, so changes in interest rates do not impact the Company's profit and loss. In terms of investments, the Company only holds time deposits and has selected public banks and reputable financial institutions for transactions to effectively reduce the risk of interest rate reductions. The Company maintains good and close relations with its banking partners to obtain more favorable interest rates. Regarding sensitivity analysis of interest rate risks, a one basis point increase or decrease in interest rates would have minimal impact on the Company's operations and profit and loss.</p>	<p><b>2. Exchange Rates</b></p> <p>The Company, centering its product market on export sales, has a sales area across the world. Some of its high-end key components are imported from foreign countries. For this reason, exchange rate fluctuations have a certain impact on the Company's costs and benefits.</p> <p>The risk of exchange rate change is still under control. Specific measures are taken as follows:</p> <ul style="list-style-type: none"><li>• In terms of foreign currency holdings, hold different currencies, as appropriate, besides U.S. dollar so as to spread the monetary concentration risk.</li><li>• In product pricing, consider the impact of exchange rate change and ensure the Company's reasonable profits; adopt the natural hedge method to make payments to manufacturers in weak currencies so as to reduce the impact of exchange rate change.</li><li>• (The finance department masters the direction and information on exchange rate change frequently and keeps in close touch with principal correspondent banks. It obtains exchange rate information from correspondent banks every hour on the hour and flexibly exchanges some currencies into NT\$, depending on the circumstances of exchange rate change, for coping with capital needs.</li><li>• Use foreign currency hedging instruments, when necessary, so as to reduce the exchange rate risk.</li></ul>	<p><b>3. Inflation</b></p> <p>Raw material price fluctuations worldwide have a certain impact on the Company. Specific measures are taken as follows: master the market change at any time; keep in good interactive relationships with suppliers and customers; increase the use of substitute materials and cooperative manufacturers; adjust purchase and sale strategies flexibly; develop high-end products; enhance the differentiation of products; raise gross margins, for coping with the impact of inflation.</p>
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(ii) Risks in high-risk investment, highly leveraged investment, capital lending, endorsement in security, and derivatives transactions and coping measures:

1. The Company, only having fixed-term deposits and a few monetary funds, is not engaged in high-risk investment or highly leveraged investment. It doesn't have any of the capital lending, endorsement in security, and derivatives transactions, either.
2. Additionally, in accordance with provisions of the competent authority, the Company has established the "Operating Procedure for Capital Lending", "Operating Procedure for Endorsement in Security", and "Procedure of Acquiring or Disposing Assets" for coping.

2.4.4 Climate-related Financial Disclosures

PLANET actively responds to the risks brought about by climate change, seizes the opportunities obtained in the process of transforming into a low-carbon economy and effectively allocates resources to enhance the competitiveness and operational resilience of the enterprise.

In order to present the impact and influence of climate change on the Company in a concrete manner, PLANET prepared a TCFD report for the first time in 2022, adopting a phased approach to practice TCFD. In 2023, PLANET officially signed the TCFD report as TCFD Supporter to continuously and gradually integrate TCFD into operational strategies and investment decisions. (For more details, please refer to the "PLANET 2024 Climate and Natural Environment Reportt", URL: <https://www.planet.com.tw/en/sustainability/reports-tcf>)



## 2.5 Integrity Management and Regulatory Compliance

PLANET is committed to conducting business activities based on the principles of fairness, honesty, integrity, and transparency. To implement the policy of ethical business conduct and proactively prevent unethical behavior, the Company has established the "Code of Ethical Conduct for Directors and Managers", the "Ethical Corporate Management Best Practice Principles", and the "Procedures for Ethical Management and Guidelines for Conduct" in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and the relevant laws and regulations of the locations where the Company operates.

These regulations clearly stipulate that the Company’s directors, managers, employees, appointees, or those with substantial control shall not engage in unethical behavior in the course of conducting business activities. A sound management system, legal compliance identification, and implementation of training programs are adopted as key measures to continuously strengthen regulatory compliance.

### 2.5.1 Ethical Business Practices and Anti-Corruption

PLANET builds its corporate culture of integrity management and takes integrity management as the primary criterion. It requests that all employees, supervisors, managers, or directors shall not conduct, or direct others to conduct, illegal or immoral behaviors; and must truly observe the integrity discipline by fulfilling legal compliance and strictly abiding by the code of ethics at all operational levels (e.g., business activity execution, product design, or procurement). Our Integrity Management Standard specifies that we forbid bribery, provision of illegal campaign contributors, improper charitable donations or sponsorships, and unreasonable gifts, hospitality or other improper benefits, infringement of intellectual property rights, engagement in unfair competitions, and similar behaviors and prepare schemes and procedures for preventing products or services from harming stakeholders' benefit, in order for ensuring customer equity and avoiding corporate asset losses, fines, and impaired goodwill. Relevant integrity management institutions and specifications are published on the Company's internal sharing platform for employees to refer to at any time.

In the aspect of anti-corruption, the Company makes a comprehensive assessment according to main operating bases and business attributes and construct an anti-corruption risk assessment system around integrity management. It also prepares various business processes and specifications for employees and cooperative manufacturers to completely observe. PLANET's employees are prohibited from taking advantage of job functions or personal wedding and funeral chances to, whether directly or indirectly, ask for or take any forms of gifts (including giftware, money, loans, entertainment activities or any types of benefits) from cooperative supplier partners and their relevant people and to take part in unnecessary social activities.

All employees who joined the Company before 2020 have completed integrity management training and re-signed the "Statement of Compliance with the Integrity Management Policy" in 2020. They are required to comply with the provisions of the "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct" during their employment.

Since 2020, all new employees have received integrity management training and signed labor contracts upon onboarding, to ensure their understanding of the importance and necessity of the "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct".

Internal personnel are required to sign the Statement of Compliance with the Integrity Management Policy upon assuming their positions and to undergo integrity management training, which covers relevant regulations and codes of conduct, work rules, confidentiality requirements, and various business-related regulations.

In addition, the Company conducts annual integrity management (including anti-corruption topics) training for all directors, managers, and employees.

On December 19, 2024, directors and managers participated in a 30-minute advocacy course on the "Ethical Corporate Management Best Practice Principles" and "Prevention of Insider Trading," with a total of 12 participants and a 100% completion rate. For employees, integrity management training is provided to each new hire upon onboarding. In 2024, a total of 21 participants completed the training, achieving a 100% completion rate. For incumbent employees, an online course on "Departmental Guidelines for the Code of Integrity" was conducted in 2024, followed by an assessment, with 168 participants and a 100% pass rate.

Additionally, the Company prepares the behavioral criteria and handling ways for employee rewards and punishments. It also has an e-mail for stakeholders as well as reporting institutions and mechanisms to enhance the compliance of the Company and its whole employees with professional ethics and integrity management.

If any key significant events occur, the Company will report to the highest governance body—the Board of Directors—for communication. In 2024, there were 0 key significant events communicated with the Board of Directors.

Note: Key significant events are defined as: 1. Violation of the "Procedures for Ethical Management and Guidelines for Conduct"; 2. Internal control system deficiencies; 3. Annual political contributions amounting to NT\$500,000; 4. Annual charitable donations amounting to NT\$1,000,000.





## 2.5.2 Regulatory Compliance

PLANET abides by local laws and regulations in the place of operation, such as company law, stock exchange law, business entity accounting law, political contribution law, anti-corruption act, government procurement law, conflict of interest avoidance law for public officials, relevant regulations on listed companies on the TPEX Market, or relevant laws and regulations on other commercial behaviors. Furthermore, it sets a corporate governance team to monitor, at any time, domestic and foreign law changes that have a material impact on the Company's operation. On that basis, PLANET reviews and improves its integrity management policy and promotional measures so as to ensure operational activities truly comply with local laws and regulations.

The Risk Management Committee identifies and grasps corporate management related risks through a complete risk management framework and the fulfilled promotional level and prevents the possible risks of fraud and improper behavior for risk minimization through the existing internal control system. It also makes use of inner-enterprise trans-department checks or external checks to ensure the compliance of relevant execution.

To foster a healthy and friendly workplace environment and to prevent employees from being subjected to physical or mental harm while performing their duties, thereby ensuring their peace of mind at work, the Company conducted advocacy courses on "Handling and Procedures for Workplace Misconduct" and "Prevention and Response to Workplace Misconduct" for both supervisors and all employees in the fourth quarter of 2024. A total of 180 participants attended, achieving a 100% completion rate. Additionally, an educational session was provided to all board members during the board meeting on December 19, 2024.

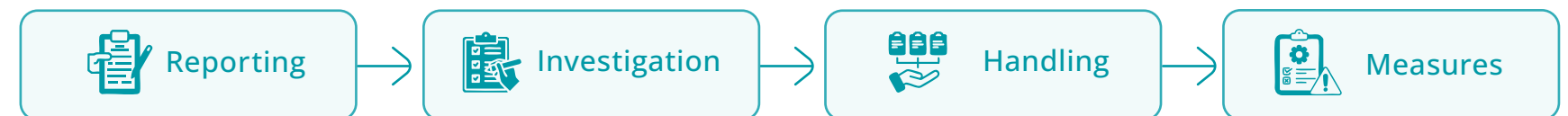
The Company has also collaborated with external professional organizations to establish an Employee Assistance Program (EAP), offering a secure and confidential 24-hour support platform for employees' physical and mental well-being. This includes professional consultation services in areas such as psychological support, work, and career development, aiming to promote work-life balance.

In response to the trend of Taiwan entering a super-aged society, long-term care has become a "new risk" for employees' families. The Taiwanese government has been actively strengthening the social safety net. In 2024, the Company collaborated with the Taiwan Association of Family Caregivers to launch an ESG-friendly long-term care workplace program. The initiative includes services such as a long-term care resource map, dedicated support hotline, educational training, and individual counseling, providing effective solutions to address long-term care issues.

In terms of regulatory compliance, major events are defined according to the procedural regulation on material information verification and public handling of companies on the TPEX Market: Any single event for which fines add up to more than NT\$1 million is a major event. If there is a major event happening, the description of that event is disclosed in the relevant section of this report. To date, PLANET has not incurred any monetary fines or other non-monetary penalties due to violations.

## 2.5.3 Whistleblowing Mechanism

PLANET does business based on the principle of integrity management and abides by local laws and ethics in the place of business. For enhancing regulatory compliance and corporate governance, the "Ethical Corporate Management Best Practice Principles" is passed on the board meeting. The Board of Directors handles complaint cases according to the standard and procedure for integrity management and other relevant mechanisms. The handling process is given on the right.



Up to the year 2024, there hadn't been any complaint or corruption case happening to PLANET.

### (1) Complaint and Reporting Channels

The Company has designated personnel appointed by the Board of Directors to receive and handle whistleblowing cases, with regular reports made to the Audit Committee on the results of case handling. The identity of whistleblowers and the content of the reports are kept strictly confidential, and all reports are actively verified and addressed.

If you find PLANET's personnel breaking the corporate Ethical Corporate Management Best Practice Principles, please inform us via the following special telephone line and complaint mailboxes.

- Tel:** +886-2-2219-9518
- Complaint mailbox:** [CEO Office] 11th Floor, No. 96, Minquan Road, Xindian District, New Taipei City
- Email Address:**
  - Investors/Shareholders:** natalie@planet.com.tw/  
supervisor@planet.com.tw/  
shallon@planet.com.tw
  - Customers:** sales@planet.com.tw
  - Suppliers:** shallon@planet.com.tw
  - NPO/NGO:** jennys@planet.com.tw
  - Community:** jennys@planet.com.tw
  - Employees:** ceo@planet.com.tw/  
accusation@planet.com.tw

### (2) Investigation

After receiving a complaint case, the project team submits the received case to a relevant unit for verification according to the complaint case handling mechanism. If the complaint case is verified to be true, trans-department professionals form a project. The committee deliberates and rules complaint cases. People who break integrity management regulations indeed would be imposed administrative sanctions, recovery of improper benefits, or prosecution for legal liability depending on circumstances.

### (3) Handling

People who break integrity management regulations indeed would be imposed administrative sanctions, recovery of improper benefits, or prosecution for legal liability depending on circumstances.

### (4) Measures

For reinforcing internal control management, execute internal verification and relevant educational training on time.

- Promote the Company's Ethical Corporate Management Best Practice Principles regularly on an annual basis, making employees, supervisors, managers, or directors fully understand and observe integrity management norms and enhancing colleagues' compliance awareness. Insiders sign the "Statement of Compliance with Integrity Management" when taking up their post.
- For improving the concepts of integrity and self-discipline, PLANET signs labor service contracts with new colleagues when they take office, expecting employees to understand the importance and necessity of "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct".



## Internal Control Institution

The objective of this system is to provide reasonable assurance regarding the effectiveness and efficiency of operations (including profitability, performance, and safeguarding of assets), the reliability, timeliness, and transparency of reporting, and compliance with relevant regulations and legal requirements. The system is structured around five key components: 1. Control Environment; 2. Risk Assessment; 3. Control Activities; 4. Information and Communication; 5. Monitoring Activities.

Various administrative units regularly execute self-assessment operations in the internal control institution, based on operational risk identification results, with a view to fulfilling the self-supervision mechanism. They also conduct review and correction promptly to ensure the internal control institution always works.

Based on business characteristics and process needs, the Company prepares the internal control institution and relevant methods of operation according to operational cycles, including sales and receivables cycle, purchases and payables cycle, premises, plant and equipment cycle, payroll cycle, investment cycle, financing cycle, research and development cycle, computerized information cycle, production cycle, and 24 administrative control operations.

To implement the "Sustainable Development Action Plan for TWSE/TPEX Listed Companies" and align with Taiwan’s Roadmap for Taiwan listed companies to align with IFRS Sustainability Disclosure Standards, the Board of Directors approved the addition of the "Sustainability Information Management Guidelines" and the "Sustainability Information Internal Control and Audit Implementation Rules" on December 19, 2024. These measures aim to strengthen the management and quality of sustainability information disclosure and have been incorporated into the Company's 2025 audit plan.

## Internal Audit

### Independence

The internal audit unit (that is, Audit Office), directly affiliated to the Board of Directors, has an audit supervisor, whose appointment and dismissing are passed on board meetings.

### Professional ability

Audit Office personnel engage in continuous professional development annually. Internal staff members also obtain various ISO auditor certifications and participate in third-party verification processes alongside external consultants, providing recommendations for improvement.

### Self-assessments

Administrative units set control points for various cycles, according to the process for operational risk identification. They also execute self-assessment operations in coordination with the audit plan and submit assessment results to the Audit Office for validity verification.

### Internal Audits

The audit supervisor, besides checking the validity of self-assessment by various units, conducts audit in line with audit items in the annual audit plan on a monthly basis, reports audit results to the Audit Committee in the end of each month, and attends Audit Committee meetings and board meetings to raise the internal audit business report.

### CPA Audits

Accountants audit the effectiveness of institutions and processes for internal control and internal audit on an annual basis and communicate with the Audit Committee and audit supervisor on a quarterly basis, to ensure the effectiveness of internal control and internal audit.

## Transparent Information Disclosure

To build the transparent disclosure of sustainability information to various stakeholders, the Company set an area of Corporate Governance to disclose the execution of board meetings and various communication meetings, besides disclosure in annual reports. Corporate Governance URL: <https://www.planet.com.tw/en/about/information-security-policy>



## Information Security Management

### Policy

- Information and Communication Security, Everyone's Responsibility

### Goals

- We are committed to maintaining the confidentiality, integrity, and availability of information, while fostering organisational awareness of InfoSec.

### Strategy

- We follow the "Information and Communication Security Control Guidelines for TWSE/TPEx Listed Companies" and ISO 27001 standards to reinforce our information and communication security defense and management mechanisms.
- We regularly purchase "Information and Data Security Liability Insurance" to mitigate risks associated with InfoSec incidents.

### Supervision and Management Methods

- We regularly report the implementation status of information and communication security to the Board of Directors to ensure operational appropriateness and effectiveness.
- Conduct periodic internal and external InfoSec audits.

### Results

- ✓ Maintain the ISO 27001 Information Security Management Systems certification.
- ✓ Ensure all personnel complete InfoSec education and training.
- ✓ Zero information and communication security incidents reported for the year.

## 2.6 Information Security and Privacy Management

PLANET remains committed to meeting the expectations of all stakeholders—including customers, shareholders, suppliers, and employees—by continuously enhancing the effectiveness of information security and privacy management in line with international standards and regulations. In 2024, we further strengthened our information and communication security management system by deepening the implementation of ISO 27001 standards. We also expanded our efforts in digital privacy and data protection in response to emerging InfoSec threats both globally and within Taiwan. No major incidents impacting operations or violating customer privacy occurred in 2024. The number of information leakage, theft loss, and customer data loss events was 0.

### 2.6.1 Information and Communication Security Organizational Structure

To continuously strengthen Information and Communication Security governance, PLANET upgraded the original "Information and Communication Security Management Office" to the "Information and Communication Security Management Department" in 2025. The "Information and Communication Security Task Force" serves as the core organization for promoting information security-related tasks.

Information and Communication Security Management Department: As a dedicated department, it is responsible for daily InfoSec management, incident response, and implementation of related strategies. The department includes one InfoSec supervisor and one InfoSec officer.

Information and Communication Security Task Force: Responsible for formulating overall InfoSec policies, risk monitoring, and driving InfoSec projects. The task force comprises an Internal Audit Team, InfoSec Handling Team, and Incident Reporting Team, all coordinated by the Information and Communication Security Management Department. Regular meetings are held to ensure consistency and efficiency in decision-making and execution.

Since 2022, the status of information and communication security implementation has been reported to the Board of Directors. The information and communication security implementation results for 2024 were reported to the Board of Directors on December 19, 2024.



### 2.6.2 Information and Communication Security Policy

The Company has established its information security objectives in accordance with the ISO 27001 international standard. The aim is to prevent incidents such as the misuse, leakage, alteration, or destruction of information due to human error, natural disasters, and other factors, thereby reducing various risks and threats that may impact the Company. We have published our InfoSec Policy on the corporate website (URL: <https://www.planet.com.tw/en/about/information-security-policy>) to demonstrate the Company's commitment to information and communication security, and to integrate the policy into every aspect of our business operations.

#### Information and Communication Security Responsibilities

- All employees and vendors must comply with relevant regulations, conduct risk assessments, and implement appropriate security measures.
- Senior management supports and participates in the management of information and communication security.
- Regular InfoSec training is provided to employees to enhance their awareness and capabilities.
- Employees are required to follow the InfoSec incident reporting mechanism and proactively report vulnerabilities and incidents.
- Policy violations will be handled in accordance with established procedures.

#### Leadership and Commitment

- Top management shall ensure that policies and objectives align with the organisation's strategy and are integrated into Company processes.
- Resources necessary for InfoSec are allocated, the importance of the management system is communicated, and continuous improvement is actively supported.

#### Change Management

- All changes shall be tested and reviewed prior to implementation to ensure compliance with security requirements.
- Software modifications and system updates shall be thoroughly assessed for impact and executed only with managerial approval.
- Adequate time shall be allocated for review and testing to ensure operational stability and compliance.

#### Implementation Details

- Compliance with government regulations, including the Information and Communication Security Management Act and the Personal Data Protection Act.
- The InfoSec Handling Team is responsible for driving system implementation, conducting training, and promoting policies.
- A management mechanism for information and communication equipment and systems has been established to prevent unauthorized access.
- Internal audit plans and business continuity plans are formulated and drills are conducted accordingly.

#### Policy Promotion and Review

- Each year, InfoSec policies are promoted through training sessions, announcements, and other means, with effectiveness regularly reviewed.
- The implementation of the InfoSec management system is reviewed periodically to ensure the continued relevance of policies.



## 2.6.3 Information and Communication Security Management and Audit Mechanism

To ensure the confidentiality, integrity, and availability of information assets, PLANET continuously follows the ISO 27001 international standard to develop and implement an Information Security Management Manual and related documentation, which serve as the core basis for information and communication security management. In 2024, the Information and Communication Security Management Department completed both internal and external audits, and implemented concrete improvement actions based on the audit results to further enhance information security protection capabilities. Additionally, all members of the Information and Communication Security Management Department complete annual InfoSec training to enhance their professional capabilities in response to rapidly evolving security threats.

## 2.6.4 Information and Communication Security Training

PLANET conducts annual awareness and educational training courses on information and communication security for all employees. Supervisors and personnel responsible for information and communication security receive professional training courses on an annual basis. New employees undergo information and communication security training upon onboarding, with a 100% completion rate. Comprehensive annual information and communication security training is also provided to all current employees. In 2024, three training sessions were conducted covering topics such as social engineering, phishing, and remote work security, with a total of 499 participants and a 100% completion rate.

## 2.6.5 Information and Communication Risk Control

PLANET evaluates its information and communication security management system at least once annually, or upon significant organizational changes. Evaluation results are reported at management review meetings and are appropriately revised to control and mitigate InfoSec risks. To ensure comprehensive protection of information and communication security, PLANET has been insured under a "Cyber Liability Insurance" policy since 2023. The renewal for the subsequent year was completed by the end of December 2024, with the coverage period from 1 January 2025 to 1 January 2026. To effectively manage InfoComm risks, PLANET has established various InfoSec performance indicators and conducts annual reviews of their implementation.The 2024 implementation status is as follows:

Key Items of InfoSec Indicators	Key Items of InfoSec Indicators	Implementation status in 2024
Access Control: System administrators must disable or remove accounts of resigned/retired personnel within two days.	0	0 pc
Supplier Agreements: Confidentiality agreements must be signed for outsourced maintenance services.	0	0 pc
Supplier Audits: Supervision and auditing of outsourced vendors must be conducted at least once per year.	≥ 1 time/year	1 time
InfoSec Incidents: Number of data breach cases in information systems	0	0 pc
Business Continuity: Number of business continuity drills	≥ 1 time/year	3 time
Regulatory Compliance: The Company's business activities must comply with relevant laws and regulations	0	0 pc
InfoSec Awareness: Completion of annual information security training by all employees	≥95%/year	100%

## 2.6.6 Confidential Information Protection

Confidential information protection represents PLANET's commitment to its customers, shareholders, suppliers, and employees. PLANET fully recognizes that the protection of confidential information is essential to maintaining its competitiveness and has established protection mechanisms based on the nature of the confidential information.



## 2.7 Customer Relationship Management

PLANET's products are marketed globally under its own brand PLANET, and its brand coverage has expanded to over 160 countries on five continents worldwide. PLANET has established close and long-term partnerships with its distributors around the world.



**Global Marketing**  
Distributors covering over 160 countries



**Customer Service and Technical Support**  
24-hour timely response



**After-sales Service**  
Provide returns, replacements or repairs for products from global distributors



**Complaint Mechanism**  
Have a customer complaints handling procedure



**Regular Assessment**  
Annual customer satisfaction survey

### 2.7.1 Customer Service

The Company has always handled customer reactions to the market and products in a quick, proactive and effective manner, and has established clear regulations to safeguard the rights and interests of customers and fulfill its product responsibilities.

**Publish complete product information and provide standardized contracts for sales purposes**

All product information is publicly available on PLANET’s global websites and printed catalogs, and customers can access it at any time. When selling products to customers, PLANET provides the "General Terms of Sales" and concludes a mutual transaction agreement specifying the price, payment method and transportation of goods, handling of product complaints, warranty and other information.

**24-hour timely response**

PLANET has online mailboxes for "customer services" and "technical services" on its website. The salespersons and technical engineers are required to respond to customer feedback and inquiries within 24 hours.

**Diversified communication channels**

PLANET immediately responds to customer inquiries through diversified channels such as Email, instant messaging, Facebook, LinkedIn and international professional technology websites.

**Set up a "Partner Zone" on corporate websites to assist distributors in local marketing**

Global distributors can log in to using resources related to product promotion and training so as to accelerate the breadth and depth of distributors' local marketing of PLANET's products and solutions.

**Complete after-sales service**

PLANET has a "Warranty Policy" to provide global distributors with product return, replacement, and repair services.

**Comply with international standards**

A green energy design seen on any user manual and packaging box indicate the product(s) is/are compliant with relevant safety regulations and environmental certifications and standards.

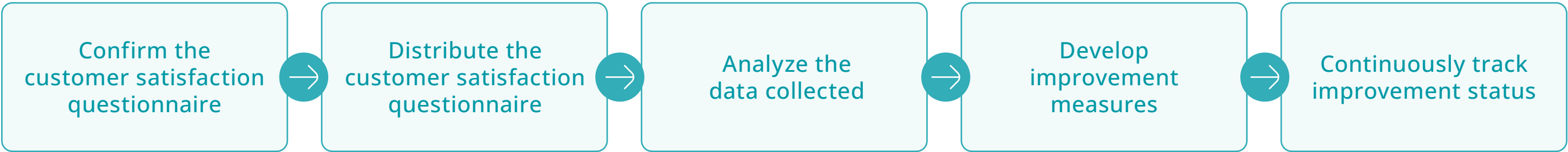
**Customer complaint channels**

PLANET has set up customer complaint channels and established consumer compensation application procedures and specified in the company’s “Measures for Handling of Customer Complaints”.



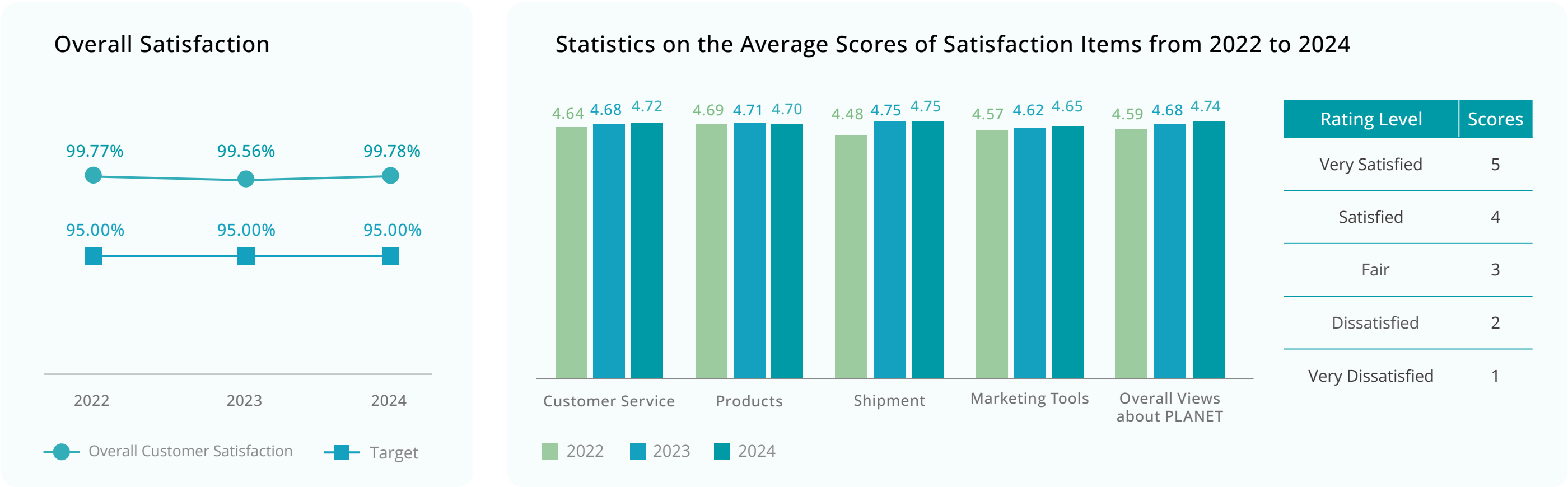
2.7.2 Customer Satisfaction Survey Process

Customer satisfaction serves as a key basis for the Company’s ongoing improvement of services and products. PLANET has established a “Measures for Customer Satisfaction Survey” and conducts a customer satisfaction survey and analysis annually. Improvement actions are developed for areas receiving lower scores, and the progress of these actions is tracked to enhance customer satisfaction.



2.7.3 Customer Satisfaction Survey Results

In 2024, a total of 220 surveys were distributed with a 100% response rate. The overall customer satisfaction on average reached 99.78%, surpassing the annual target of 95%. Customer satisfaction in areas such as customer service and brand marketing resources has shown continuous improvement over the past three years.





## 2.8 Intellectual Property Management

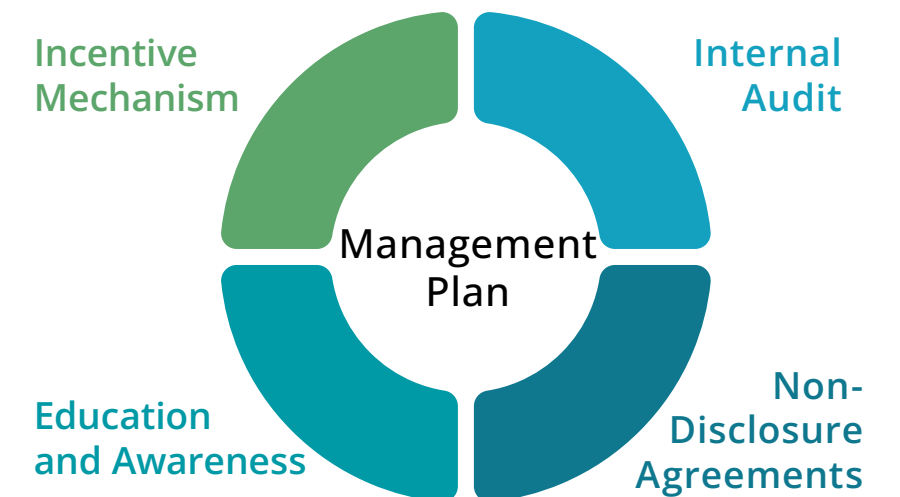
To ensure the Company's continued leadership in innovation, competitiveness, and market presence, and to fully leverage the value of intellectual property, PLANET has established an "Intellectual Property Management Plan" aligned with its operational goals. The plan adopts a dual-track approach using trade secrets and patents to protect technological innovations and business confidential information. The status of intellectual property management implementation, including new patents, internal audit findings, and plans for the following year, is reported to the Board of Directors annually. The implementation status of the Company's intellectual property management for 2024 was reported to the Board of Directors on December 19, 2024.

### 2.8.1 Trade Secret Protection

Designs and outputs related to the Company's brand and products are considered company assets. To safeguard these assets, PLANET has implemented the "Trade Secret Management Procedure," which stipulates that all personnel are responsible for maintaining the confidentiality of trade secrets and must not disclose such information without authorization.

The Company also specifies the confidentiality obligations and intellectual property ownership of the relevant business in the labor contract. It provides relevant education and training to new employees upon their arrival at their post, strengthens training on intellectual property protection knowledge for in-service employees on a regular basis, and offers courses for management and general employees to ensure that every employee fully understands the Company's policies and regulations. Besides, it continuously promotes the Company's "integrity management" philosophy through internal and external communication to ensure the security of information transmission and avoid the outflow of intellectual property, which could that cause business losses.

In 2024, the Company launched two online awareness training courses related to intellectual property: "Department Guidelines for the Code of Integrity" and "Fundamentals of Intellectual Property Rights." A total of 191 participants completed the courses and passed the post-course assessments, achieving a 100% pass rate.



### 2.8.2 Patent Protection

The Company has formulated the "Implementation Measures for Innovation and R&D Awards" and "Implementation Measures for Innovation/Improvement Proposals" to continuously strengthen technological innovation. Through a diversified reward system, the Company incentivizes employees to file various patent applications and enhance product differentiation and competitiveness. The Company conducts a report analysis on the current situation of the industry and competitors, evaluates potential patent infringements and takes necessary legal measures in conjunction with legal and patent law firms.

Internal auditors conduct quarterly audits in accordance with the annual audit plan, reviewing the management of patent ownership and validity periods to ensure the effectiveness of intellectual property rights.

Patent application statuses are regularly reviewed, and assessments are conducted for possible extensions or terminations to manage patents effectively.

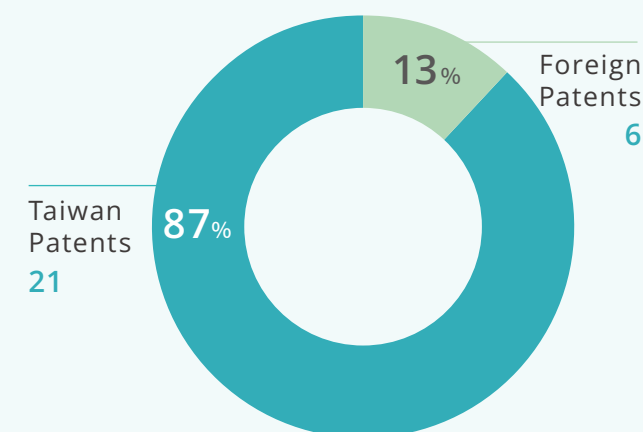
In 2024, PLANET was granted 5 new patents, with a total of 47 patents granted.

Among them, 9 patents are ESG-related patents, namely "energy-saving" and "renewable energy" patents, accounting for 19%. The accumulated number of patents granted and the total amount of investment in the year from 2022 to 2024 are shown in the table below:

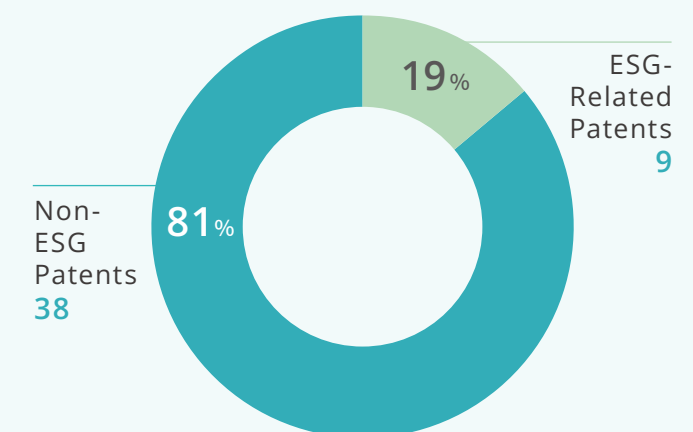
Items	2022	2023	2024
Number of patents granted for the year (unit: PCS)	2	4	5
Accumulated number of patents granted (unit: PCS)	38	42	47
Accumulated total amount of investment in patents (unit: NT\$)	1,757,460	2,064,260	2,365,760

\* Statistical data for each year as of December 31 of each year

Proportion of patent regions



Proportion of ESG-related patents





## Supply Chain Management

### Policy

- Strengthen sustainable supply chain resilience and reduce operational risks.
- Ensure suppliers fulfill sustainability responsibilities through stronger partnerships, and management and risk control of ESG practices.
- Establish codes of conduct for sustainable products and supply chain behavior to ensure alignment with sustainable development goals.
- Promote carbon management in the supply chain to accelerate progress toward net-zero emissions.

### Goals

- All suppliers have to sign the updated Supply Chain Code of Conduct Compliance Declaration.
- 100% of suppliers do not use conflict minerals.
- 100% of non-compliances identified among high-risk suppliers must be corrected.

### Strategy

- Diversify suppliers to reduce reliance on single sources and ensure supply stability.
- Promote local and green procurement to reduce product carbon footprint.
- Enhance supply chain risk assessment and response mechanisms to improve adaptability.
- Develop a digital supply chain platform to improve visibility and collaborative efficiency.

### Supervision and Management Methods

- Annual supplier qualification assessments.
- Annual management review meetings for regularly evaluate performance against the Supply Chain Code of Conduct and track progress on target achievement.

### Results

- ✓ All suppliers have signed the Supply Chain Code of Conduct Compliance Declaration.
- ✓ 100% of suppliers do not use conflict minerals.
- ✓ Through the “Large Enterprises Leading Small Ones” project, 31.4% of suppliers were assisted in completing GHG inventories.
- ✓ A total of 40 suppliers passed third-party verification of GHG inventories in accordance with ISO 14064-1.

## 2.9 Sustainable Supply Chain

### 2.9.1 Sustainable Supply Chain Management Policies and Objectives

#### Policy

PLANET actively promotes the establishment of a sustainable supply chain and continues to enhance its resilience. In addition to implementing responsible and green supply chain management practices and fostering long-term partnerships with suppliers, PLANET conducts risk assessments and audit verifications from economic, environmental, and social perspectives to ensure suppliers fulfill their corporate social responsibilities, and advance sustainable development in collaboration with suppliers.

As a proprietary networking brand, the corporate social responsibility practices of our suppliers may indirectly impact PLANET’s intangible reputation and pose potential risks. Therefore, PLANET is committed to excellence in Sustainable Supply Chain Management (SSCM) to maintain the overall competitive advantage shared with our suppliers. Taking into account sustainable design at each stage of the product life cycle, PLANET has established the "Green Product Development Principles" and the "Supply Chain Code of Conduct" as strategic pillars of supply chain management.

Under the PLANET Sustainability Team, a dedicated sustainable supply chain task group has been established. We continuously refine our green procurement standards. Our management framework references the RBA Code of Conduct and sets out our own Supply Chain Code of Conduct, requiring compliance with local laws and PLANET's supply chain standards. PLANET extends its scope of sustainable supply chain management to include ESG issues—economic and governance, environmental protection, and social inclusion. This covers labor rights, environmental protection, health and safety, ethics, and management systems, all of which are incorporated into the evaluation and auditing criteria for new suppliers. Based on risk control measures and the identification of high-risk suppliers, PLANET formulates improvement actions and supports suppliers in continuous improvement. These efforts aim to enhance responsible supply chain management performance, mitigate supply chain operational risks, and establish long-term sustainable partnerships. Policy URL: <https://www.planet.com.tw/en/sustainability/supply-chain>

#### Strategic Policy

1. Implement sustainable supply chain management and conduct supply chain carbon inventory.
2. Identify the risks of the supply chain in the economic, environmental and social aspects and enhance the sustainability capability of the supply chain.
3. Strengthen responsible minerals management and ensure the non-use of minerals from unqualified smelters in illegal conflict mining areas.
4. Promote green supply chains and work with suppliers to minimize the environmental impacts of their operations and products.

#### Goals

PLANET is committed to establishing a sustainability-oriented supply chain. To ensure a safe working environment, respect and dignity for workers, environmentally responsible operations, and ethical business practices, PLANET aims to work with its supply chain partners to implement corporate social responsibility and create a sustainable value chain. PLANET has formulated the "Supply Chain Code of Conduct" and the "Responsible Minerals Procurement Policy." Suppliers are required to sign the "Supply Chain Code of Conduct Compliance Declaration" to ensure alignment with the Company's objectives, compliance with relevant regulations and industry standards, and dedication to building a sustainable supply chain ecosystem.

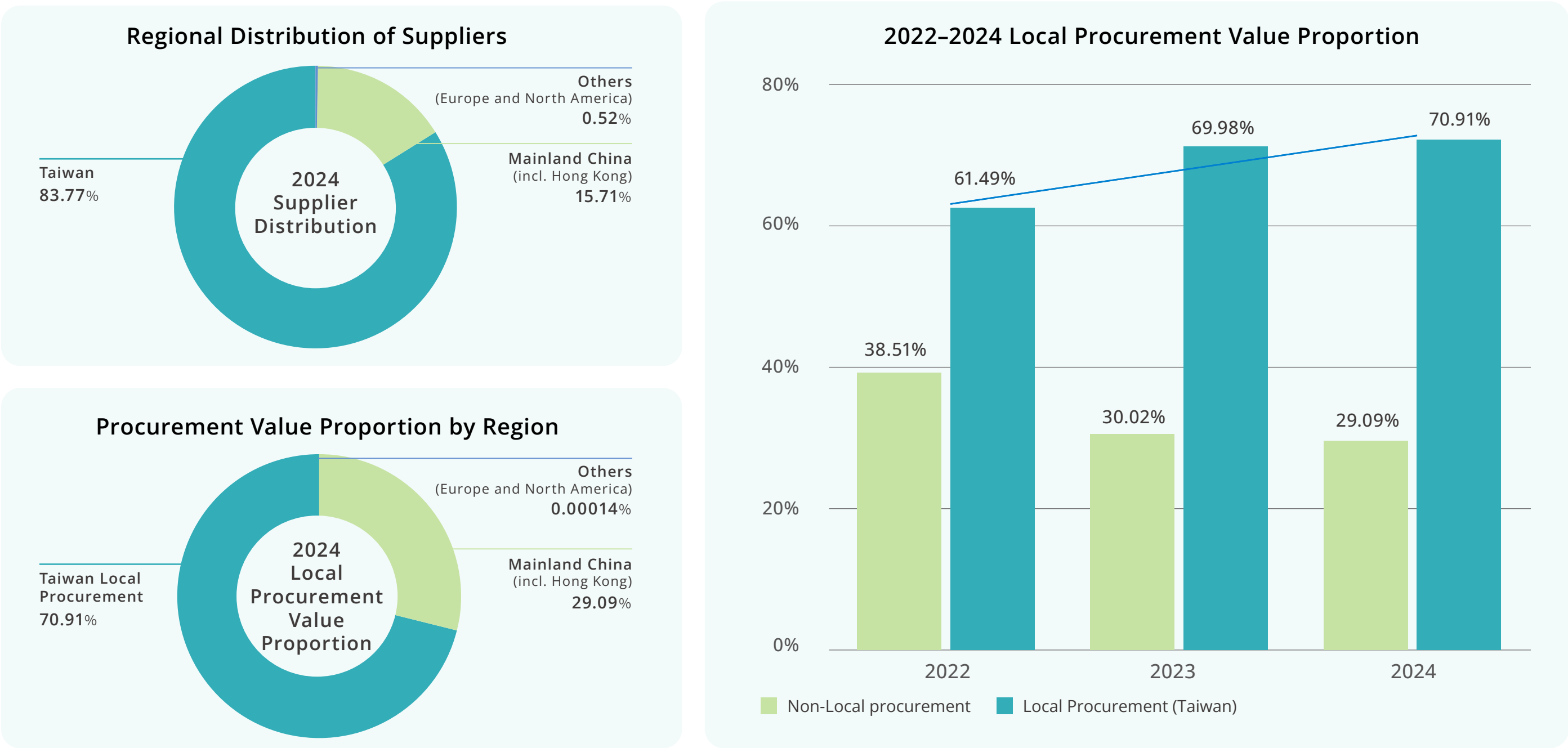


2.9.2 Supply Chain Overview

PLANET is actively developing a sustainable supply chain in cooperation with over 180 suppliers worldwide. These suppliers provide critical components, electronic parts, and mechanical materials, enabling PLANET to continuously launch innovative networking products and solutions to meet market demands. Supplier types include manufacturers, subcontractors, and distributors. Through close collaboration, PLANET ensures that product quality aligns with its sustainability goals.

Enhancing Local Procurement to Strengthen a Sustainable Supply Chain

PLANET's production base is located in Taiwan, with suppliers primarily distributed across Taiwan and Mainland China, and a small portion located in Europe and North America. In 2024, local procurement in Taiwan accounted for 70.91% of the total procurement value. Over the past three years, this proportion has continued to increase, contributing to reduced product carbon footprints, strengthening Taiwan's local sustainable supply chain, and promoting Taiwan's economic development.





## 2.9.3 Sustainable Supply Chain Management Process

Based on the aforementioned responsible supply chain management strategy, PLANET has established a comprehensive "Sustainable Supply Chain Management Process." This process consists of six key management procedures: compliance with standards, risk assessment, auditing, improvement guidance, supplier carbon management, and incentive and elimination mechanisms, in order to ensure that suppliers meet the requirements set forth in the Supply Chain Code of Conduct. Through risk assessments and sustainability audits, PLANET verifies implementation status with suppliers and provides guidance for improvement where necessary. At the same time, PLANET conducts surveys to assess suppliers' carbon management capabilities. With long-term and deep collaboration, PLANET continues to drive its supply chain move toward to sustainability by objectives management and strategic actions.



### 2.9.3.1 Compliance with Supply Chain Standards

PLANET actively implements ESG principles and regards integrity and sustainable development as core corporate values. We maintain close partnerships with suppliers to jointly promote a green supply chain. In response to climate change mitigation and adaptation, as well as environmental sustainability trends, all suppliers are required to sign the "Supplier Code of Conduct Compliance Declaration." This ensures adherence to relevant regulations and industry standards, compliance with green product environmental requirements, and implementation of responsible mineral sourcing policies to support the continued operation of a responsible and green supply chain.

No supplier was disqualified due to environmental or social negative incidents in 2024.

#### Supply Chain Code of Conduct Management

When PLANET cooperates with suppliers for the first time, it requires suppliers to comply with PLANET's ESG guidelines, and suppliers are required to sign the "Supply Chain Code of Conduct Compliance Declaration", which contains the "Supply Chain Code of Conduct", "Environmental Standards for Green Products" and "Responsible Minerals Procurement Policy".

- (1.) Suppliers' products must be manufactured using lead-free processes.
- (2.) Any product design must comply with the principles of environmental protection and energy conservation.
- (3.) Any products must not be produced using hazardous substances.
- (4.) Any products must comply with EU RoHS, REACH, WEEE and EuP regulations.
- (5.) New outsourced processing plants must have ISO 14001 certification.
- (6.) Subcontractor workplaces shall comply with local occupational safety regulations and PLANET's safety standards.
- (7.) Suppliers must not employ any illegal labor (ensuring the protection of legal labor) or child labor.
- (8.) Suppliers must not use conflict ore metals from countries around Congo for the production of raw materials.





Products are designed in consideration of customers’ social, economic, and technological contexts to ensure that PLANET’s products meet environmental and energy-saving standards. From raw materials to finished goods, we minimize environmental impact. We regularly conduct ESG sustainability audits and provide improvement guidance for key suppliers to ensure the effective operation of a responsible supply chain. All products are manufactured using energy-saving chips and switching power supplies that meet "Energy Star" and safety certification standards. The entire production process is lead-free, and packaging uses minimal, lightweight, and recyclable materials in compliance with WEEE standards.

In 2024, 7 new partnered suppliers signed the "Supply Chain Code of Conduct Compliance Declaration", with a 100% compliance rate.

## Responsible Minerals Management

### Responsible Minerals Procurement Policy

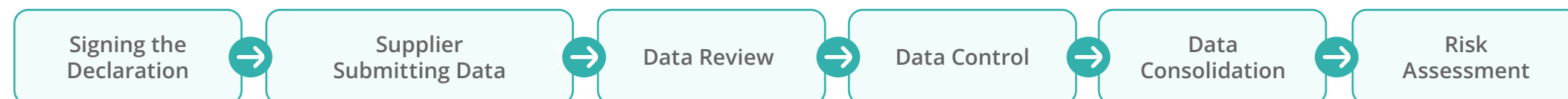
As a global citizen, we, PLANET, declare and undertake that we will not accept any use of metals from conflict mining areas and that we will require suppliers to comply with PLANET's Responsible Minerals Procurement Policy:

- (1.) Fulfill social and environmental responsibilities.
- (2.) Ensure that no products will be produced using "conflict minerals" from Congo and its surrounding countries and regions.
- (3.) Trace all products containing aurum (Au), tantalum (Ta), stannum (Sn), tungsten (W), cobalt (Co) and mica (Mica) or other responsible minerals announced by the Responsible Minerals Initiative (RMI). All suppliers should complete a survey form to confirm the sources of relevant raw materials and use the RMI's list of qualified smelters and refineries to avoid direct or indirect funding of armed conflict organizations or mining areas that violate human rights.
- (4.) Do not purchase conflict metals produced from conflict areas without boycotting any "conflict-free minerals" from those areas.
- (5.) Communicate these requirements to upstream suppliers.

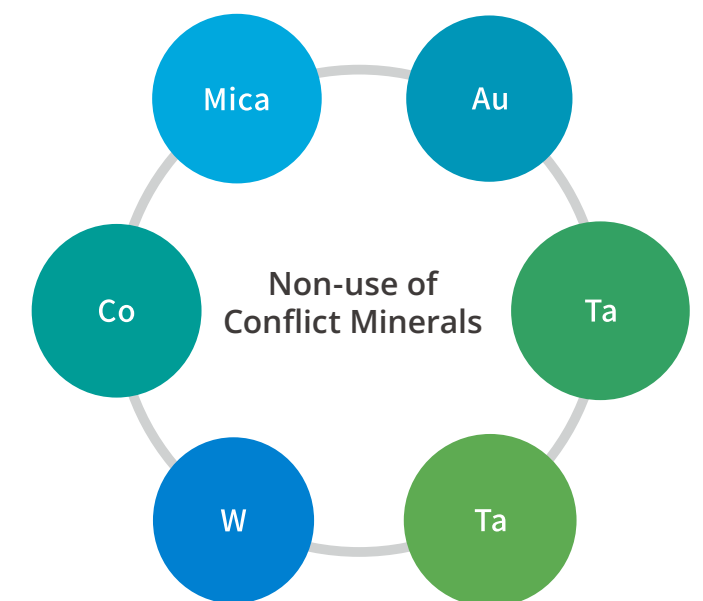
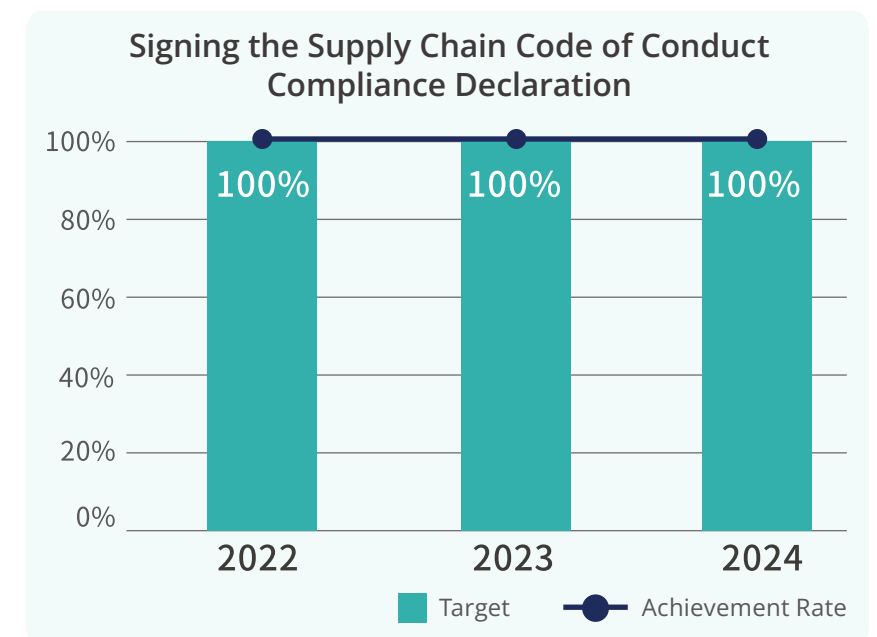
Note: Responsible minerals or metals refer to any minerals extracted from areas of armed conflict and in the case of human rights violations, especially those extracted by armed forces around the Democratic Republic of Congo, including columbite-tantalite, cassiterite, wolframite, cobalt ore and gold ore, which can be refined into tantalum (Ta), stannum (Sn), tungsten (W), cobalt (Co) and aurum (Au), and all of which are called "responsible minerals" together with mica (Mica) and other minerals extracted from India and other places and can be used separately for electronic and other products.

### Responsible Minerals Management Process

PLANET does not directly purchase raw materials from smelters or refineries, but instead purchases parts and components that may contain conflict minerals in order to fulfill its corporate social responsibility, avoid human rights disasters caused by minerals produced in conflict areas and other high-risk areas of the Democratic Republic of Congo and its surrounding countries and reduce supply chain management risks. PLANET has established a responsible minerals management process and formulated the “Responsible Minerals Procurement Policy”. For first-time suppliers and current suppliers, a responsible minerals investigation is conducted using RMI's recommended management tools, including the latest Conflict Minerals Reporting Template (CMRT) and Cobalt Reporting Template (CRT), among others. During the approval phase, suppliers are required to sign the "Supply Chain Code of Conduct Compliance Declaration", which includes a conflict minerals declaration, and submit the relevant RMI forms. This is followed by comprehensive management and control of non-compliant smelters regarding responsible minerals in product raw materials, along with the collection of responsible minerals data.



To mitigate the risks of conflict minerals, PLANET annually conducts supplier surveys and systematic management via the green product management platform based on RMI's official list of qualified smelters. The platform automatically checks for compliance, ensuring that procurement sources are free from conflict and high-risk regions and meet customer and regulatory requirements. Our conflict minerals risk management process includes: confirming with suppliers the reasons, necessity, feasibility of correction, and timeline for using conflict minerals. If not necessary, suppliers will be asked to cease procurement and use of conflict minerals and instead choose sources that comply with RMI standards for conflict-free minerals, providing valid evidence. If the use of conflict minerals is necessary, suppliers will be required to submit a removal plan or improvement measures.





### 2.9.3.2 Risk Assessment, Audits, and Improvement Guidance

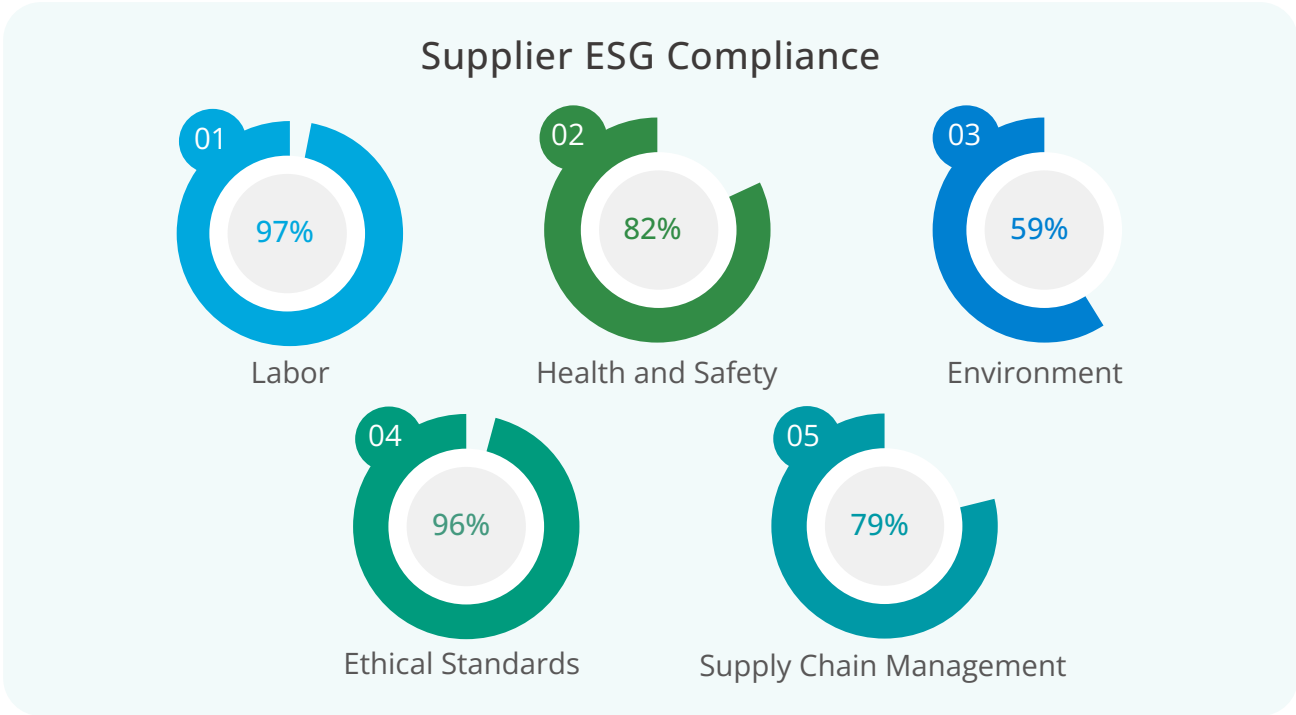
PLANET places high importance on the sustainability of its supply chain and conducts comprehensive annual evaluations of suppliers. The evaluation covers aspects such as labor, health and safety, environment, ethical standards, and supply chain management, based on the RBA Code of Conduct and ISO international standards, ensuring that suppliers' operations comply with PLANET's Supply Chain Code of Conduct.

In 2024, to better assess suppliers' ESG performance, PLANET conducted ESG self-assessments for all suppliers. The questionnaire content was reorganized based on international trends and standards, focusing on the five major areas of RBA, human rights, and environmental health and safety issues. In addition, high-priority suppliers, who are those being manufacturers with an annual transaction amount of NT\$ 3 million or more, and who have undergone on-site audits in the past two years with no issues, will undergo in-depth audits.

#### Supplier ESG Performance

In 2024, PLANET implemented a two-phase annual supplier assessment:

1. Supplier ESG Self-Assessment:  
A total of 181 suppliers participated with a 100% response rate. The assessment results showed that suppliers performed exceptionally well in labor and ethical standards, with compliance exceeding 90%. However, there is room for improvement in supply chain management and environmental protection compliance. To mitigate potential risks in the supply chain, PLANET will provide suppliers with support, including education and training and consultancy services. In 2024, PLANET conducted RBA education training for all suppliers, with an average participation rate of 90%.
2. High-Priority Supplier Audits:  
A total of 8 suppliers underwent in-depth audits. Domestic suppliers were audited on-site, while foreign suppliers primarily underwent written audits. Overall, the audit results showed that suppliers who had not implemented ISO quality and environmental management system standards still had room for improvement in quality management. PLANET has already initiated communication, guidance, and follow-up on areas where suppliers did not meet standards during audits, encouraging suppliers to enhance their innovation and sustainable management capabilities.



#### Supplier Environmental Safety and Health Evaluation

PLANET has established the "Supplier Management Procedures", which include an annual environmental safety and health management evaluation. This evaluation assesses suppliers in two major areas: environmental safety management and health and safety management. Environmental safety management includes major violations, environmental permits and reporting, hazardous substance management, solid waste management, air pollution control, water resource management, energy consumption, and GHG emissions. Health and safety management includes major violations, occupational safety management, emergency response management, work injuries and occupational disease management, industrial hygiene, physical labor work management, machinery protection, and public health and accommodation management. The procurement department sends the "Supplier Environmental, Safety, and Health Self-Assessment Form" through the green product management platform, which is then evaluated and processed by the occupational safety and health department. The results of the environmental safety and health evaluations are also incorporated into the annual supplier assessment. In 2024, PLANET evaluated 42 suppliers in total, focusing on those with manufacturing plants or the top five suppliers in annual procurement value. The evaluation results are shown in the table below.

Scores		80-100	60-79	59 or less
Risk level		Low risk	Medium risk	High risk
Risk description		Effective control measures and compliance with regulatory requirements	A certain degree of control measures and compliance with regulatory requirements	Lack of effective control measures or violation of regulatory requirements
Handling measures		No handling measures required	Notify suppliers to make corrections and improvements	Notify suppliers to make corrections and improvements and arrange on-site or online audits
Evaluation results	Number of suppliers	37	5	0
	Handling	-	5 suppliers, 100% of them completed improvements	-



2.9.3.3 Supplier Incentive and Elimination Mechanism

PLANET actively leads the supply chain toward sustainable development. Through continuous, objective ESG performance assessments, we reward outstanding suppliers by offering more collaboration opportunities, such as priority in new product development partnerships and increased order shares. Furthermore, we will continue to guide suppliers with weaker performance, assisting them in improving their ESG performance to achieve the goal of building a resilient and sustainable supply chain ecosystem.

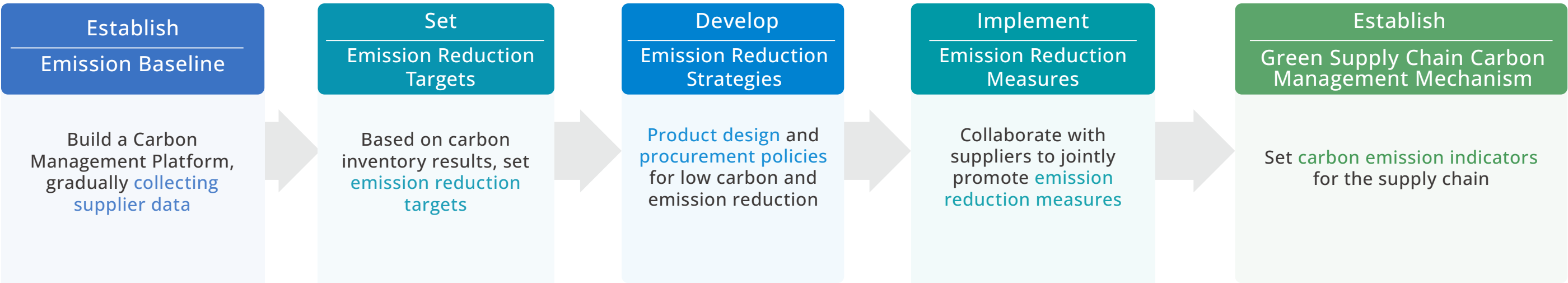
2.9.4 Supplier Carbon Management

PLANET has established a comprehensive green supply chain management platform, using digital technologies and net-zero transformation to strengthen supply chain resilience, including green product management and carbon management. We also plan to expand the ESG evaluation management functionality by 2025. Through the green supply chain management platform, PLANET collaborates with suppliers to foster a shared commitment to sustainability, and shares updates on green regulations and information, and collecting data on restricted substances, carbon footprints, and assessment forms.

In 2024, PLANET actively worked with suppliers to jointly promote carbon inventory projects. Through the Ministry of Economic Affairs' subsidy program for low-carbon and smart upgrades for small and medium-sized manufacturing industries (Low-Carbon Transformation), the "PLANET Supply Chain Sustainability Resilience Cloud Project" supported 11 suppliers in carbon management and low-carbon transformation. On August 15, 2024, PLANET organized a "GHG Inventory Internal Verification" course to guide suppliers in conducting GHG inventories. By the end of 2024, 31% of our 191 suppliers had completed GHG inventories, and 21% had obtained ISO 14064-1 third-party verification for GHG inventories.

In the future, we will continue to deepen our collaboration with suppliers, exploring more innovative carbon reduction solutions and advancing toward the goal of net-zero carbon emissions. Moreover, PLANET is actively promoting supplier capability enhancement by providing online carbon management courses and learning resources to help suppliers build a comprehensive carbon management knowledge system and integrate low-carbon thinking into daily operations. Through diverse training methods, we aim to enhance suppliers' carbon reduction capabilities and collaboratively build a sustainable and resilient supply chain.

PLANET Supply Chain Carbon Management





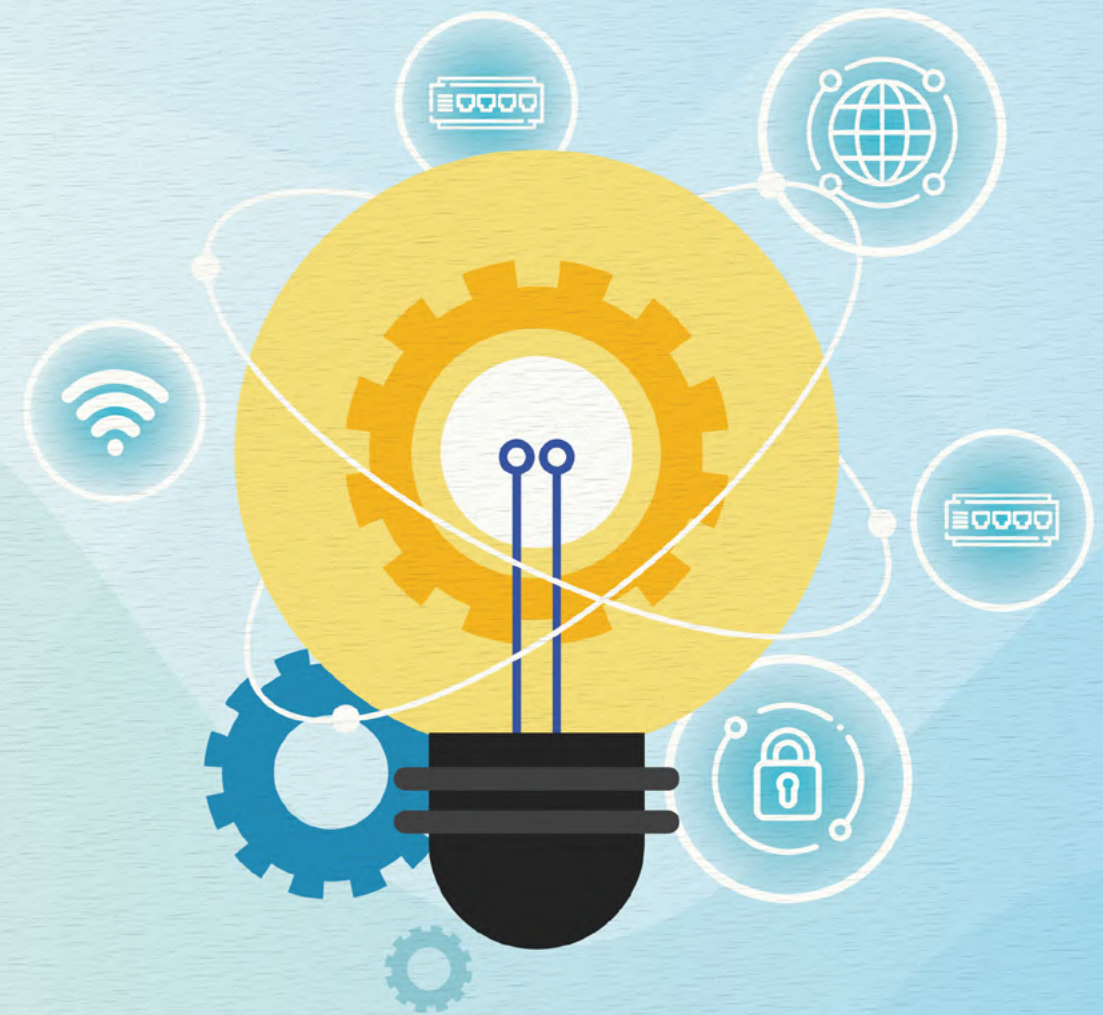
# 3

## Sustainable Innovation

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3.1 Sustainable Innovation Policy

3.2 Green Products and Innovative R&D





## Green Products and Innovative R&D

### Policy

- Implement sustainable design by establishing "Green Energy Product Development Principles". Manage the entire product lifecycle from raw materials, manufacturing, transportation, usage, to recycling, ensuring environmental impact is minimized at every stage in accordance with eco-friendly standards.
- Actively invest in the innovative R&D of network transmission technologies, and protect intellectual property through patents and trade secrets to solidify PLANET's leadership position in the network communications industry.

### Goals

- Provide sustainable network infrastructure solutions to the global market, contributing to social and economic development.

### Strategy

- Customer demand-oriented development of AI and green energy smart network infrastructure solutions.
- Deployment of renewable energy, energy-efficient, and InfoSec-related products to enhance network carbon reduction performance.
- Systematic patent layout, differentiated product design, enhancing brand competitive advantage.

### Supervision and Management Methods

- Annual management review meetings for regularly review the performance of green products and innovative R&D, and track and review the achievement of goals.

### Results

- ✓ The industrial-grade PoE managed switch IGS-10020HPT has become the first product of PLANET to receive ISO 14067 product carbon footprint verification.
- ✓ The energy-saving function design for off-peak time of network power supply equipment in 2024 has achieved a 100% success rate.
- ✓ In 2024, PLANET achieved a 98.0% adoption rate of eco-friendly packaging designs for its product boxes.

## 3.1 Sustainable Innovation Policy

### PLANET's Sustainable Innovation Goals

Since its founding in 1993, PLANET Technology has been deeply rooted in the information and communication technology sector, continuously driving innovation in networking products and technologies. The Company has developed intelligent, energy-efficient network equipment and integrated renewable energy applications, steadily advancing toward high-end networking, industrial Ethernet, and AIoT smart applications.

With a product lifecycle mindset, PLANET is enhancing long-term product development and sustainable competitiveness. The Company sets short-, mid-, and long-term goals to maintain its innovation leadership in the network communications industry.

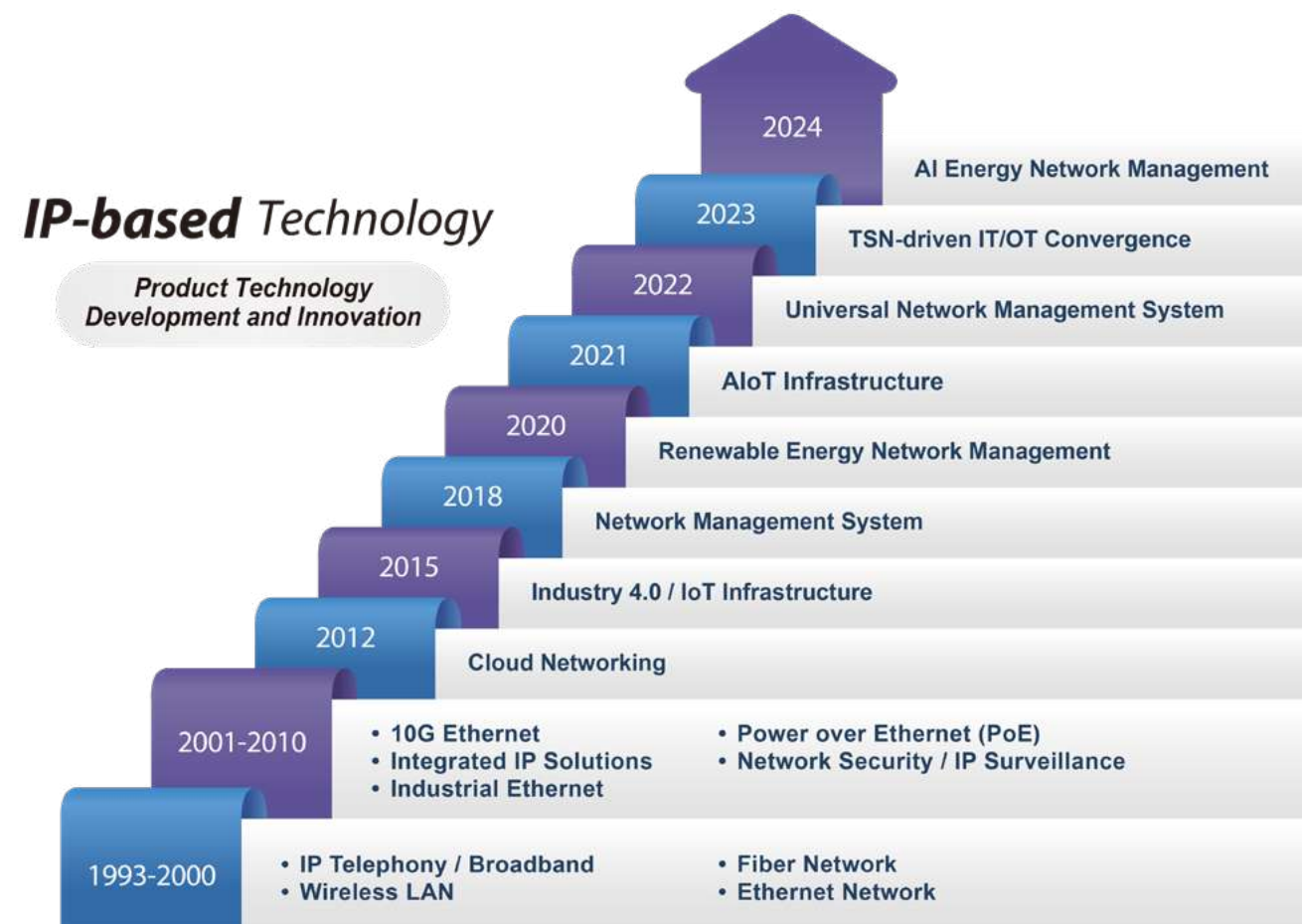
Short Term (By 2025)	Medium and Long Term (By 2030)
<ul style="list-style-type: none"><li>■ Renewable energy product development</li><li>■ AI energy network management</li><li>■ Energy-saving AIoT network management</li><li>■ Time-sensitive Networking for IT/OT convergence</li></ul>	<ul style="list-style-type: none"><li>■ AI-driven IoT optimization</li><li>■ Highly energy-efficient network infrastructure</li><li>■ High performance cloud infrastructure</li><li>■ 6G networks</li></ul>



## Product Innovation and R&D

PLANET Technology, a globally recognized leader in network communications, possesses strong in-house R&D capabilities. With Internet Protocol (IP) as its core technology and integrated network applications at its center, PLANET continues to innovate in digital network transmission technologies and equipment, reinforcing its leadership in the communications industry. PLANET's product research and development are moving towards advanced network communication products and industrial network technology year by year. With a focus on global climate change, PLANET products are developed based on green and energy-saving principles, with equal emphasis on technological innovation and environmental protection. The Company provides the global market with a full range of commercial- and industrial-grade networking products and solutions that are energy-saving, high-quality, and high-value, supporting infrastructure for IoT, IIoT, IoV, and AIoT applications.

PLANET has pioneered the development of AI-driven intelligent networking products. Its AIoT Application Server, NMS-AIoT, leads the global market with its unique cross-protocol AI energy management design. Leveraging artificial intelligence, the platform collects, analyzes, and manages data from various IoT sensors, such as power usage, water leakage, CO<sub>2</sub> levels, and ambient light. This empowers enterprises to monitor ESG-related energy usage and carbon emissions, optimizing energy management and achieving substantial energy savings and carbon reduction. The platform was honored with dual accolades at COMPUTEX Taipei 2024, winning the Best Choice Award – Sustainable Tech Special Award, and Best Choice Award – IoT Applications Category.



## AI Energy Management Solution – Real-time Network Carbon Monitoring, Smarter Energy Optimization





## Product Patents

PLANET Technology is deeply committed to innovation and continuously develops advanced technologies. To safeguard its brand and product intellectual property, PLANET strategically protects its R&D outcomes through patents and trade secrets, enhancing its overall competitiveness. As of 2024, PLANET holds a total of 47 patents across Taiwan and international markets. These patents are categorized as follows: Design patents (4%), Invention patents (23%), and Utility model patents (72%).



PLANET secures its intellectual property through patent applications. In 2024, PLANET obtained five new patents, including an invention patent for an "Energy-saving Device and System" and a utility model patent for a "Power over Ethernet Detection Device".

Examples of these innovative patents are as follows:

### Patent 1: Energy-saving equipment and its system for Testing Power over Ethernet (PoE) supply equipment

As the number of Power over Ethernet (PoE) devices increases, the corresponding quality control testing also rises. Energy consumption for PoE device verification during shipment grows proportionally with shipping volume and power output. This patent converts the energy consumed during product testing back to the power grid, achieving both quality control and energy savings. The design effectively reduces energy consumption by over 50%.

### Patent 2: Power over Ethernet Detection Device

To meet the operational requirements of remote edge devices, this patent dynamically detects power usage in real-time. When remote IoT or network devices malfunction or crash, the patented system enables remote power-off and power restoration. It also allows for proactive power shutdown and repair reporting via a centralized management platform. This design features fault reporting, elimination of unnecessary power consumption, and automatic system recovery.

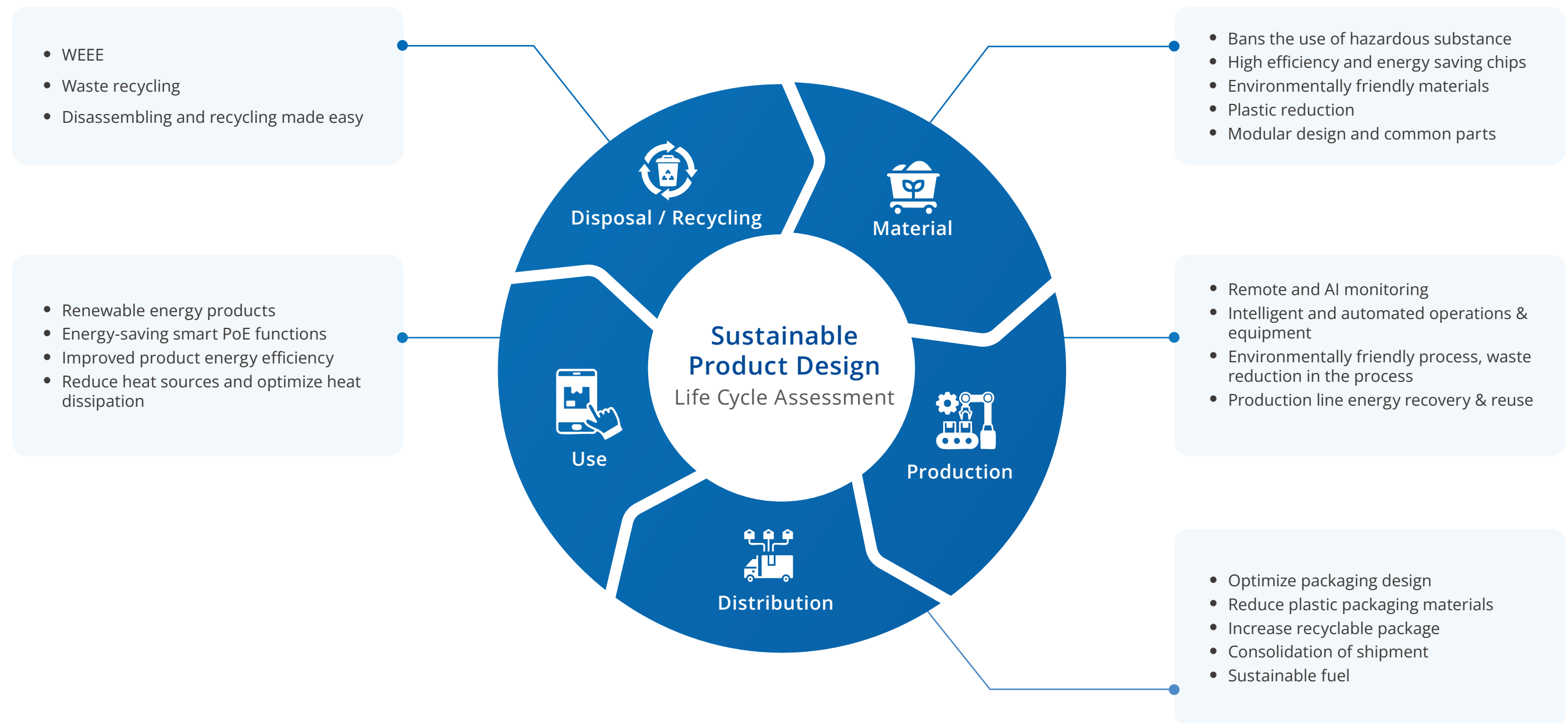




## 3.2 Green Products and Innovative R&D

### 3.2.1 Sustainable Product Design

In response to global climate change, PLANET incorporates both innovation and sustainability into its product R&D and design. Through source management, the Company evaluates and reduces environmental impact at every stage—from raw materials, production, transportation, and usage to recycling—ensuring compliance with international regulations and customer requirements. PLANET is committed to providing sustainable, green energy, and intelligent network infrastructure solutions for the global market. The industrial-grade PoE managed switch, IGS-10020HPT, obtained ISO 14067 product carbon footprint certification for the first time in 2025.





3.2.2 Development of Renewable Energy Products

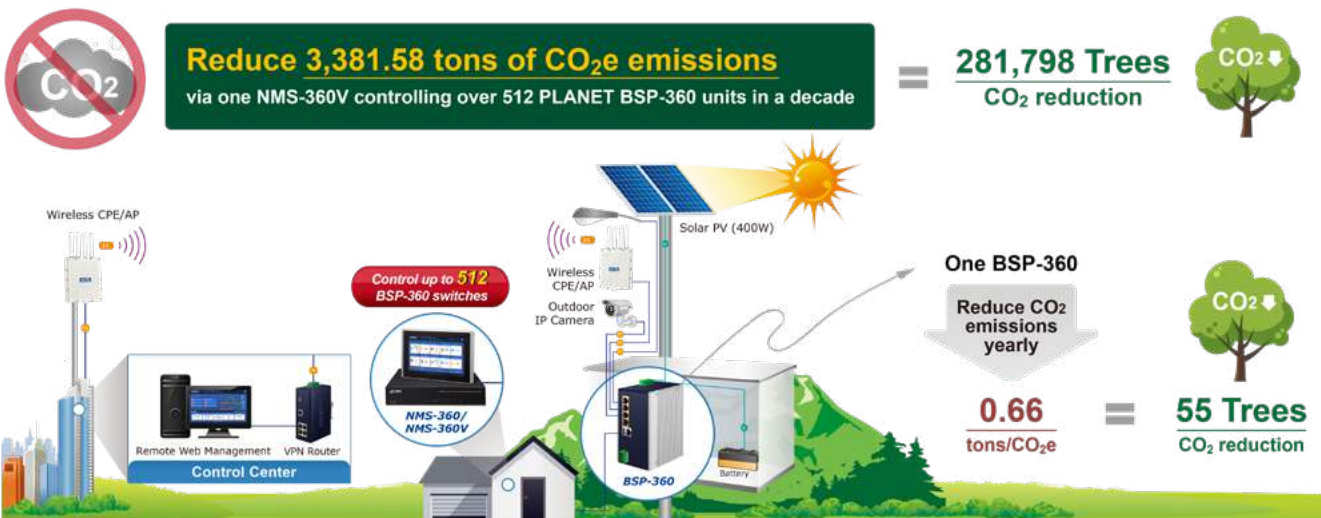
Renewable Energy Network Management Solution – Enabling Off-grid, Zero-carbon Communications

PLANET is the first brand in Taiwan to integrate natural renewable energy with Ethernet transmission technology. It pioneered the global development of the "Renewable Energy Network Equipment" series, which operates independently of the power grid. These products significantly enhance the efficiency of power transmission and smart energy-saving management, while improving energy utilization. They also enable independent network communication in both metropolitan and remote areas, accelerating various smart IoT applications. Several product series have been recognized with the Taiwan Excellence Award. To promote wider adoption of renewable energy, PLANET expanded its ESG application scope in 2024 by launching the BSP-115 Series, a new unmanaged but AI-powered renewable energy PoE switch with low total cost of ownership. It operates off-grid by directly utilizing solar panels and external batteries. During the day, solar panels power the communication system and charge the batteries; at night, the batteries provide the required system power—creating a zero-carbon and stable green communication solution. These solutions are ideal for applications such as smart cities, remote monitoring, and environmental sensing, delivering reliable and efficient power and data transmission.

In 2024, PLANET's renewable energy product series, operating independently of the grid, helped customers save 86,382 kWh of electricity and reduced carbon emissions by approximately 48,115 kg CO<sub>2</sub>e—equivalent to the annual carbon absorption of about 4,010 trees.

Products	Maximum Power Consumption per Unit (Watts)	BTU Joules per Hour <sup>Note 1</sup>	2024 Product Annual Power Consumption (kWh)	2024 Product Annual Carbon Emission Reduction (kgCO <sub>2</sub> e) <sup>Note 2</sup>	2024 Product Approximate Annual Carbon Absorption by Trees <sup>Note 3</sup>
Renewable Energy PoE Switch BSP-115HP-5A	75.60	257.96	15,894	8,853	738
Renewable Energy PoE Switch BSP-115PV-15A	140.00	477.70	15,943	8,880	740
Renewable Energy PoE Managed Switch BSP-360	135.36	461.87	54,545	30,381	2,532
Annual Total	350.96	1,197.52	86,382	48,115	4,010

The renewable energy-powered intelligent network management solution effectively assists in reducing carbon emissions in network infrastructure development. Illustrating the effectiveness of this series, consider the "Renewable Energy Management Controller NMS-360V". Over a decade of operation, a single NMS-360V can proficiently manage up to 512 Industrial Renewable Energy PoE Managed Switches BSP-360 from PLANET. This management capability results in substantial energy savings, totaling 607,106 kWh of electricity in one year, equivalent to reducing energy consumption by 2.185 x 10<sup>12</sup> joules<sup>Note1</sup> annually. Over the product's lifespan, this translates to a reduction of 3,381.58 metric tons of CO<sub>2</sub>e<sup>Note2</sup>, akin to the carbon absorption<sup>Note3</sup> of nearly 280,000 trees. Beyond curbing carbon emissions from network construction, these initiatives play a vital role in climate change mitigation and environmental sustainability, reflecting PLANET's commitment to a greener future. The PLANET "Renewable Energy Management Controller NMS-360V" has received multiple innovation awards both domestically and internationally, including the Taiwan Excellence Award, the COMPUTEX Best Choice Award - Smart City Category, and the International Innovation Award.



- Note 1. Power unit conversion: P (BTU/hour) = P (kW) x 3412.14, 1 BTU/hour = 0.00029307107 kW.
- Note 2. PLANET's products are sold worldwide, and carbon emissions calculations use the global average carbon emission factor, based on the sales distribution of PLANET products across continents multiplied by the latest emission factors for each continent (Source: Swiss Environmental Database Ecoinvent), with the average of the emission factors taken.
- Note 3. According to research data from the Bureau of Forestry of the Council of Agriculture of the Executive, one tree per year can reduce the Earth's carbon dioxide equivalent by 12 kilograms on average.

Renewable Energy Products



### 3.2.3 Network Equipment InfoSec

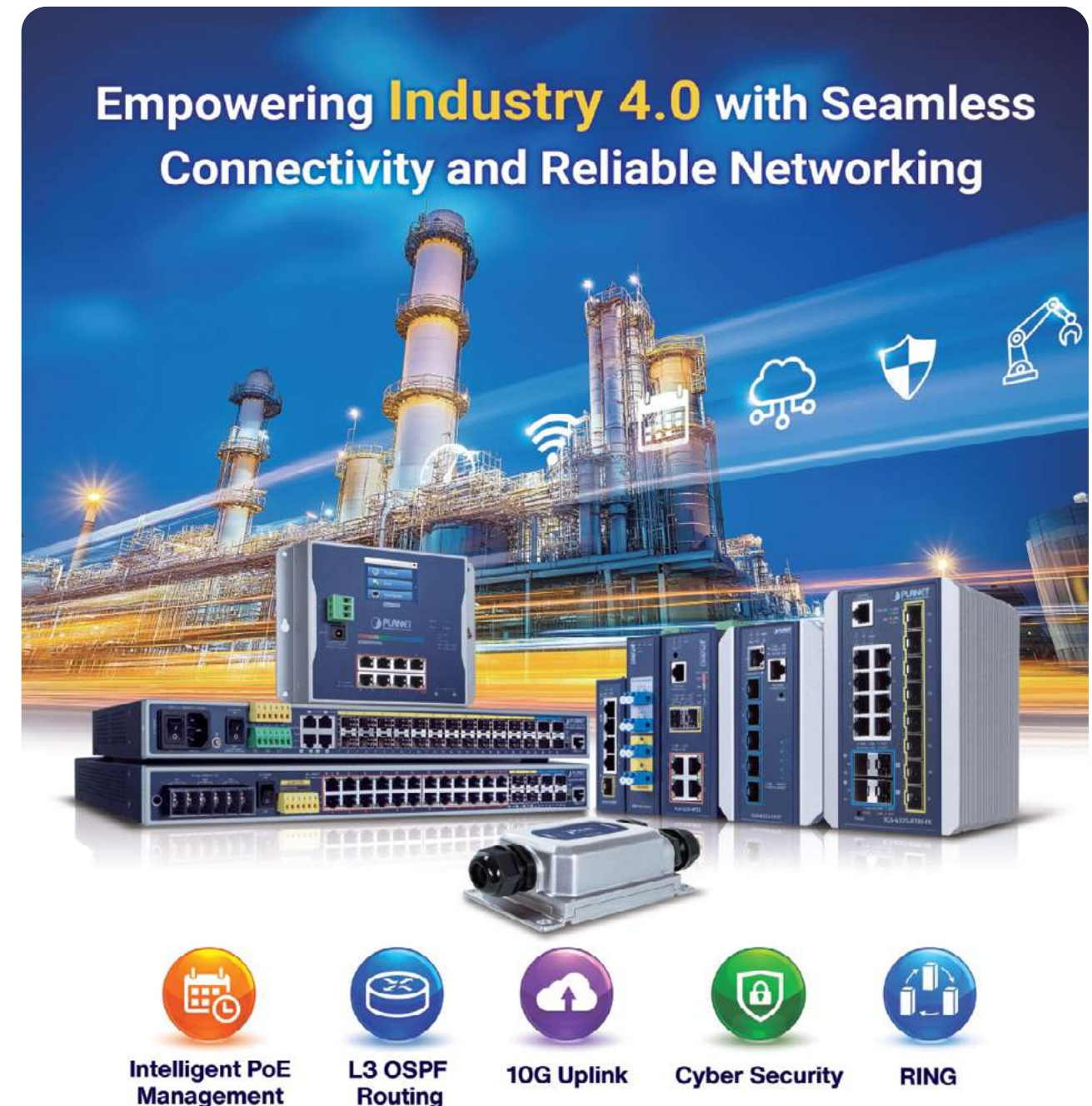
#### IEC 62443-4-1 Security for industrial automation and control systems (IACS) Certification

PLANET is committed to ensuring the information security (InfoSec) of industrial networks and continuously enhancing the security of its industrial networking products. In 2022, the Company passed the audit by the international third-party certification body TUV NORD and obtained the IEC 62443-4-1 certification, demonstrating that PLANET strictly adheres to secure development standards throughout the complete product lifecycle—from security requirements, design, development, and testing, to implementation—for industrial networking products. This ensures the protection of product information security for customers and end users, guarding against cyberattacks and strengthening the cybersecurity of Operational Technology (OT) network equipment.

With the popularization of IoT and industrial IoT applications, information security needs to expand to OT (Operational Technology) products in addition to the existing IT (Information Technology) environment. After obtaining the ISO 27001 information security management system certification, PLANET has passed the IEC 62443-4-1 security product development management system certification, integrating IT and OT information security and demonstrating the Company's commitment to providing high-quality, secure and reliable network equipment to ensure the security of customer and company operations information and promote sustainable business operations.

In addition, to enhance the security of network products and proactively respond to the UK's 2024 new law, the Product Security and Telecommunications Infrastructure Act 2022 (PSTI Act), PLANET has completed software updates for its entire range of managed network products to comply with PSTI requirements. These updates strengthen password management principles to prevent security vulnerabilities caused by commonly used default passwords, thereby extending the lifecycle of network products. Although PLANET's network communication products are not classified as consumer IoT products under the PSTI regulations, and are shipped globally, the Company continues to uphold high-security protection standards, actively enhancing product security quality.

In an era of global internet security collaboration, PLANET actively monitors international InfoSec regulations and global vulnerability disclosure trends. The Company proactively updates and patches potential security vulnerabilities in its product lines to ensure timely risk mitigation. PLANET is committed to providing customers with secure and reliable network equipment, incorporating security practices into every software development lifecycle to mitigate related risks, and ensuring the sustainable development of the brand and products.





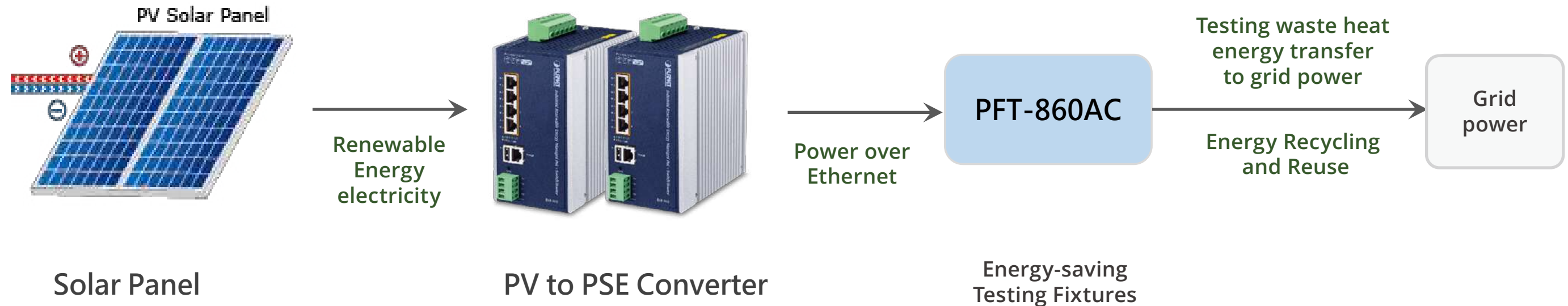
### 3.2.4 Energy-efficient Fixture Product Development

#### Patent Testing Fixture and Energy-efficient Products

PLANET has been developing Power over Ethernet (PoE) products for over 25 years, maintaining high production yields and low product repair rates. The exceptional quality of the products is attributed to the strict oversight by the quality control unit. According to the PoE protocol (IEEE 802.3at/bt), the single-port power has reached 90 watts, with the power capacity continually increasing year by year. PLANET's PoE products now offer a maximum power output of over 2000 watts. However, during product validation and production, the power consumption during burn-in tests has increased compared to traditional PoE products, and the energy usage during the testing phase is often dissipated as waste heat. In line with the green and environmentally friendly design philosophy, PLANET has overcome these challenges. The R&D team successfully designed a system that converts PoE power back to mains electricity. This innovative design, which transforms waste heat into reusable energy, has been granted a patent for invention.

For example, PLANET's industrial-grade Ethernet Switch, the IGS-10020HPT, consumes approximately 240 watts during full load burn-in. Assuming a 2-hour burn-in during production, it generates 480 watts of waste heat energy. With an estimated annual shipment of 7,000 units, the energy consumption would be 3,360 kWh annually. Using the test fixture PFT-860AC developed by PLANET, which can recover 60% of the energy, approximately 2,000 kWh of power can be recovered, resulting in a reduction of about 1 ton of CO<sub>2</sub>e emissions. This innovation significantly reduces production costs and contributes to a better manufacturing environment. When applied across the Company's entire product line, the potential energy savings will be even more substantial.

The research and development of this patented design also holds future potential. For example, as illustrated in the diagram below, system integrators or installers can use a 100-meter network cable for simple and flexible network deployment. By leveraging the PoE technology, they can provide a closed AC power environment for households and communities, integrating business and household power systems to achieve low cost, high setup flexibility, and energy savings. With a single PFT-860AC unit providing 600 watts of power, and assuming 6 hours of electricity generation per day for 200 sunny days annually, the unit can produce or save at least 720 kWh of electricity per year.





3.2.5 Regular Assessment

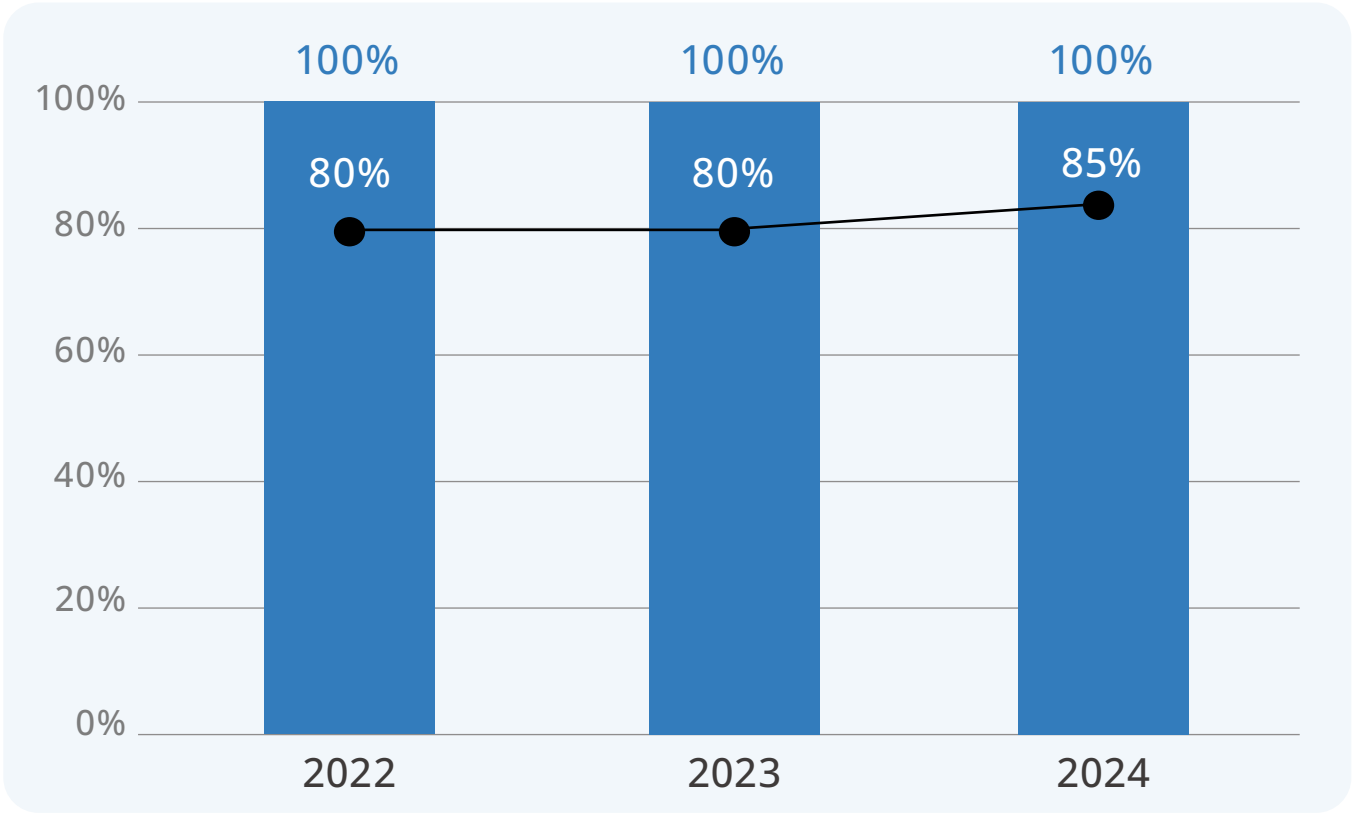
PLANET regularly holds management review meetings to review the achievement status and review of the goals for R&D innovation.

- In 2024, PLANET had a total of 30 products including PoE Ethernet switches designed to save energy during off-peak time. They all met the energy-saving requirements, which helped the Company achieve a 100% compliance rate.
- In 2024, PLANET had a total of 102 newly developed and revised products, of which 100 products used environmentally-friendly packaging boxes, achieving a compliance rate of 98.0%.

Year	2022	2023	2024
PoE products with non-peak hour power-saving design (Models with network management capability)	100%	100%	100%
Target	80%	80%	85%

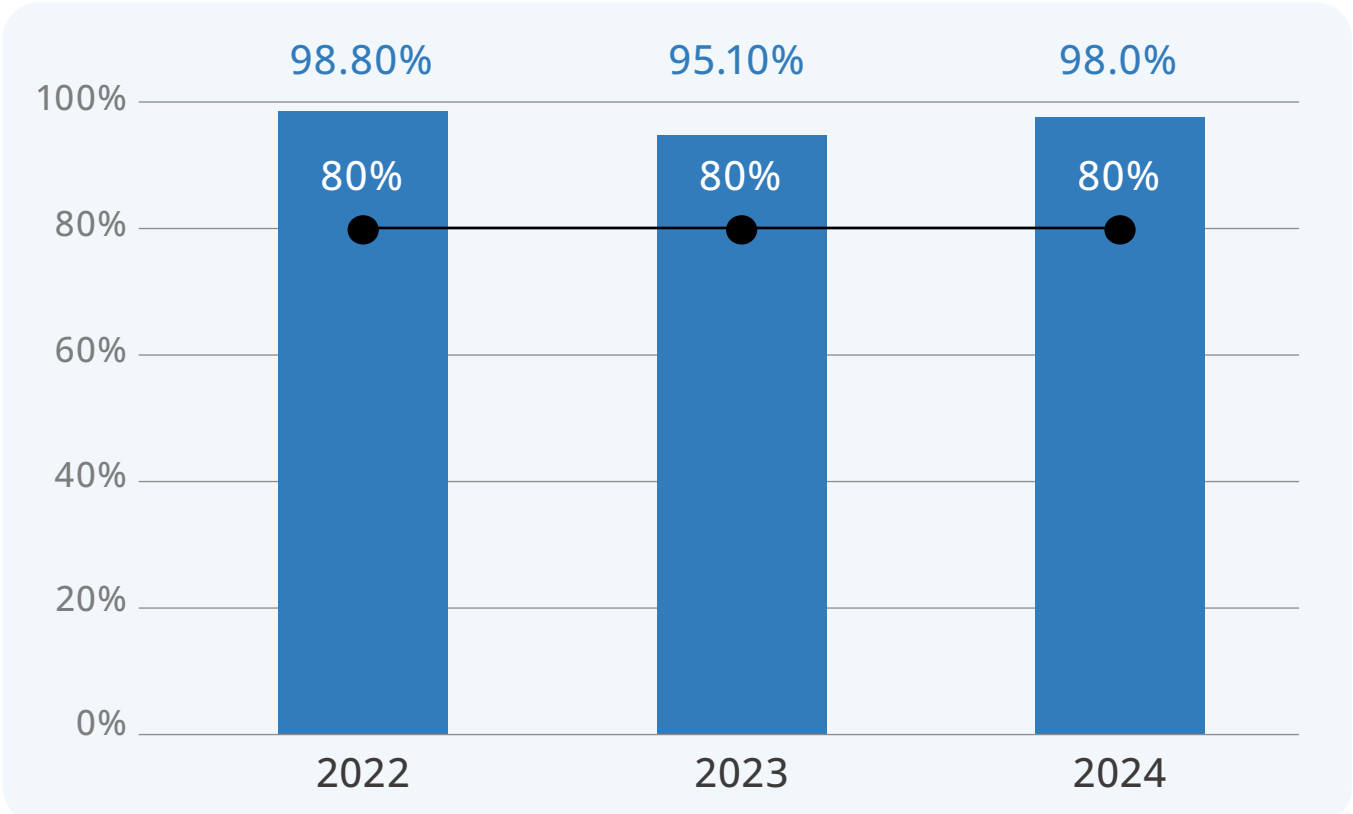
Year	2022	2023	2024
New products with environmentally-friendly packaging	98.8%	95.1%	98.0%
Target	80%	80%	80%

PoE products with non-peak hour power-saving design (Models with network management capability)



PoE products with non-peak hour power-saving design      Target

New products with environmentally-friendly packaging



New products with environmentally-friendly packaging      Target



# 4 Environmental Sustainability

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- 4.1 Environmental Sustainability Policy
- 4.2 Climate Change Management
- 4.3 Energy Resource Management
- 4.4 Nature Positive –  
Biodiversity and Nature Conservation





## Climate Change / Environmental Protection

### Net-Zero Commitment and Carbon Management

#### Policy

- Develop green energy and carbon-reducing products to protect the sustainability of the earth.
- Implement carbon reduction management and mitigate climate change
- Deepen environmental education and enhance the awareness of environmental sustainability.

#### Goals

- Strengthen environmental sustainability management.
- Promote nature-positive growth.
- Reduce GHG emissions
- Increase the use of green electricity
- Enhance energy resource efficiency

#### Strategy

- Based on the principles of "net-zero emissions" and "nature-positive growth", four strategies have been adopted: GHG management, environmental impact mitigation, environmental sustainability management, and biodiversity conservation.

#### Supervision and Management Methods

- Set as a sustainable development indicator and report management performance at the bimonthly meeting of the Sustainable Development Task Force.
- Organize annual management review meetings to focus on environmental issues and trends, report on implementation effectiveness and track management plans, and continuously improve environmental performance through ISO 14001 certification for external audit.

#### Results

- ✓ Committed to science-based carbon reduction targets through the SBTi.
- ✓ Received a B rating in the CDP Carbon Disclosure Project.
- ✓ Continued implementation of the PLED biodiversity conservation program.
- ✓ Achieved a 15.7% reduction in GHG emissions (target: 10.9%).
- ✓ Reached 23.4% green electricity usage (target: 19.8%).
- ✓ Reduced water intensity by 7.06% (target: 9.06%).
- ✓ Reduced energy intensity by 4.89% (target: 4.35%).
- ✓ Achieved a 90% waste recycling rate (target: 90%).

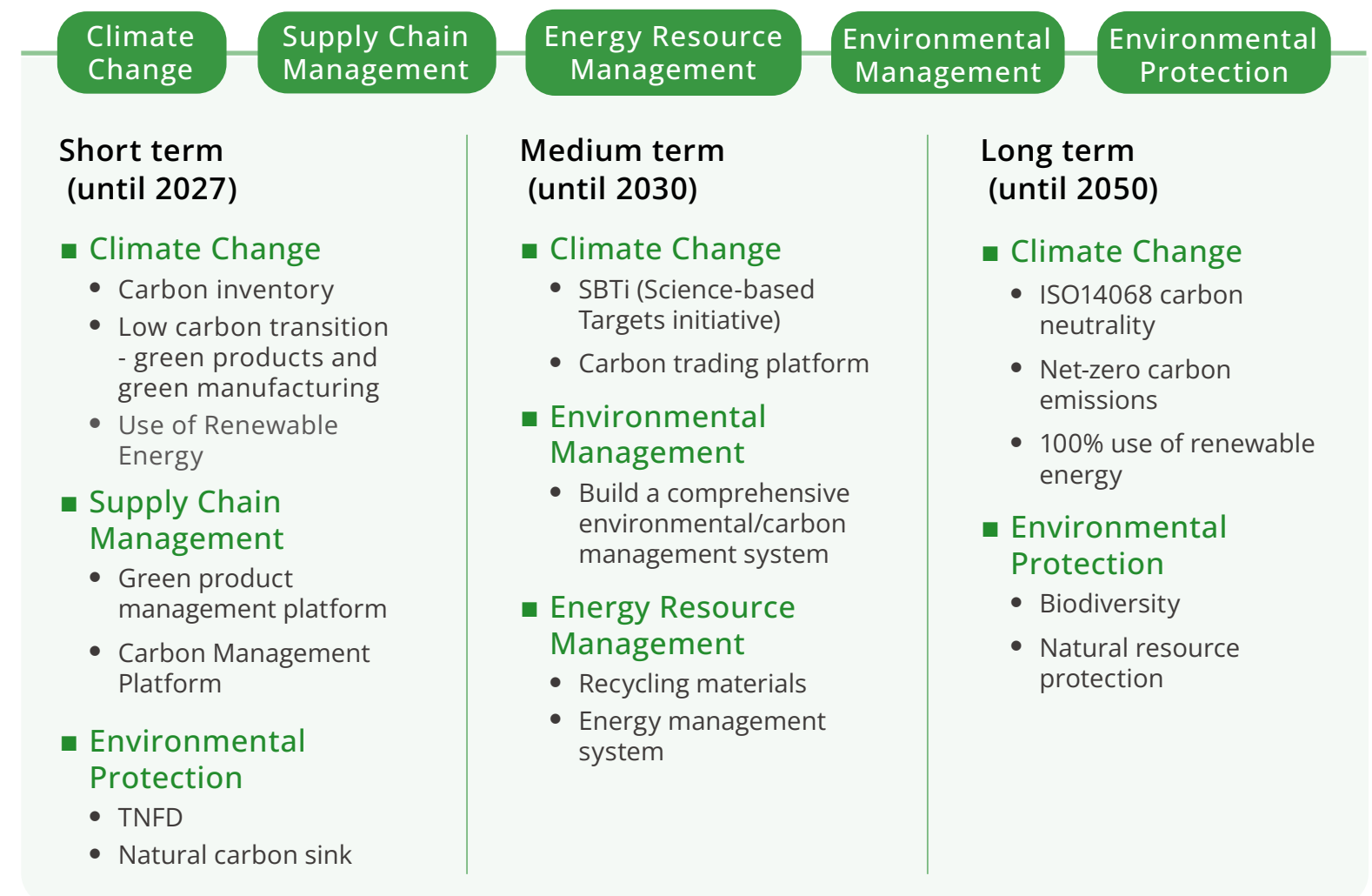
## 4.1 Environmental Sustainability Policy

PLANET incorporates environmental protection concepts into its corporate policies, incorporates environmental sustainable development strategies into its management system and sets short-term, medium-term and long-term environmental sustainability goals in order to continuously grasp changing environmental issues such as energy and climate change, improving resource efficiency and curbing pollutant emissions, and move towards the goal of reaching Net-Zero.

Environmental Sustainability Policy URL: <https://www.planet.com.tw/en/sustainability/environmental>

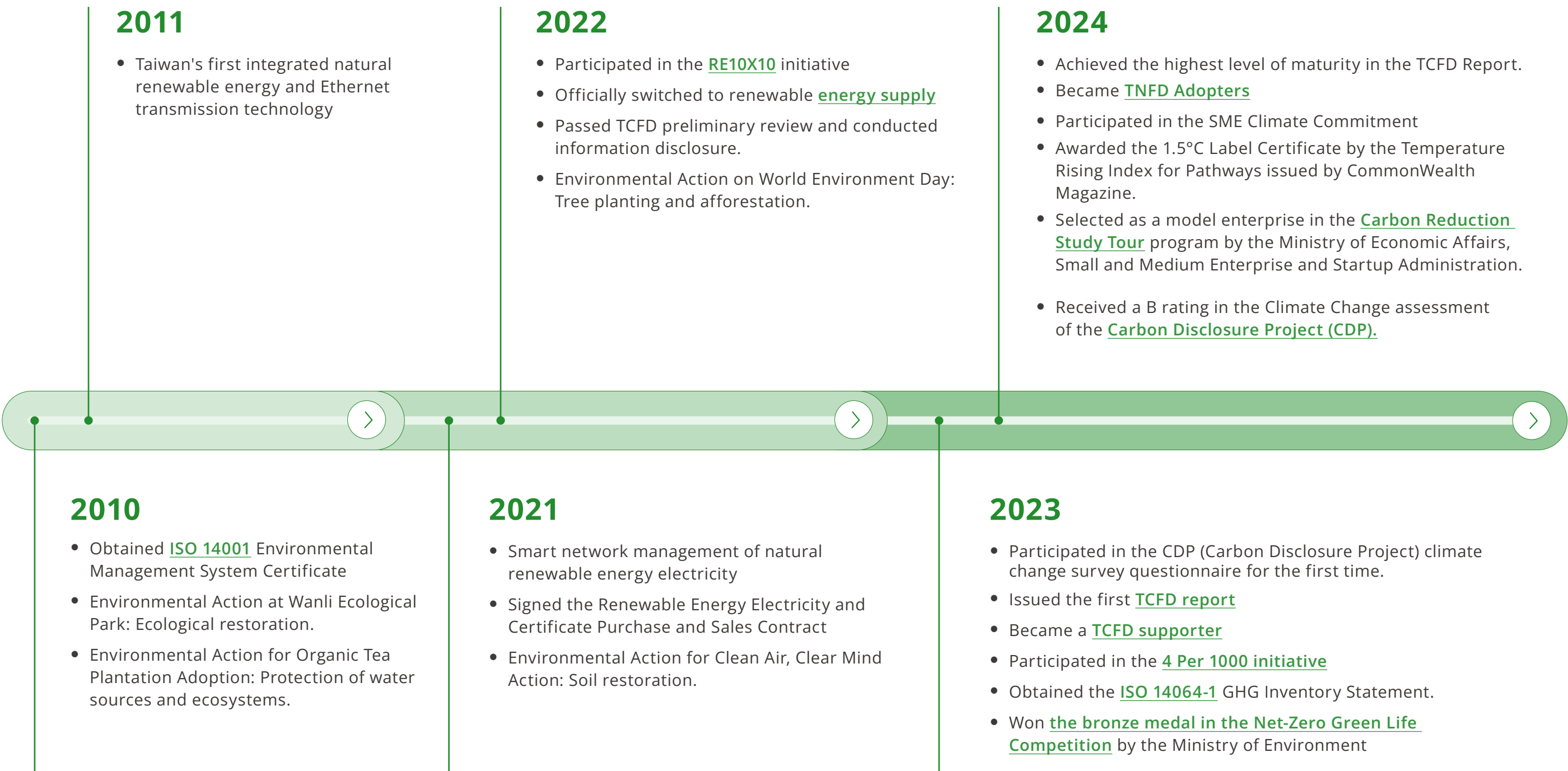
### 4.1.1 PLANET's Environmental Sustainability Goals

In response to global climate change and environmental issues, PLANET is committed to maintaining global temperature rise below 1.5°C and continuously advancing toward nature-positive growth. We focus on addressing corporate growth-related risks and potential market opportunities by implementing climate and environmental actions and systematically practicing forward-thinking management. PLANET has set short-, medium-, and long-term environmental sustainability goals.





Key Milestones in PLANET's Climate and Natural Environment





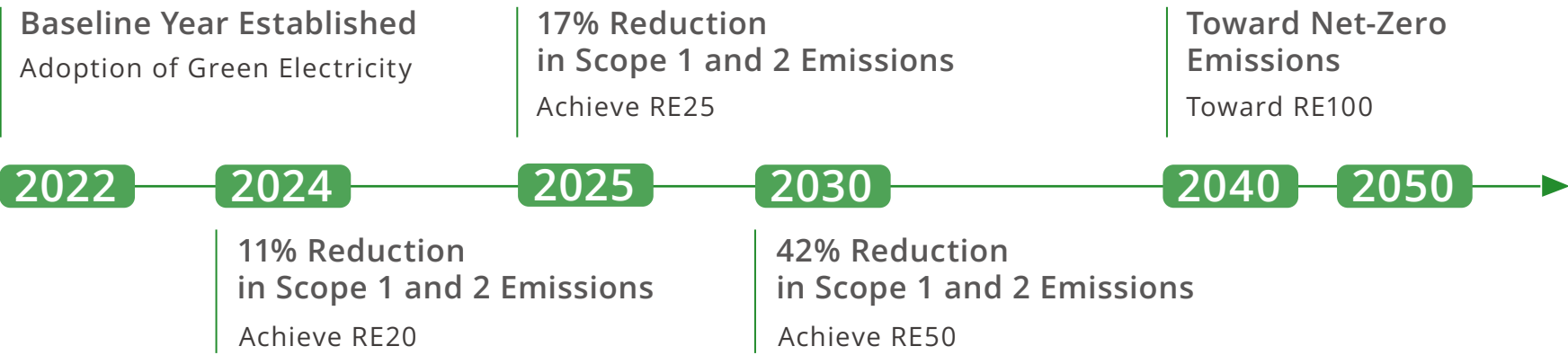
4.2 Climate Change Management

In response to international trends and policy frameworks, PLANET is promoting the PLANET 2050 Net-Zero Carbon Emissions Roadmap and implementing four core strategies, including "GHG management", "green product development", "environmental impact mitigation" and "sustainable environmental management mechanisms" to achieve the "2050 Net-Zero Carbon Emissions" goal and adapt and mitigate the impacts of climate change in addition to setting short-term, medium-term and long-term environmental sustainability goals.

PLANET signed on to join the Science Based Targets initiative (SBTi) in December this year. Through this international initiative, the Company reaffirmed its commitment to energy conservation and carbon reduction, demonstrating concrete action in support of the global goal to limit temperature rise to within 1.5°C. In alignment with the SBTi's 1.5°C criteria, PLANET has established its carbon reduction targets using 2022 as the base year. The near-term goal is to achieve an absolute reduction of 42% in GHG emissions (Scope 1 and Scope 2) by 2030, with a long-term goal of reaching net-zero emissions by 2050.



PLANET's 2050 Net-Zero Carbon Emissions Roadmap



PLANET's Four Core Strategies in Response to Climate Change

01 GHG Management

- Established ISO14064-1 GHG inventory and passed verification\*
- Establish ISO14067 product carbon footprint and pass verification\*
- Establish a product carbon footprint database\*
- Use of renewable energy\*

03 Development of Green Products

- Adhere to principles of sustainable product development\*
  - Renewable energy equipment products\*
- (See Section 3.2 Green Products and Innovative R&D)

02 Mitigation of Environmental Impact

- Promote internal/external carbon reduction actions\*
- Purchase renewable energy certificates
- Undertake carbon offset projects
- Energy Resource Management\*

04 Environmental Sustainability Management Mechanism

- Develop a sustainable supply chain management mechanism\*
- Participate in domestic and international climate disclosure platforms and initiatives\*
- Participate in carbon trading platforms or related issues

Remarks:The symbol \* represents actions that have been executed



Awarded the 1.5°C Label Certificate in the second edition of the Temperature Rising Index for Pathways issued by CommonWealth Magazine.



- PLANET participated in the Temperature Rising Index for Pathways issued by CommonWealth Magazine, which serves as one of the evaluations for corporate carbon reduction performance. The carbon reduction methodology is aligned with the Science Based Targets initiative (SBTi) and supports the global goal of limiting temperature rise to within 1.5°C.
- PLANET has incorporated environmental sustainability into its corporate policies and operations by launching the "PLANET 2050 Net-Zero Carbon Roadmap". The roadmap is driven by four core strategies: GHG management, green product development, carbon reduction management, and an environmental sustainability management mechanism, all aimed at achieving net-zero emissions by 2050. In the Temperature Rising Index for Pathways (TRIPs) evaluation, PLANET received a temperature rating of 1.429°C, demonstrating outstanding carbon reduction performance and earning the 1.5°C Label Certificate, reflecting PLANET's active alignment with the global temperature control target.

4.2.1 GHG Management

PLANET follows the ISO 14064-1 standard and has defined its organizational boundary based on operational control. The base year is set as 2022. The primary GHG emissions include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), and hydrofluorocarbons (HFCs). Explanation of Emission Differences Between 2024 and 2023:

- Category 1: Direct GHG emissions totaled 48.7637 metric tons CO<sub>2</sub>e in 2024, an increase of 7.36% compared to 2023. The primary reason for this increase was a higher volume of fuel consumption for company vehicles.
- Category 2: Indirect GHG emissions (market-based) amounted to 262.9618 metric tons CO<sub>2</sub>e in 2024, reflecting a 5.4% decrease from 2023. This reduction was mainly due to a higher proportion of renewable energy usage.
- Categories 3–4: Other indirect GHG emissions reached 913.8986 metric tons CO<sub>2</sub>e in 2024, marking a 77.6% increase compared to 2023. The rise was primarily due to the expansion of the upstream and downstream transportation assessment scope and the inclusion of a new assessment item—employee commuting.

Results of PLANET's GHG Emission Inventory in the Past Three Years

(Unit: Metric Tons CO<sub>2</sub>e)

Year	2022		2023		2024	
Inventory scope	5th to 11th floors and 2nd floor, No. 96 and B1 No. 96, B1 No. 98 and B1 No. 100 Minquan Road, Xindian District, New Taipei City		5th to 11th floors and 2nd floor, No. 96 and B1 No. 96, B1 No. 98 and B1 No. 100 Minquan Road, Xindian District, New Taipei City		5th to 11th floors and 2nd floor, No. 96 and B1 No. 96, B1 No. 98 and B1 No. 100 Minquan Road, Xindian District, New Taipei City	
Category 1: Direct Emissions	41.5048		45.4190		48.7637	
Category 2: Energy Indirect Emissions	Region-based	Market-based	Region-based	Market-based	Region-based	Market-based
	342.8955	328.1345	321.8921	277.9747	343.2106	262.9618
Categories 3–4: Other Indirect Emissions	136.2802		514.4390		913.8986	

- The data on GHG inventory for 2022 and 2024 was verified by a third-party organization
- The Global Warming Potential (GWP) is based on the IPCC Sixth Assessment Report (2021)
- PLANET operates primarily in an office-based environment, with no use of ozone-depleting substances and no emissions of nitrogen oxides (NOx) or sulfur oxides (SOx).



Due to business development and production capacity impact, PLANET explains the correlation between production capacity scale and emissions based on GHG emission intensity to realistically reflect the impact of changes in production capacity specifications on GHG emissions and reduction target achievement rates. The correlation between production capacity scale and emissions is explained by the intensity of GHG emissions.

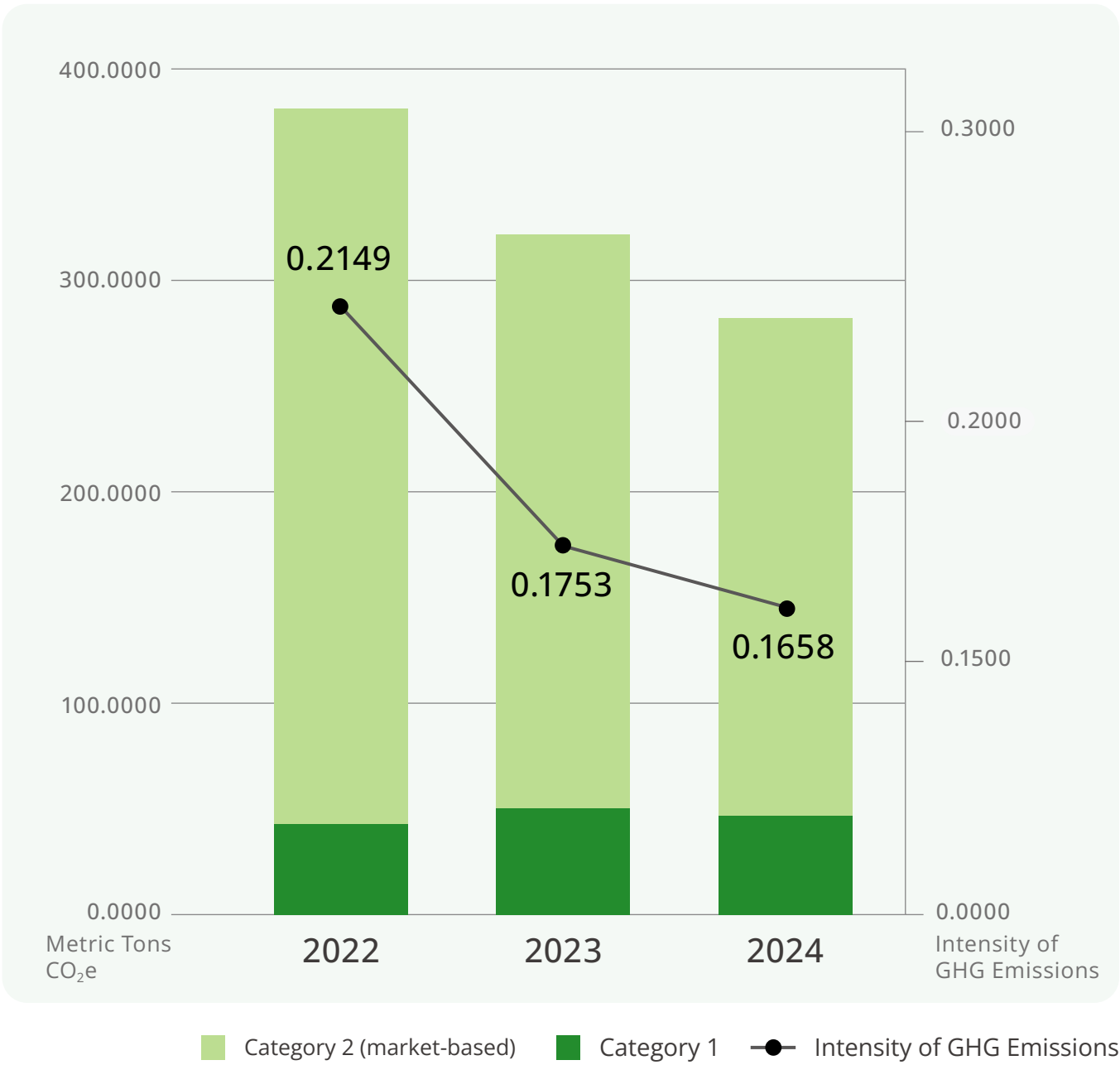
The GHG emission intensity of PLANET in the past three years has shown a downward trend. In 2024, the GHG emission intensity was 0.1658 metric tons of CO<sub>2</sub>e per NT\$ million, a decrease of 5.4% compared to 2023.

## Description of GHG Emission Sources

Categories	Description of Emission Sources	Corresponding Activities/Equipment
Category 1: Direct emissions	Transportation mobile combustion	Gasoline for official vehicles
	Fugitive emission sources	<ul style="list-style-type: none"> <li>■ Escape of refrigerant for air conditioning/refrigerators/water dispensers/official vehicles/testing equipment</li> <li>■ Escape from carbon dioxide fire extinguishers</li> <li>■ Escape from septic tanks</li> </ul>
Category 2: Indirect energy emissions	GHG emissions from purchased electricity, heat, steam or other fossil fuel derived energy sources	Purchase of electricity from power companies
Categories 3-4: Other indirect emissions	Emissions from non-self-owned or non-controllable emission sources, such as other indirect emissions caused by waste generated from operations, business travel and upstream and downstream transportation, etc.	<ul style="list-style-type: none"> <li>■ Upstream transportation (suppliers)</li> <li>■ Downstream transportation (customers)</li> <li>■ Business transportation</li> <li>■ Purchase of goods (electricity/water/gasoline for vehicles)</li> <li>■ Employee Commuting</li> </ul>

\*Note: The scope of upstream/downstream transportation assessments is prioritized based on the level of operational impact suppliers and customers have on PLANET.

### Intensity of GHG Emissions

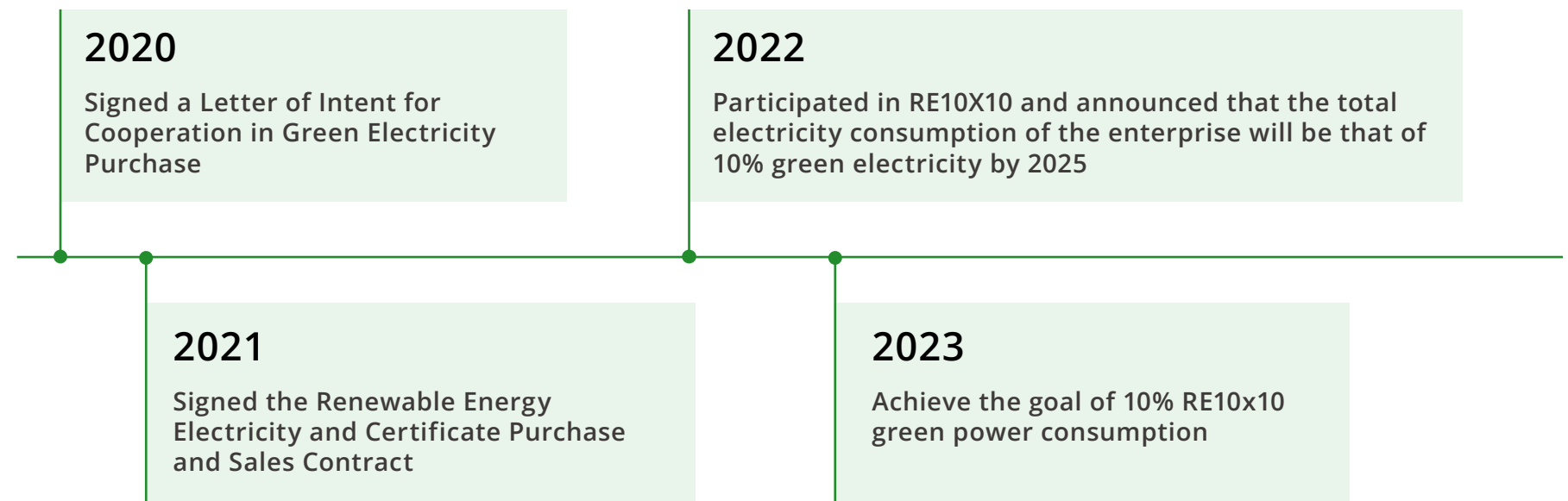




## 4.2.2 Carbon Reduction Management

### Use of Renewable Energy

The use of renewable energy is one of the key strategies in PLANET's net-zero emissions roadmap. In 2020, PLANET began laying the groundwork for renewable energy adoption by signing a memorandum of understanding with a green power provider. In 2021, the Company formalized its commitment by signing a Renewable Energy Power and Certificate Purchase Agreement. In 2022, PLANET joined the "Climate Declaration" RE10x10 initiative, pledging to use at least 10% green power in its total power consumption by 2025. In July of the same year, PLANET officially began using green power. In 2023, PLANET achieved a green power usage rate of 13.6%, meeting the RE10x10 target ahead of schedule. In 2024, PLANET used a total of 162,447 kWh of green power, accounting for 23.4% of the Company's total electricity consumption. and reducing carbon emissions by 80.2488 metric tons of CO<sub>2</sub>e.The Company has obtained 98 Renewable Energy Certificates (RECs).



1. Definition of Green Power: According to the U.S. Environmental Protection Agency (EPA), green power refers to renewable energy sources such as solar, wind, biomass, geothermal, biogas, and small-scale hydropower.
2. All green power used by PLANET is generated from solar energy.

### Internal/External Carbon Reduction Actions

PLANET is committed to promoting carbon reduction both internally and externally in response to the global climate crisis. This comprehensive environmental initiative is aimed at reducing GHG emissions and establishing a sustainable future, while mitigating the adverse environmental and social impacts of climate change. Internally, PLANET is actively engaged in carbon reduction by optimizing internal processes, improving energy efficiency, and adopting innovative technologies to reduce its carbon footprint. The comprehensive use of environmentally friendly products not only lowers the Company's carbon footprint but also promotes broader social and environmental benefits. Externally, the Company engages stakeholders throughout the value chain to ensure full participation in carbon reduction efforts. Through supply chain management, PLANET collaborates closely with partners to reduce environmental impacts across the production chain. This collaborative approach not only fosters sustainable development among suppliers but also amplifies PLANET's environmental benefits, contributing to shared carbon reduction goals.

Through internal and external carbon reduction actions, PLANET has deeply integrated environmental values and promoted sustainable environmental development through practical actions, making an undeniable contribution to creating a healthier and more stable future for the world.

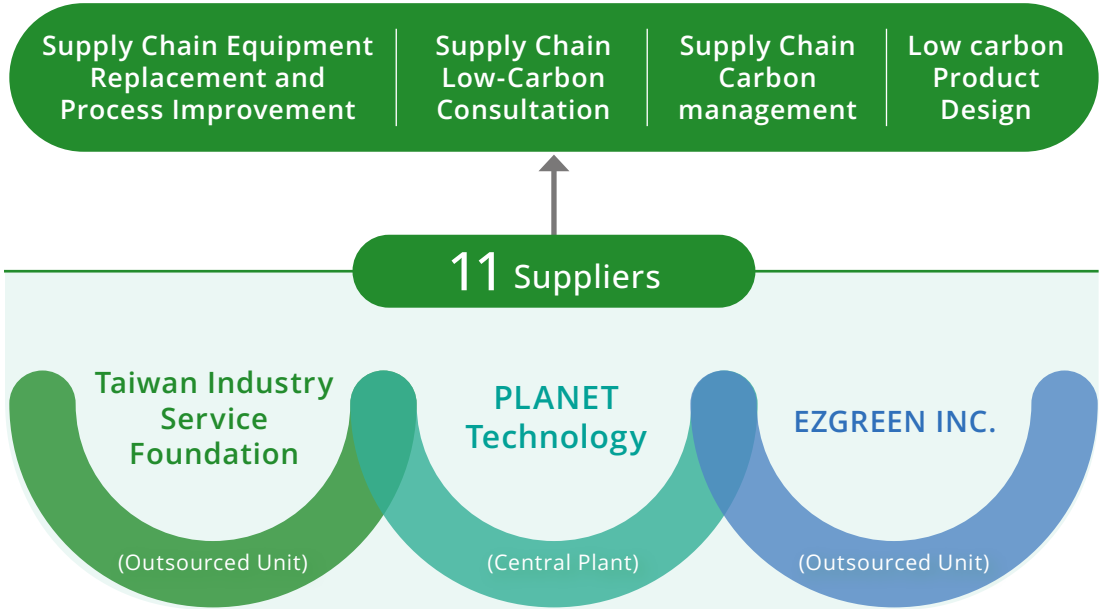


Large Enterprises Leading Small and Medium-sized Manufacturing Industry in Low-carbon and Intelligent Upgrading and Transformation Subsidy initiated by the Ministry of Economic Affairs

PLANET has embraced the concept of carbon handprint, demonstrating the spirit of "large enterprises leading small ones" by participating in the Large Enterprises Leading Small and Medium-sized Manufacturing Industry in Low-carbon and Intelligent Upgrading and Transformation Subsidy initiated by the Ministry of Economic Affairs. Through this program, PLANET has launched the Sustainable and Resilient Cloud Project for the PLANET Supply Chain, guiding its suppliers toward a low-carbon transition.

The "PLANET Low-Carbon Supply Chain Sustainability Transition Program" aims to drive carbon reduction among suppliers through PLANET's own concrete decarbonization actions. The program consists of four key initiatives: supply chain equipment replacement, low-carbon transformation consulting for the supply chain, carbon management consulting for the supply chain, and low-carbon product design. These initiatives collectively support the sustainable transition to a low-carbon supply chain. The program is expected to deliver a carbon reduction benefit of approximately 912 metric tons CO<sub>2</sub>e over its implementation period.

PLANET Supply Chain Sustainability and Resilience Cloud Program



GoGreen Plus Supply Chain Carbon Reduction

Through DHL International Express's new GoGreen Plus service, PLANET uses a fixed proportion of sustainable aviation fuels during cargo transportation, covering all cargo delivery routes including major markets in the United States and Europe. It is expected that PLANET will reduce carbon emissions from logistics transportation by 10% and accelerate the achievement of its sustainability commitment to net-zero carbon emissions by 2050. Through this project, PLANET reduced transportation-related carbon emissions by 15.5 metric tons CO<sub>2</sub>e in 2023, achieving a 5% reduction. In 2024, emissions were further reduced by 26.6 metric tons CO<sub>2</sub>e, amounting to an 11% reduction. The emission reduction results were verified by third-party organization SGS.



\*Note: The emission reduction is based on the difference between GHG emissions from sustainable aviation fuel and traditional fossil fuel.



## Clean Air, Clear Mind Action

Since 2021, PLANET has implemented the Clean Air, Clear Mind Action program. From 2021 to 2024, the initiative has expanded its influence across the industry chain, engaging global customers and over 200 suppliers to jointly promote ESG green practices. The program has helped prevent the open-field burning of rice straw across 8,400 hectares of paddy fields in Hualien and Changhua Counties, reducing carbon emissions by 75,600 metric tons—equivalent to the annual carbon absorption of 6.3 million trees.



## Veggie for Environmental Protection

PLANET promotes the "Veggie for Environmental Protection" campaign by partnering with vegetarian restaurants to launch "PLANET Veggie Meal" vouchers, encouraging employees to opt for plant-based meals. In 2024, a total of 1,895 meal participations were recorded, which is estimated to reduce carbon emissions by approximately 1.44 metric tons CO<sub>2</sub>e.

Reference for emissions calculation: One meat-free meal reduces emissions by 760 grams of CO<sub>2</sub>e (source: Environmental Working Group, EWG, USA).





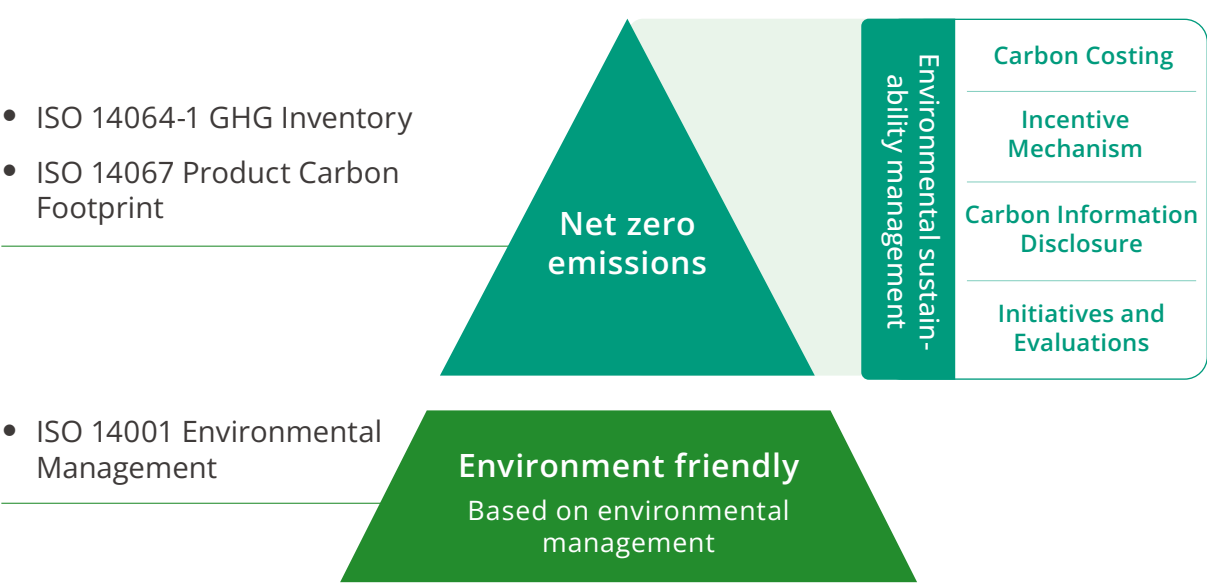
### 4.2.3 Environmental Sustainability Management Mechanism

PLANET upholds environmental friendliness as a core value and is committed to exploring and implementing pathways toward net-zero emissions, positioning environmental sustainability as a cornerstone of its corporate strategy. To address the challenges of climate change more concretely, the Company has established an internal carbon pricing (ICP) policy to quantify carbon costs and promote low-carbon operations across internal activities. In 2024, based on company targets and the associated implementation costs, the ICP was adjusted to NT\$1,509 per metric ton of CO<sub>2</sub>e.

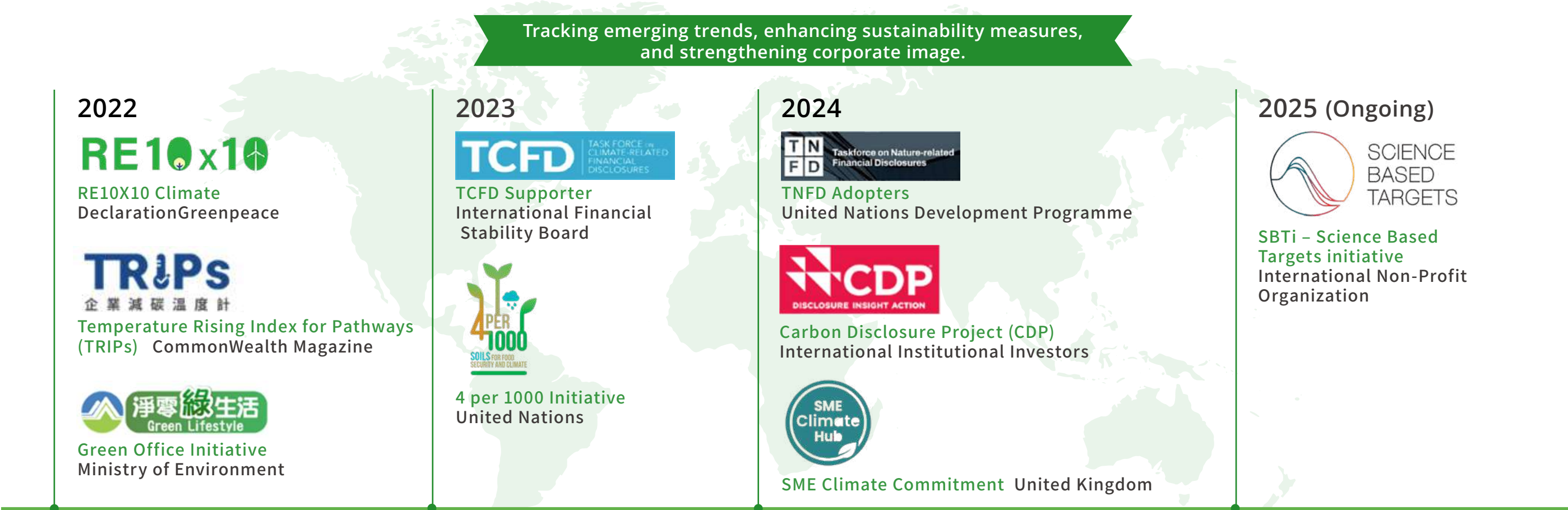
To achieve energy transition, PLANET avoids reliance on a single energy source by diversifying its energy portfolio to meet green power demands. This includes investments in renewable energy projects, the adoption of energy management practices, and the encouragement of employee participation in energy-saving and carbon reduction actions.

To ensure effective implementation of its environmental sustainability strategy, the Company conducts both internal and external audits and advocacy efforts, while continuously monitoring global and domestic environmental trends and regulatory changes. With this sensitivity and responsiveness, PLANET is able to dynamically adjust its environmental sustainability strategies and development plans, which are reflected not only in internal operations but also through active participation in societal and industry collaborations and initiatives, thereby contributing to a more environmentally friendly and sustainable future.

### Environmental sustainability management



### Environmental Sustainability Initiatives and Evaluations





## Environmental Sustainability Action

PLANET is promoting a series of environmental sustainability actions to enhance the awareness of environmental sustainability among employees and relevant stakeholders in order to maintain and improve the health of the Earth's ecosystem through actions and concepts and create environmental sustainability and empowerment that belongs to PLANET.

### Carbon Reduction Site Visits: Moving Toward Net-Zero

PLANET's successful net-zero transition has earned it recognition from the Small and Medium Enterprise and Startup Administration, Ministry of Economic Affairs, which invited the Company to serve as a model enterprise for carbon reduction. In collaboration with the Industrial Technology Research Institute (ITRI) and Tatung University, PLANET co-organized the "Corporate Carbon Reduction Site Visit" event to share its carbon reduction strategies, implementation approaches, and solutions. Through on-site visits, the initiative aimed to guide participating companies to learn by example, helping SMEs accelerate their energy-saving and carbon-reduction efforts, thereby achieving their emission reduction targets and enhancing green competitiveness.

- ▶ On October 16, PLANET hosted the "Corporate Carbon Reduction Site Visit" at its headquarters as a model enterprise, with more than 20 companies participating in the event.



### Earth Hour

Since 2010, PLANET Technology has supported the "Earth Hour" initiative by turning off lights for one hour every year, marking 15 consecutive years of participation. In 2024, PLANET leveraged its corporate influence during the "Earth Hour" campaign by engaging global customers, suppliers, sustainability-focused NGOs, and partner schools to take part. This collective effort amplified ESG impact and promoted a more sustainable environment.



### Earth Day

In response to Earth Day, PLANET Technology launches a different annual theme each year to encourage employees to adopt a green lifestyle and extend their influence to friends and family, amplifying the impact of sustainable living. In 2024, under the theme "Lend a Hand, Walk Together", PLANET invited every employee and their loved ones to take part in daily green actions, aiming to cultivate eco-friendly habits over a 21-day period. With the mindset that every day is Earth Day, the Company hopes to spread the concepts of sustainability and environmental awareness to a broader audience.





### 4.2.4 Climate and Nature-related Information Disclosure

PLANET actively responds to the risks associated with climate and natural change, seizes the opportunities obtained in the process of transforming into a low-carbon economy and effectively allocates resources to enhance the competitiveness and operational resilience of the enterprise.

To clearly present the impact of climate and nature-related changes on the Company, PLANET identifies environmental and climate risks and opportunities based on the frameworks of the Taskforce on Nature-Related Financial Disclosures (TNFD) and the Task Force on Climate-related Financial Disclosures (TCFD). (For more details, please refer to the "PLANET 2024 Natural Environment and Climate Report", URL: <https://www.planet.com.tw/tw/sustainability/reports-tcfd>)

In 2023, PLANET participated in the Carbon Disclosure Project (CDP) for the first time and received a grade of C (Awareness Level). In 2024, the Company made significant progress, achieving a grade of B (Management Level), demonstrating its continuous improvement in carbon management and sustainable development. Through the CDP evaluation questionnaire, the Company disclosed its carbon emissions inventory, carbon reduction performance, and conducted an in-depth identification of regulatory and physical risks to enhance its climate resilience. Furthermore, PLANET assessed issues such as energy depletion, resource shortages, extreme weather events, and rising sea levels to reduce operational risks and costs, further transforming risks into opportunities for green circular economy development and enhancing sustainable corporate competitiveness.



▲ Carbon Disclosure Project, CDP

## 4.3 Energy Resource Management

### 4.3.1 Energy Management

In addition to improving energy and resource efficiency in product design, R&D, and production processes, PLANET also implements energy-saving and carbon reduction measures in its operations. These include monthly electricity usage tracking and analysis, improvements in energy efficiency, equipment upgrades and replacements, and the promotion of various energy-saving programs. PLANET has set a target to reduce electricity intensity by 4.76% compared to the 2022 baseline. In 2024, the electricity intensity was 369.6070, representing a 4.48% decrease from 2022, which fell short of the annual target. This was mainly due to changes in shared electricity usage across public areas and the addition of new office spaces, leading to an overall increase in electricity consumption.

Nevertheless, PLANET continued to implement energy-saving projects in 2024, estimating an annual power saving of 16,512 kWh and an annual cost saving of NT\$63,000, taking concrete actions to save energy, reduce carbon emissions, and protect the Earth.

Project Name	Project Description	Annual Energy Savings (kWh)	Annual Reduction in Energy Consumption (GJ)
High-Efficiency Laboratory Operation Project	Replace the existing constant temperature and humidity testing equipment in the laboratory with the latest generation of high-efficiency, energy-saving equipment to comprehensively improve experimental precision and performance.	38,559	138.81
Independent Air Conditioning Fan Energy Savings	Different independent air conditioning systems can be turned on and off according to the required conditions, achieving carbon reduction benefits through changes in operating mode.	5,957	21.44
Energy-Saving Green Screen Project	Replace the Company's existing traditional computer monitors with high-performance, low-energy new display devices to reduce energy consumption and decrease carbon emissions.	3,840	13.82



Annual unit electricity consumption

Year	2022	2023	2024
Electricity consumption in office areas	354,258	395,022	404,355
Electricity consumption in public areas	319,419	255,238	290,403
Total electricity consumption	665,530	647,936	694,758
Revenue (Million NT\$)	1,720.03	1,844.67	1,879.72
Electricity Intensity (kWh/Revenue)	386.9289	351.2475	369.6070

Annual energy consumption

Year	2022	2023	2024
Fuel Usage (GJ)	87.10	89.72	94.28
Green Power Usage (GJ)	109.11	319.40	584.8
Non-Green Power Usage (GJ)	2,316.10	2,021.51	1,916.30
Energy Consumption (GJ)	2,512.31	2,430.63	2,595.38
Revenue (Million NT\$)	1,720.03	1,844.67	1,879.72
Energy Intensity (GJ/Revenue)	1.4606	1.3177	1.3807

Note: The conversion factors used to convert fuel usage, green energy usage, and non-green energy usage into energy consumption (Joules) are based on the Energy Product Unit Heat Value Table in the Ministry of Economic Affairs' 2020 Energy Statistics Handbook.

4.3.2 Water Resource Management

PLANET operates in an R&D and technology-intensive industry and does not use industrial process water; water usage comes from office-related consumption. The water intensity target is set to reduce per capita annual water usage (in metric tons) by 7.06% compared to the 2022 baseline year. In 2024, per capita annual water usage is 18.62 metric tons, representing a 9.06% decrease compared to 2022, meeting the annual target.PLANET continues to actively raise awareness among employees about the importance of water resources, promoting water-saving devices and encouraging daily water conservation to protect water resources.

Year	2022	2023	2024
Water consumption	3,235	3,117	3,165
Total number of employees	158	168	173
Annual water consumption per person (tons)	20.47	18.55	18.3



4.3.3 Waste Management

PLANET's waste is primarily generated from R&D, testing, maintenance processes, and packaging materials used during vendor delivery and storage, including waste electronics, electrical and information products, waste paper, waste plastics, and others. To mitigate environmental impact, PLANET continuously promotes green product design, waste recycling and reuse projects, and waste management, aiming to reduce raw material consumption from the source and enable the recycling of reusable materials. For waste that has already been generated, PLANET entrusts qualified waste disposal vendors to recycle and reuse, with the non-recyclable waste being disposed of through incineration or landfilling. PLANET has established compliant waste storage areas and strictly implements waste classification. The annual target is set to achieve a recycling rate of general industrial waste of over 90%. In 2024, the recycling rate of general industrial waste was 90%, meeting the annual target.

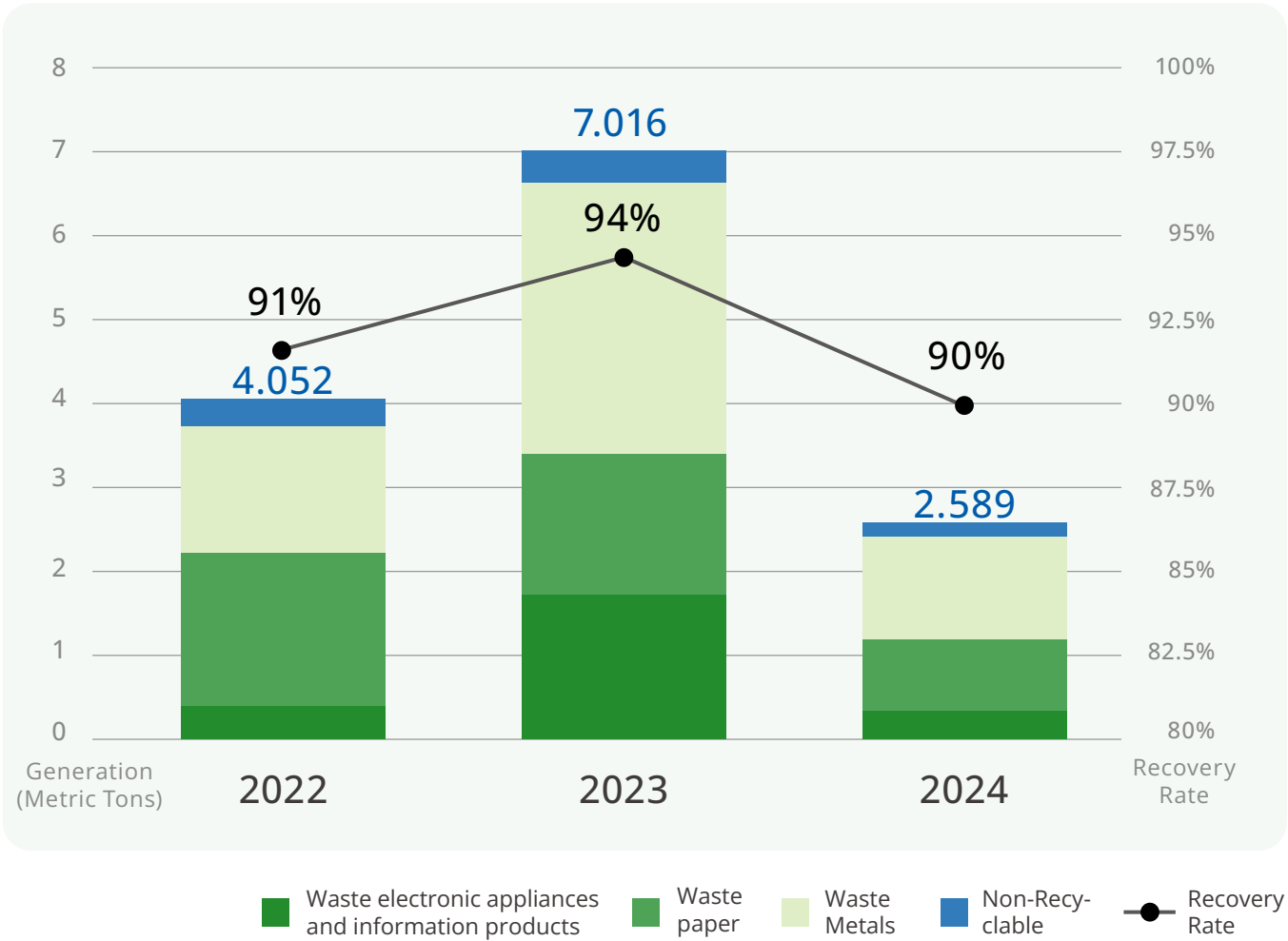
1. Domestic waste: It is disposed of uniformly by the management center of the leased building, so it cannot be quantitatively monitored on a single basis.
2. General Industrial Waste: Managed by qualified Class A waste treatment and recycling third-party organizations.In 2024, the weight of general industrial waste was 2.589 metric tons; the weight of electronic waste was 0.335 metric tons, with a recycling rate of 72%.
3. Hazardous industrial waste: None.

General Industrial Waste Generation and Recycling in 2024

Unit: Metric Tons

Composition	Output	Recycling Operations Recycled	Disposal Operations Incineration/Landfill	Rate of regeneration
Waste electronic appliances and information products	0.335	0.24	0.095	72%
Waste paper	0.859	0.859	-	100%
Waste Metals	1.224	1.224	-	100%
Others	0.171	-	0.171	0%
Total	2.589	2.323	0.266	90%

General Industrial Waste Generation and Recycling Rates from 2022 to 2024





## 4.4 Nature Positive – Biodiversity and Nature Conservation

PLANET upholds a sustainability philosophy centered on natural restoration and ecosystem regeneration, striving to promote the positive development of the natural environment. The Company continues to collaborate with local communities and stakeholders in the implementation of ecological conservation projects, aiming not only to reduce negative environmental impacts but also to enhance the positive benefits to ecosystems.

PLANET’s office buildings and primary manufacturing sites are not located in environmentally protected areas, regions of high biodiversity, or rehabilitated habitats. The Company strictly complies with environmental regulations and fully implements environmental impact assessments to ensure that its operations do not harm ecosystems.

PLANET is committed to mitigating its impact on the ecological environment through continuous improvement of its activities, products, and services, while promoting biodiversity conservation and reforestation initiatives. The Company is systematically introducing Nature-based Solutions (NbS) to achieve the shared goals of No Net Loss and Net Positive Impact. In response to the Global Goal for Nature.

and in line with its commitment to ecosystem protection, ecological balance, and the conservation of endangered species, PLANET began developing assessment methods and indicators in 2024 to evaluate its dependencies and impacts on nature and biodiversity, and has set corresponding operational targets. To support ecological sustainability and forest regeneration, the Company has adopted comprehensive green procurement practices, prioritizing energy-saving, water-conserving, and eco-labeled products, such as environmentally friendly tissue paper, hand towels, hand soap, and toner cartridges. Since 2010, PLANET has also launched various nature conservation programs, aiming to achieve a Nature Positive contribution by 2050.

### Wanli Ecological Park – Natural Ecological Restoration

Over a decade ago, the founder of PLANET Technology, recognizing the vital interdependence between living organisms and the natural environment, began searching for a location to support ecological restoration. This search ultimately led to the discovery of a water source at the confluence of two streams in the Wanli area. With its rich natural resources and diverse ecological environment, this site was developed into the Wanli Ecological Park under the philosophy of "coexistence of all beings and harmony with nature".

Located adjacent to the Huangzuishan Ecological Protection Area, the Wanli Ecological Park spans approximately 3,000 sq.m. The convergence of two streams within the park provides a solid foundation for ecological preservation and biodiversity, while also serving as a vital water source for agricultural irrigation in the Wanli region. Driven by the vision of restoring nature to its original state, PLANET Technology is committed to protecting clean water sources and reviving biodiversity.

Over ten years ago, the site was developed for commercial purposes and was filled with artificial landscaping, including non-native plants such as camellias, ornamental koi fish, concrete pavement, and brightly colored structures. These artificial interventions disrupted the natural environment and hindered the development of local biodiversity.

After taking over the site, PLANET Technology implemented ecological engineering methods to transform the area. The restoration prioritized expansive forested areas and surrounding grasslands, removed artificial landscaping and invasive species, and extensively planted native grasses, flowers, and trees. The park also established ecological ponds and launched a Firefly Restoration Program. These efforts have created a harmonious environment where nature and humanity coexist, enabling the ecosystem to regain balance and evolve into a self-sustaining natural habitat.



▲ Firefly Restoration Program – Fireflies



▲ "Coexistence of All Beings, Harmony with Nature" – Wanli Ecological Park

The park provides native habitats for species such as tree frogs, Taiwan blue magpies, Formosan serows, and deer. Fireflies can be seen scattered throughout the hills and along the streams, accompanied by dragonflies dancing in the air, and the constant chorus of cicadas and frogs, vividly demonstrating the richness of natural biodiversity.

— Founder, PLANET Technology



## Clean Air, Clear Mind Action – Protecting Soil Health

Soil contains a quarter of the world's biodiversity. Soil is one of the most complex ecosystems in nature and among the most biodiverse habitats on Earth. It hosts countless organisms that interact to support global cycles. essential to sustaining all life.

In light of this, PLANET has partnered with the Chinese International Association for Native Restoration to promote the "Clean Air for Fertile Fields" initiative. Under this program, farmland is adopted and managed without the traditional practice of burning rice straw after harvest. Instead, organic fertilizers mixed with decomposing microbes are used to break down the straw, enabling nutrient recycling, increasing soil organic matter, preserving microbial biodiversity, and preventing soil acidification. This approach also eliminates the need for basal fertilizer in the next cultivation cycle, helping to maintain healthy and resilient soil. Moreover, it reduces air pollution and carbon emissions caused by rice straw burning. The initiative aligns with the "4 per 1000" initiative (Soils for Food Security and Climate), which advocates that increasing soil carbon content by 4% annually can effectively mitigate global warming. As a result, PLANET applied to become a partner of the "4 per 1000" initiative in March 2023 and was officially approved in May. Through the "Clean Air, Clear Mind Action" program, PLANET aims to ensure soil health, promote productive and resilient agriculture, and combat climate change.

Since 2021, PLANET has implemented the Clean Air, Clear Mind Action program. From 2021 to 2024, the initiative has expanded its influence across the industry chain, engaging global customers and over 200 suppliers to jointly promote ESG green practices. The program has helped prevent the open-field burning of rice straw across 8,400 hectares of paddy fields in Hualien and Changhua Counties, reducing carbon emissions by 75,600 metric tons—equivalent to the annual carbon absorption of 6.3 million trees. Additionally, fields treated with straw-decomposing microbes saw a 16.4% increase in rice yields, contributing to a more sustainable environment. Furthermore, the environmental documentary Clean Air for Fertile Fields: A Public Action for Environmental Sustainability was also honored with the Silver Award for Sustainable Microfilm at the 7th Taipei Golden Eagle Microfilm Festival in 2023.

### Action Performance:

#### Mitigation of climate change

The program achieved a reduction of 75,600 metric tons of CO<sub>2</sub>e emissions, equivalent to the annual carbon sequestration capacity of 6.3 million trees.

#### Improvement of soil organic matter and biodiversity

The richer the organic matter in soil, the more energy it can provide to microorganisms or small animals in the soil

#### Reduction of air pollution

Reduction of PM2.5 and black carbon emissions from agricultural waste combustion



PLANET caused rice straws to be stopped burning through the Clean Air, Clear Mind Action initiative to reduce air pollution, reduce carbon emissions and enhance biodiversity. In response to the 4 Per 1000 initiative, PLANET officially became a member of the initiative in May 2023, continuing to contribute to soil health, food security and climate change.

The list of members and partners of the "4 per 1000" Initiative is available at: [https://679d6c62.rocketcdn.me/wp-content/uploads/updated\\_partners\\_members.pdf](https://679d6c62.rocketcdn.me/wp-content/uploads/updated_partners_members.pdf)



#### Soil and Biodiversity

- Soil contains a quarter of the world's biodiversity.
- More than 1000 species of invertebrates can be found in every square meter of forest soil.
- The bacterial content in each gram of soil can reach millions or thousands of species.

#### Sustainable Earth and Nature-Positive Growth

- Mitigation of climate change: Soil is an important reservoir of carbon, and organisms in the soil participate in the decomposition of organic matter and the cycling process of carbon.
- Sustainable agriculture: Rich soil biodiversity helps improve soil fertility, increase crop yields and ensure food supply.
- Water resource management: A healthy soil biotic community helps improve soil water conservation and purification capabilities and reduce the risk of soil erosion and water pollution.

\*Data reference source

1. WTO: Burning 1 hectare of rice straws will produce 9 metric tons of carbon dioxide
2. Environmental Quality Protection Foundation: Taking memorial Forests as an example, each tree can absorb approximately 12 kilograms of carbon dioxide per year



## "Pinglin Organic Tea Plantation Adoption" for Ecosystem and Water Source Conservation

Agenda 21, proposed in 1992, identified sustainable water resource development as a critical issue for future national development. Its action framework for sustainable water development emphasized the importance of protecting water quality and supply, and recommended the use of integrated approaches for the development, management, and utilization of water resources. As PLANET does not consume process water, we have extended our focus on water issues to ecological water. Since 2010, PLANET has partnered with the Tse-Xin Organic Agriculture Foundation to implement the Pinglin Organic Tea Plantation Adoption Program. As of 2024, the program has been running for 15 consecutive years. Through this adoption initiative, the tea plantations no longer use pesticides, chemical fertilizers, or other toxic substances, preventing contamination of the Feitsui Reservoir and preserving the purity of the water supply. The program also protects the diverse and valuable ecosystems within the water source area. Organic farming methods further contribute to carbon emission reduction, helping to mitigate climate change.



### Action Performance:

- Mitigation of climate change**  
Organic farming reduced carbon emissions by 20% compared to traditional conventional farming.
- Enhancement of biodiversity**  
Successfully reintroduced conservation species unique to Taiwan - Rhacophorus smaragdinus.
- Protection of Water Sources**  
Help improve the water quality of downstream Feitsui Reservoir and protect clean water resources in the Greater Taipei area.

\*Data reference source: "Global Response Strategy for Net-zero Emissions", 2021, Taiwan Institute of Comprehensive Research

### The adoption of organic tea plantations has demonstrated a positive impact on nature and promotes nature-positive growth.

- Protection of the ecological environment: No use of pesticides, no damage to soil structure and no pollution to ground-water sources help maintain the ecological environment around tea gardens
- Provision of habitats: Preservation of more natural vegetation and ecological space, especially for birds, insects and other small animals
- Preservation of the diversity of tea tree varieties: Organic agriculture usually preserves and cultivates multiple varieties of tea trees, which helps maintain the genetic diversity of plants in tea gardens



## World Environment Day Tree Planting Activity: Supporting Natural Ecosystems

PLANET has joined hands with its customers to scale new heights in environmental protection. Beginning in 2022, PLANET launched a meaningful green tree-planting initiative in Madagascar to mark World Environment Day. From 2022 to 2024, a total of 26,000 trees have been planted across Madagascar and Kenya. This proactive effort aims not only to mitigate the threats of climate change but also to actively promote biodiversity conservation, demonstrating PLANET's commitment to global ecological balance. The sustainable partnership project contributes to the restoration of local ecosystems and reflects the Company's long-term dedication to environmental stewardship.



### Action Performance:

#### Mitigation of climate change

From 2022 to 2024, a total of 26,000 trees were planted, which can adsorb approximately 312 metric tons of carbon emissions per year.

#### Enhancement of biodiversity

Planting trees that are suitable for the local environment to provide ecosystem services and enhance biodiversity.

#### Protection of Water Sources

Help improve the water quality of downstream Feitsui Reservoir and protect clean water resources in the Greater Taipei area.

※Data reference source: Environmental Quality Protection Foundation  
 - Taking commemorative forests as an example, each tree can absorb approximately 12 kilograms of carbon dioxide per year.

### Positive Impact of Tree Planting on Nature-Positive Growth

- **Provision of habitats:** Tree planting and afforestation can provide new habitats for various organisms, which provide food and shelter, helping to increase local biodiversity.
- **Increased Vegetation Cover:** Afforestation expands vegetation cover, providing more food sources and habitats for wildlife.This increase in vegetation also helps stabilize soil, reduce erosion, and maintain water quality.
- **Provision of Ecosystem Services:**Trees and plants play vital roles in ecosystems by regulating climate, conserving water, supplying oxygen, reducing air pollution, and absorbing harmful gases such as carbon dioxide.These ecosystem services are critical for preserving biodiversity and maintaining ecological balance.



# 5 Sustainable Employment

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- 5.1 Employee Profile
- 5.2 Human Rights Management
- 5.3 Talent Cultivation and Care
- 5.4 DEI Workplace
- 5.5 Occupational Safety and Health





## PLANET's Human Resources Sustainability Goals

In response to the labor shortage brought about by geopolitics and the post pandemic era, PLANET has identified digital transformation and sustainable transformation as key priorities for human resources sustainability and set phased goals for human resources sustainability to establish key talent succession and inheritance, deeply cultivate corporate sustainability culture, strengthen the attractiveness of organizations to talents and provide more diverse welfare measures for a happy and healthy workplace.

The Company focuses on human rights issues, continuously creates a diverse, equal, inclusive and friendly workplace environment, leverages the unique value of employees and implements a diverse talent cultivation and development mechanism to enhance the enterprise's human resources and strengthen the enterprise's competitiveness.

### Human Rights

#### Policy

- Adhere to internationally recognized human rights conventions and guidelines and relevant domestic regulations to safeguard the legitimate rights and interests of employees.
- Develop human rights policies and disclose them on the Company's official website.

#### Short-Term Goals

- Zero incidents of discrimination
- No high-risk human rights issues

#### Medium and Long-Term Goals

- Zero incidents of discrimination
- No high-risk human rights issues

#### Strategy

- Implement human rights conventions and relevant regulations to strengthen the protection of employees' fundamental human rights and prevent any form of discrimination.

#### Supervision and Management Methods

- Conduct human rights due diligence and investigate the level of cognitive risk among internal employees regarding various human rights issues.

#### Results

- ✓ No instances of discrimination in any form were reported in 2024.
- ✓ In 2024, the human rights due diligence process will have a "no high-risk issues" evaluation mechanism.

### Talent development

#### Policy

- Assist employees in enhancing their functional expertise and career development through a complete selection, retention and talent succession mechanism.
- Achieve the effectiveness of inclusive learning and professional development Through diverse training channels.
- Talent development combines with sustainability indicators and performance.

#### Short-Term Goals

- The average hours of employee training will exceed the previous year.
- The completion rate of annual performance evaluations will be 100%.
- Sustainability performance indicators will be incorporated into performance evaluations.

#### Strategy

- Expand the implementation of employee training, with a fair evaluation system as the basis for talent development.

#### Supervision and Management Methods

- Conduct an annual course satisfaction survey to investigate the learning effect and related opinions of employees as a direction for improvement in subsequent training programs.
- Implement annual performance assessments every year to assess the work per-formance of employees as a basis for talent cultivation and salary adjustments.

#### Results:

- ✓ The average number of professional functions and general education and training hours for employees in 2024 was 26.0 hours per person.
- ✓ The completion rate of annual performance evaluations in 2024 will be 100%.
- ✓ Sustainability performance indicators will be incorporated into performance evaluations in 2024.

#### Medium and Long-Term Goals

- The average hours of employee training will exceed the previous year.
- The completion rate of annual performance evaluations will be 100%.

### DEI Workplace

#### Policy

- Emphasize employee diversity, equal treatment in the workplace and create a friendly workplace environment.
- Establish diverse communication channels and maintain harmonious industrial relations.
- Diversified employee benefits and subsidies to support employees and families.
- Strengthen the prevention of unlawful violations.

#### Short-Term Goals

- The gender ratio difference between male and female employees, as well as between male and female managerial staff, is both under 10%.
- The employment of employees with disabilities will comply with legal re-quirements.
- The number of sexual harassment and unlawful violation cases will be 0.

#### Strategy

- Shape the employer brand to attract a diverse workforce, establish an equal development work environment, and provide welfare measures that meet employee needs.

#### Supervision and Management Methods

- Conduct annual satisfaction surveys, collect employee feedback and carry out management and improvement accordingly.

#### Results:

- ✓ Balanced gender ratio between employees and supervisors.
- ✓ The distribution of talents spans generations, and the employment of employees with disabilities meets the legal limit.
- ✓ In 2024, there were zero cases of sexual harassment or unlawful infringement complaints filed by employees.
- ✓ There was a subsidy of NT\$1.91 million for employee upbringing and children's education in 2024.



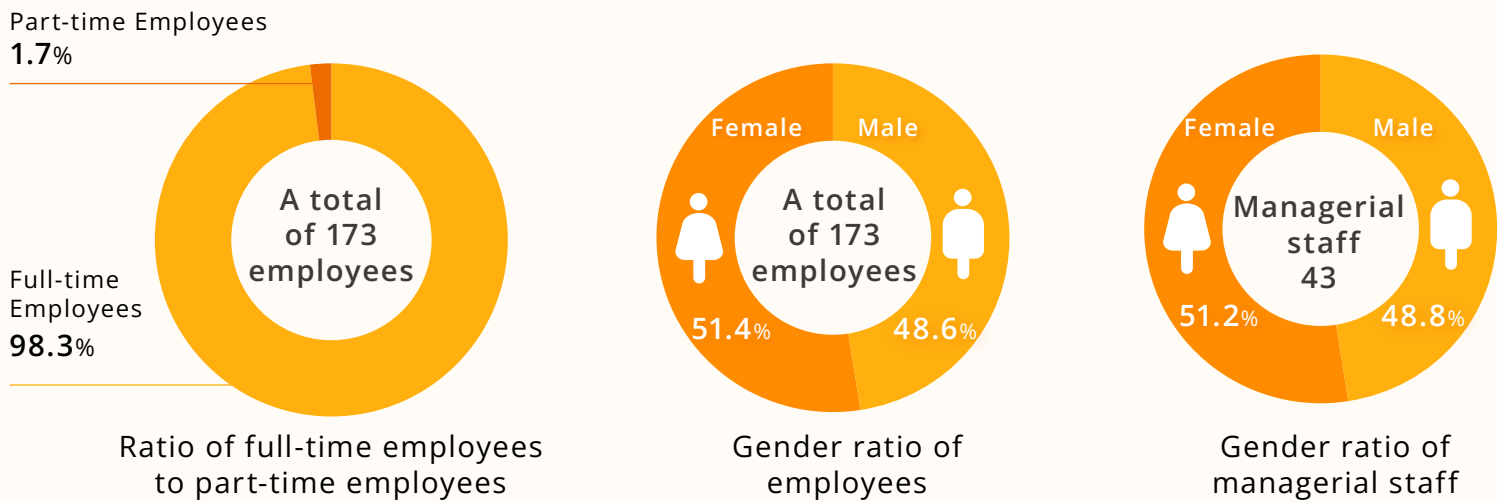
5.1 Employee Profile

As of December 31, 2024, the total number of employees of the Company in 2024 was 173 (84 male employees and 89 female employees), an increase of 2.98% compared to 2023. The hired employees include 170 full-time employees (84 male employees and 86 female employees) and 3 part-time employees (0 male employee and 3 female employees), and no temporary employees and employees without guaranteed working hours were employed.

All employees are of local nationality and were employed by the Company in Taiwan.

The Company values gender equality, and the gender ratio of employees is similar, with slightly more female employees than male employees, showing no significant change compared to the previous year; moreover, the Company continues to pay attention to equal opportunities for gender development. The gender ratio of supervisors is 51.2% for female supervisors and 48.8% for male supervisors.

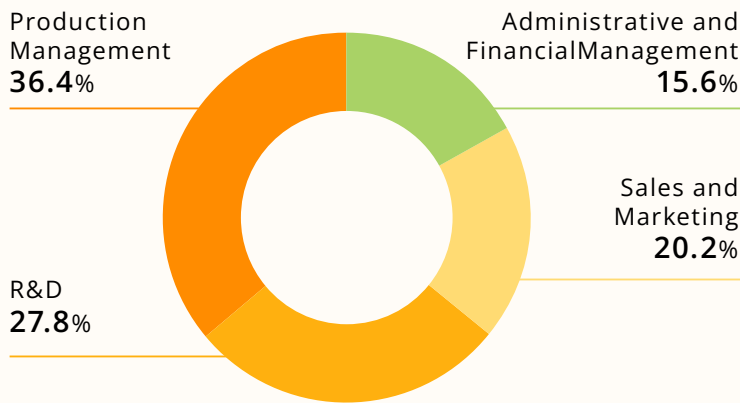
Employee Structure for 2024



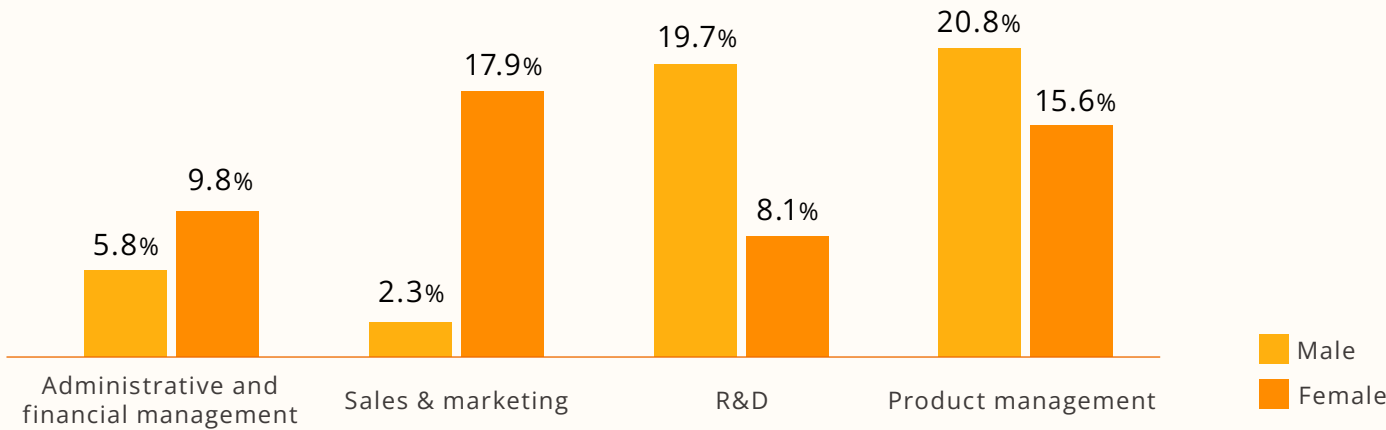
Managerial Positions are 100% filled by native Taiwan employees

Management positions	Male	Female
Senior management position – associate manager level or above	5	4
Middle management position - (deputy) manager	6	9
Middle management position - (deputy) supervisor	10	9
Subtotal of Personnel	21	22

Job functions for 2024

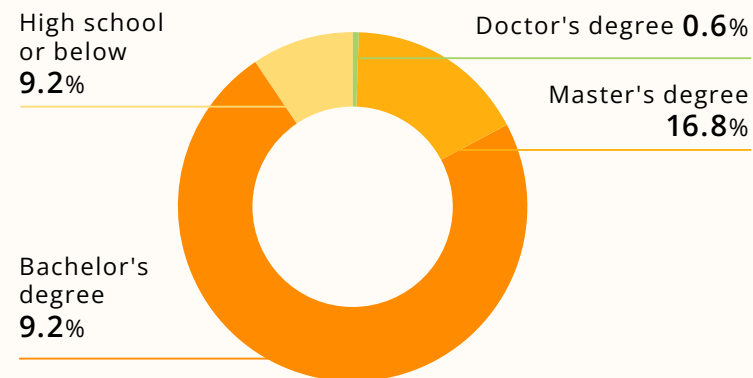


Job functions for 2024 vs. Gender Distribution

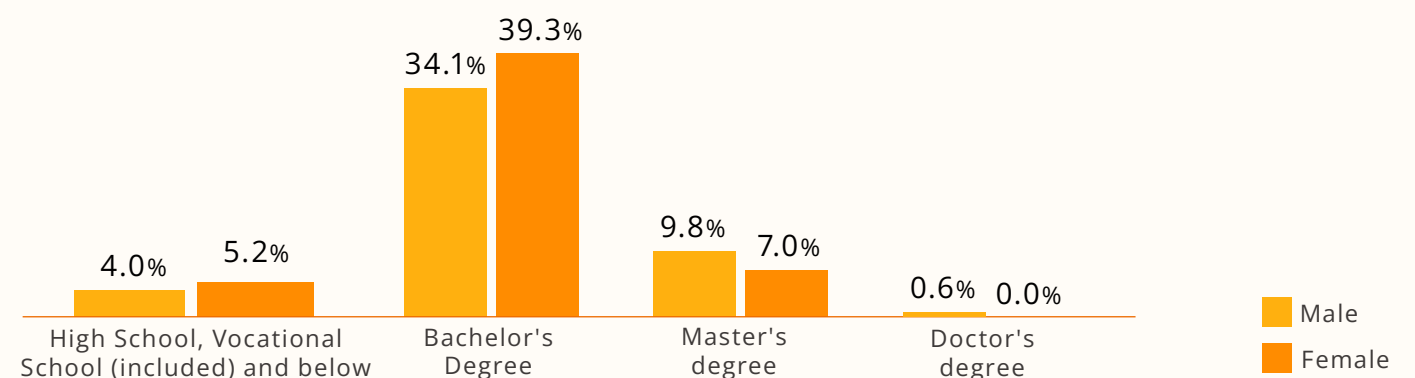




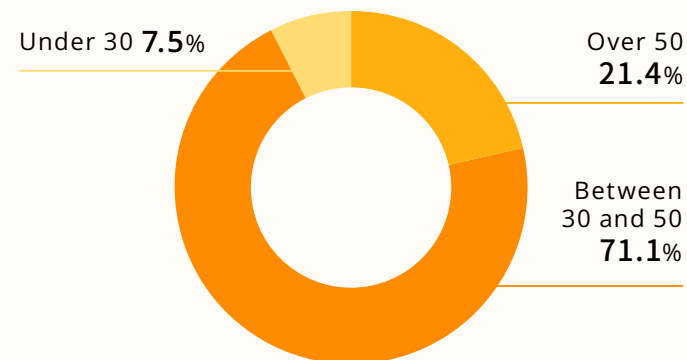
## Education level for 2024



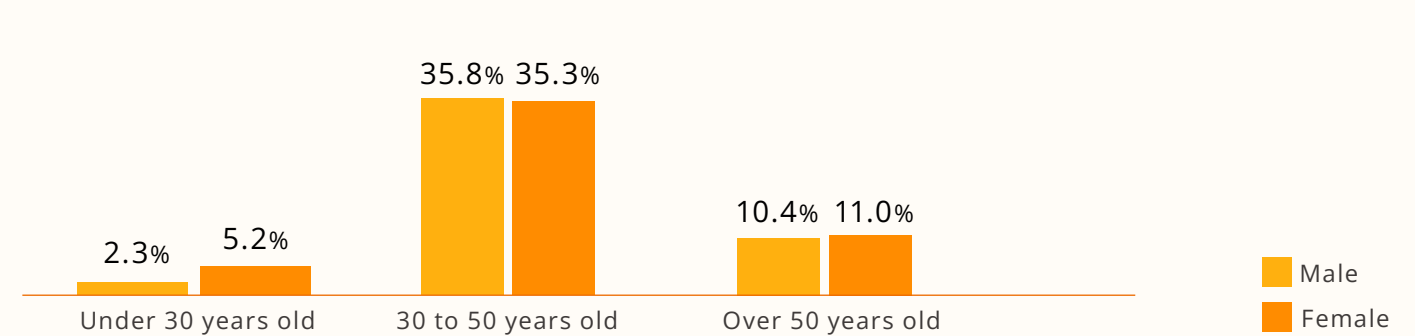
## Education level for 2024 vs gender distribution



## Age distribution for 2024



## Age vs gender distribution for 2024



## Job Functions vs Education level vs Gender distribution

Positions	Proportion to the total number of employees	High School, Vocational School (included) and below		Bachelor's Degree		Master's degree		Doctor's degree	
		Female	Male	Female	Male	Female	Male	Female	Male
Product management	36.4%	3.5%	4.1%	9.8%	15.6%	2.3%	1.2%	0.0%	0.0%
R&D	27.8%	0.0%	0.0%	6.4%	13.3%	1.7%	6.3%	0.0%	0.0%
Sales & marketing	20.2%	0.6%	0.0%	15.0%	1.2%	2.3%	0.6%	0.0%	0.6%
Administrative and financial management	15.6%	1.1%	0.0%	8.1%	4.0%	0.6%	1.7%	0.0%	0.0%
Total	100%	5.2%	4.1%	39.3%	34.1%	6.9%	9.8%	0.0%	0.6%



## Hiring and Turnover Ratio

2024	Total number	Number of Personnel		Proportion to the total number of employees of this gender <sup>Note 1</sup>		Under 30 years old		30 to 50 years old		Over 50 years old	
		Female	Male	Female	Male	Number of Personnel	Percentage <sup>Note 2</sup>	Number of Personnel	Percentage <sup>Note 2</sup>	Number of Personnel	Percentage <sup>Note 2</sup>
New employees	25	13	12	14.6%	14.3%	5	38.5%	19	15.4%	1	2.7%
Departing employees	20	12	8	13.5%	9.5%	4	30.8%	13	10.6%	3	8.1%
Total Number of Employees	173	89	84	-	-	13	-	123	-	37	-

Note1. Calculation method for the gender ratio of employees: number of (new/departing) employees of this gender/total number of employees of this gender

Note2. Calculation method for the age group ratio of employees: number of (new/departing) employees in this age group/total number of employees in this age group

## Employee headcount changes in the past three years (including part-time employees)

Year	2022		2023		2024	
tems	Number of Personnel	ercentage	Number of Personnel	ercentage	Number of Personnel	ercentage
Total Number of Employees	158	100%	168	100%	173	100%
Male	74	46.84%	80	47.62%	84	48.56%
Female	84	53.16%	88	52.38%	89	51.45%
New employees	32	20.25%	28	16.67%	25	14.45%
Departing employees	31	19.62%	19	11.31%	20	11.56%

## Non-employee workers (including temporary and outsourced labor)

Items	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Dispatched	0	1	0	1	0	1
Outsourced	2	0	2	0	3	0

Note1. Non-employee workers are counted based on the cumulative number of persons in the current year

Note2. Temporary workers refer to driver personnel, while outsourced workers refer to cleaning personnel



## 5.2 Human Rights Management

PLANET complies with relevant domestic labor regulations and international human rights conventions, supports the principles and spirits of the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization Convention and fulfills the responsibility of enterprises to protect human rights.

In 2023, the Company established a human rights policy, which is publicly disclosed on its official website (Human Rights Policy URL: <https://www.planet.com.tw/tw/about/human-rights-policy>). This policy demonstrates the Company's commitment to human rights protection and is continuously integrated into every aspect of the Company's operations, with efforts to extend human rights protection to all stakeholders. Furthermore, the Company plans to conduct regular human rights due diligence, identifying and assessing human rights risks for both internal and external stakeholders. Management measures and risk mitigation strategies are designed, implemented, and followed up on to effectively reduce the impact and risk of human rights issues.

### PLANET Technology Corporation Human Rights Policy



In compliance with the human rights policy and relevant laws, the Company prohibits the use of any illegal labor, child labor, or other labor practices that violate legal regulations. The rights of employees with physical and mental disabilities are also protected. The Company upholds equal employment practices, regardless of religion, race, or political affiliation, and there have been no incidents of discriminatory hiring or harassment as of 2024. PLANET Technology advocates for the principle of "gender equality in employment" and actively promotes "gender equality", employees regardless of gender with equal pay for equal work and quality, and emphasizes the equal rights of women in employment and promotion in career development. According to the gender ratio of all employees and supervisors, the proportion of female employees and supervisors is higher than that of male employees and supervisors. The company also values intergenerational employment equity and welcomes the participation of mid-to-senior generation talent. In 2024, employees aged 50 and above accounted for 21.4% of the total number of employees, and newly hired employees aged 50 and above accounted for 4.0% of new employees.



## 5.2.1 Human Rights Due Diligence

PLANET Technology Co., Ltd. strives to fulfill its corporate social responsibility and implement its human rights policy by creating a respectful and dignified working environment. Through the human rights due diligence process, the Company conducts risk identification and assessment of human rights issues, takes management and risk mitigation measures, and follows up with continuous improvements to effectively reduce the impact and risks associated with human rights issues, thus fulfilling its commitment and responsibility to uphold human rights.

### Human Rights Due Diligence Process

PLANET carries out human rights due diligence for both internal and external stakeholders based on the human rights due diligence management cycle.





## Human Rights Issue Identification

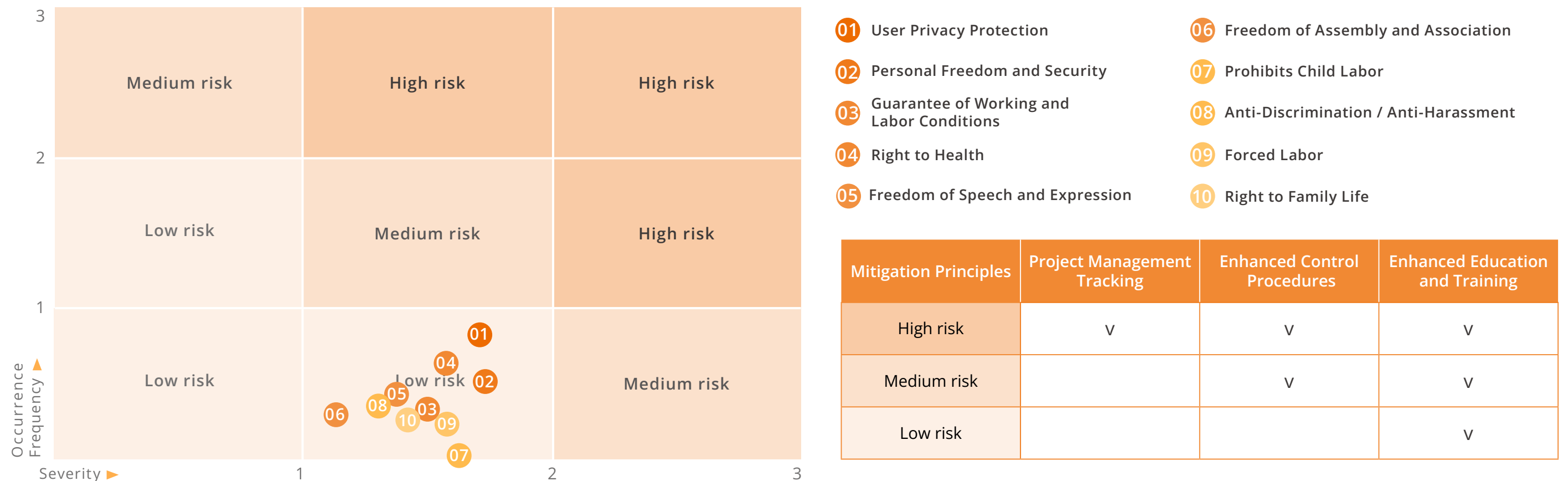
PLANET identifies human rights risks by referencing relevant international human rights guidelines and domestic laws and regulations. It collects standards related to basic human rights, working conditions, health, and safety, and identifies the top ten "human rights risk issues" associated with stakeholders, establishing corresponding management guidelines. °



## PLANET Internal – Human Rights Issue Identification Results and Mitigation Measures

According to the internal human rights due diligence results in 2024, there are "no high-risk issues" that require immediate action. All identified issues are low-risk, and education and training will continue to be strengthened to mitigate the occurrence of risks. The internal operational human rights risk exposure matrix shows that the identified risks are of low frequency and moderate severity.

PLANET has implemented mitigation measures for internal operational human rights risk issues and will regularly track and improve them. For internal operations, measures such as "project management tracking", "strengthening control procedures", and "enhancing education and training" are adopted.



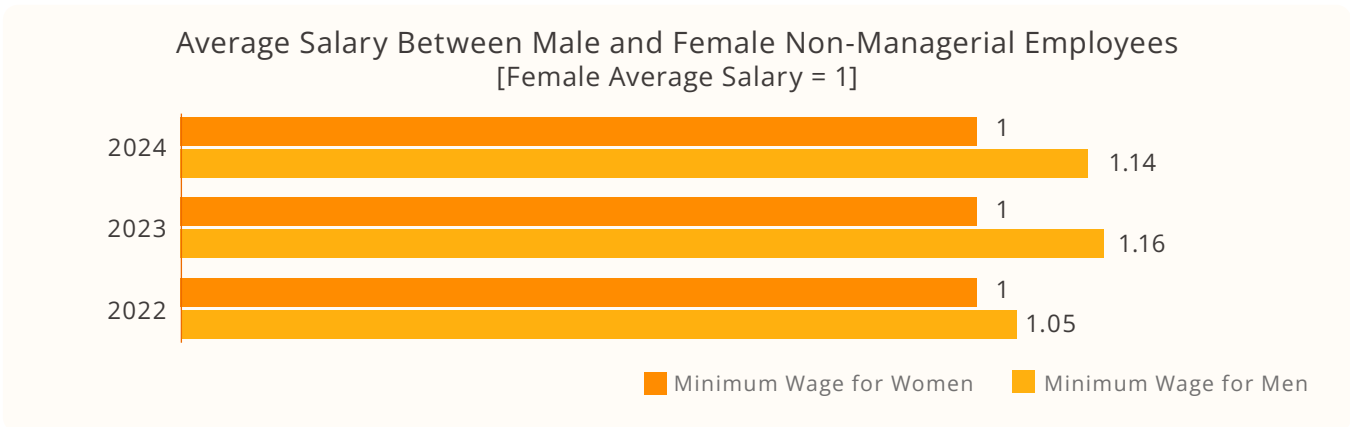
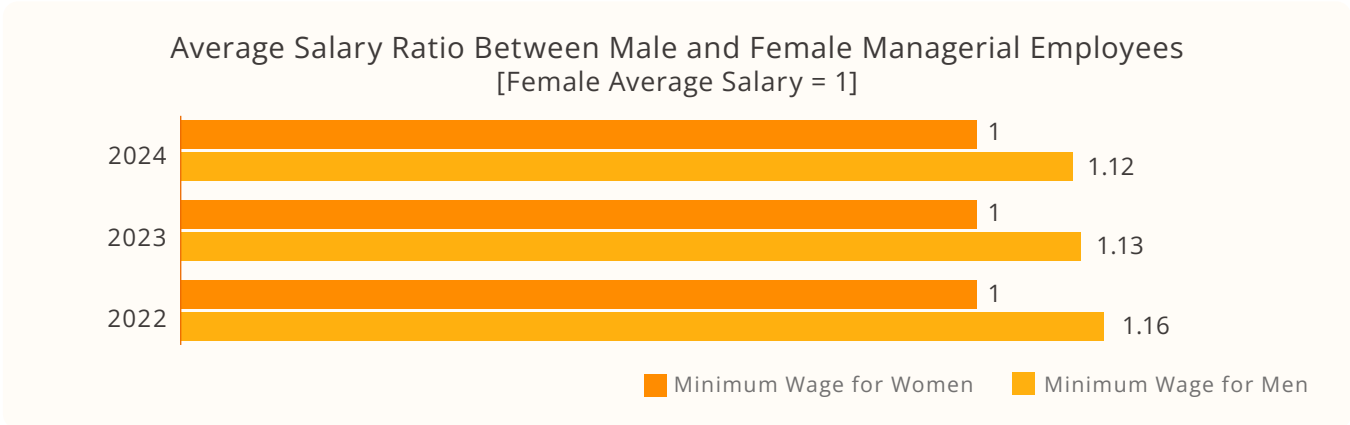
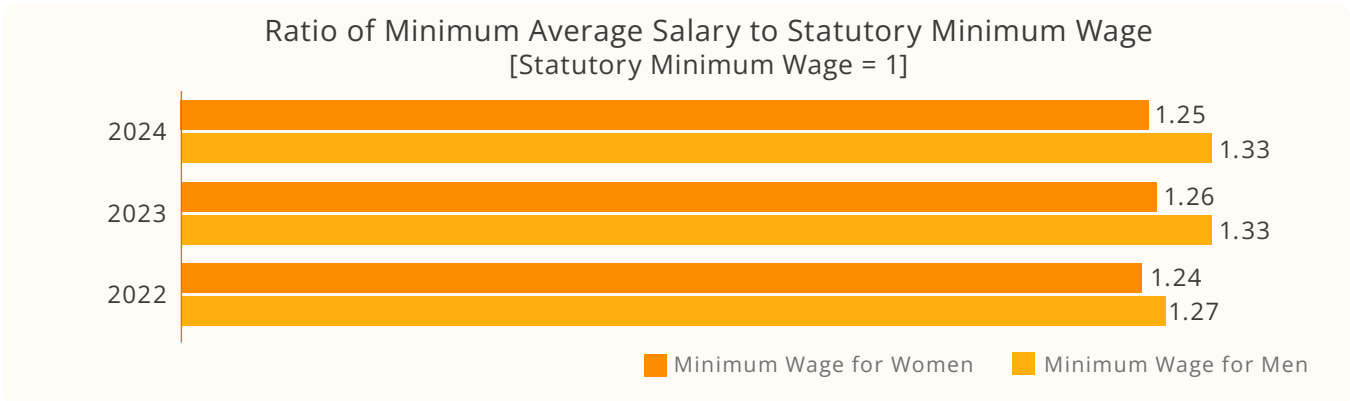


5.3 Talent Cultivation and Care

5.3.1 Employee Compensation and Benefits

Any salaries of PLANET's employees comply with the minimum wage requirements of the Labor Standards Act (Note 1). The salary structure includes base salary, job allowances, operating bonuses, performance bonuses, merit bonuses, profit dividends and year-end bonuses, and retirement benefits are allocated on a monthly basis in accordance with the Labor Standards Act and the Labor Retirement Regulations, and are deposited with the Bank of Taiwan and the Bureau of Labor Insurance to safeguard the rights and interests of employees.

In 2024, the average salary for entry-level employees (Level 10)(Note 2), re-gardless of gender, exceeded 1.25 times the statutory minimum wage in Taiwan.Due to structural salary adjustments in 2023, the minimum average salary showed a significant increase compared to 2022. However, the ratio between the minimum average salary and the statutory minimum wage remained relatively unchanged between 2023 and 2024. For both managerial and non-managerial positions, the average salary ratio be-tween male and female employees was within +1.14.



2024 Total Compensation Ratio (Note 3)

Disclosure Item	Value
Annual total salary ratio (Note 3)	6.56
Percentage of increase in annual total salary for individuals receiving the highest salary	22%
Percentage of increase in median annual total salary for all employees (excluding individuals receiving the highest salary)	5%
Change rate of annual total salary (Note 4)	0.22
Male Employee Salary Adjustment Ratio	0.080%
Female Employee Salary Adjustment Ratio	0.095%

- Note1. Statutory Minimum Wage: NT\$25,250 in 2022, NT\$26,400 in 2023,and NT\$27,470 in 2024.
- Note2. The statistical standard for minimum salary was revised. From 2022 to 2024, data is based on the average salary of full-time Level 10 employees.
- Note3. Calculation formula=The annual total salary for individuals receiving the highest in the Company divided by the median annual total salary for all employees of the Company (excluding individuals receiving the highest salary)
- Note4. Calculation formula= Percentage of increase in annual total salary for individuals receiving the highest salary in the Company divided by the percentage of increase in median annual total salary for all employees of the Company (excluding indi-viduals receiving the highest salary)



## Retirement system

Employees who meet retirement eligibility may apply for retirement under the "Personnel Management Regulations". The Company allocates 6% of the em-ployee's monthly salary to the individual labor pension account under the Ministry of Labor's new pension system. For employees hired before July 2005 under the old pension system, the Company contributes 2% of their monthly salary to a Taiwan Bank account. An actuary is retained annually to assess the fund, and as of January 2025, the accumulated amount in Taiwan Bank reached NT\$15.526 mil-lion, which is sufficient to cover pension obligations for eligible retirees.

## Benefit system

The Company maintains a comprehensive employee benefits system to support employees and to attract and retain talent.An Employee Welfare Committee is established to organize various employee engagement activities and clubs.

### Basic benefits

- Labor and health insurance
- Group insurance
- Education and Training
- year-end bonus

### Bonuses/gifts/subsidies

- Employee dividends
- Performance bonus
- Festival bonus
- Birthday gift bonus
- Marriage and funeral subsidies
- Subsidy for expatriate training
- **Employee Dependent Long-Term Care Subsidy** <sup>(Note)</sup>
- Employee emergency subsidy
- Employee childcare subsidy
- Employees' children education subsidy
- Childbirth Subsidy
- Prenatal Transportation Subsidy
- Vegetarian subsidy

### Leisure benefits

- Employee travel
- Family Day
- Volunteer Day
- Clubs
- Cultural and leisure activities
- Year-end Appreciation Banquet
- Special store discounts
- Free coffee and snack bar
- Self-service book borrowing

### Health 360

- Employee health examination
- Consultation with practitioners of Chinese medicine
- Consultation with doctors trained in Western medicine
- Consultation with physical therapists
- On-site Medical Care Heath Service
- Family Caregiver Consultation Hotline
- **24-Hour Psychological Counseling Hotline** <sup>(Note)</sup>

### Enhanced Care Measures Beyond Legal Requirements

- Abortion leave
- Maternity leave
- Paternity leave
- Prenatal examination leave
- Parental leave
- **Paid Family Care Leave** <sup>(Note)</sup>
- Flexible Working Hours
- Work from home

### Special leave

- Paid volunteer leave
- Paid indigenous leave
- Vaccination leave
- Quarantine leave for epidemic prevention
- Care leave for epidemic prevention
- Natural disaster leave

### Retirement care

According to the Labor Standards Act and the Labor Retirement Regulations, retirement benefits are allocated on a monthly basis to the special labor account of the Labor Bureau to protect the retirement rights and interests of employees.

Note: New welfare programs introduced in 2024



In order to help employees work with peace of mind and balance their work, family and life, the Company has implemented multiple subsidy measures, in-cluding education subsidies for employees' children and emergency assistance for employees as the support for employees.

- **Maternity subsidy:** In 2022, the Company increased the amount of maternity subsidy, with a subsidy of NT\$31,200 per fetus for employees, and added a good pregnancy package and good pregnancy car to encourage childbirth.
- **Parental Leave:** Employees who meet the eligibility criteria under the Labor Standards Act may apply for parental leave without pay. In 2024, four employees were eligible for parental leave, and one employee applied for leave.
- **Employees' childcare and children education subsidies:** The company provides an annual subsidy of NT\$ 20,000 for each employee's child from the age of 0 to university to reduce the burden of employees’ upbringing and education ex-penses and enable employees to nurture the next generation with peace of mind.
- **Employee Dependent Long-Term Care Subsidy:** Starting in 2024, employees may apply for subsidies if their direct relatives are assessed at CMS levels 2 to 8 for long-term care needs. A subsidy of NT\$5,000 per quarter is provided, up to NT\$20,000 per year, to ease the financial burden of caregiving.

### Particulars about Employees' Childcare and Children Education Subsidies

Year	2022	2023	2024
Number of subsidized employees	87	116	119
Number of subsidized children	137	179	191
Total amount of subsidies (NT\$)	1,370,000	1,790,000	1,910,000
Retention rate (for those still employed by December 31 of the current year)	97.7%	100.0%	97.5%

Remarks:

1. The Company has been providing annual education subsidies for employees' children since 2006, and expanded the provision of parenting and children ed-ucation subsidies to employees from 2023, reducing employees' burden of raising preschool children for.
2. As of 2024, the Company cumulatively subsidized 1,469 children.

### Employee Dependent Long-Term Care Subsidy Status

Year	2024
Number of subsidized employees	17
Total amount of subsidies (NT\$)	85,000
Retention rate (for those still employed by December 31 of the current year)	82.4%

Note: Starting in 2024, the Company offers long-term care subsidies for employees’ family members to reduce the burden on employees who care for dependents requiring long-term care.

### Parental Leave and Return-to-Work Status

Year	2022		2023		2024	
Items/Gender	Male	Female	Male	Female	Male	Female
Number of employees eligible for parental leave application	6		5		4	
	4	2	3	2	2	2
A. Number of Employees Who Applied for Parental Leave	0	2	0	0	0	1
B. Actual number of employees who have resumed work after temporary re-tire-ment from office without pay for parental leave	0	0	0	0	0	0
C. Expected number of employees who will resume work after temporary re-tire-ment from office without pay for parental leave without pay for parental leave	0	0	0	0	0	1
D. Number of employees who are still in service after resuming work for one year from parental leave	0	1	0	0	0	0
Return-to-Work Rate (B/C)	-	-	-	-	-	0%
Retention rate (D/previous period B)	-	100%	-	-	-	-

Remarks:

1. Number of employees eligible for parental leave application in 2024: number of employees who can apply for parental leave between January 1, 2024 and De-cember 31, 2024.
2. Number of employees who are still in service after resuming work for one year from parental leave: number of employees who resumed work during the pre-vious reporting period and retained their post for more than one year.



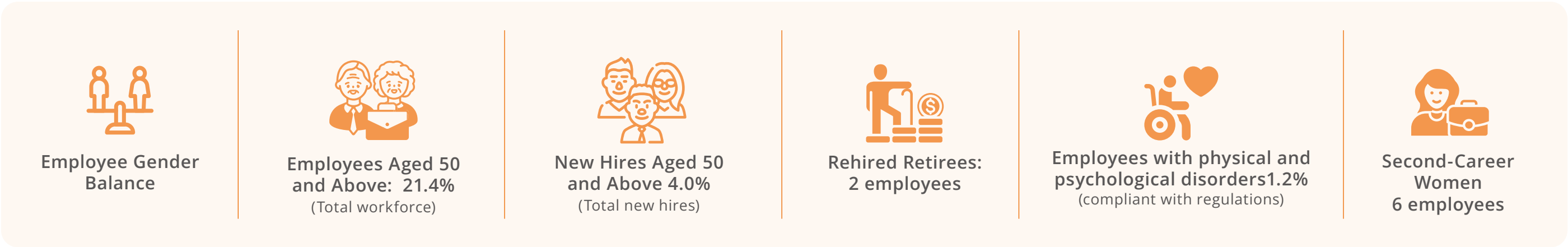
5.3.2 Diverse and Equal Talent Recruitment

Objective Selection to Identify the Right Talent

The Company bases talent recruitment on professional competence and cultural alignment. Multiple objective assessment tools are utilized, including personality inventories, structured questionnaires, and professional competency tests, to analyze candidate attributes. Selection focuses on core competencies, cultural values, and career planning to avoid personal biases influencing hiring decisions. The recruitment process consists of two interview stages. For critical positions, interviews with senior executives are required to ensure candidates align with the Company’s culture. This approach enhances employee identification with the Company and increases the likelihood of long-term employment, supporting the goal of sustainable talent development.

Diverse Recruitment to Eliminate Hiring Discrimination

The Company actively recruits a diverse workforce without limitations based on gender, age, or ethnicity. Talent placement is based on suitability for the role, with a strict policy against hiring discrimination. In 2024, female employees accounted for 51.2% of the total workforce, reflecting gender balance. Six second-career women were hired to support women's em-ployment rights. The Company also actively hires middle-aged, senior, and disabled individuals, improving workplace accessibility. In 2024, new hires aged 50 and above made up 4.0% of all new hires, two retirees were rehired, and employees with disabilities accounted for 1.2% of the workforce. No discrimination-related complaints were reported in 2024.



lear Goals to Maximize Talent Effectiveness

In terms of the planning of work teams, each department will regularly review and adjust organizational design and manpower arrangements based on the strategic goals of the Company and department in order to improve organizational process efficiency, plan talent recruitment and cultivation in response to operational needs, revise "job descriptions" based on personnel function improvement and division of work and take "optimization of functional utilization" as the main standard for human resource allocation so that each employee's individual ex-clusive functions are closely linked to the Company's strategy and maximize their effectiveness.



### 5.3.3 Employee Training and Human Resources Development

Employee development is considered a responsible investment. PLANET provides inclusive learning resources and opportunities, emphasizing a people-oriented approach. Through sustainable talent development planning, the Company actively cultivates employee potential, guiding staff toward personal growth and career goals, while ensuring the Company's continued development and succession.



#### New employee orientation training and adaptation - cultural introduction, care and counseling

After new employees join the Company, in order to enable newcomers to integrate into the Company culture and adapt to the work environment, the Company formulates newcomers education and training regulations in accordance with the "Implementation Measures for Education and Training", systematically arranges a plan for phased learning on the day of entry and within one week after entry, one month after entry and three months after entry to enable them to gradually understand the Company's culture and core values, company products, important systems and necessary knowledge and abilities; in terms of adapting to the work environment, senior employees from various departments trained by the "mentoring program" serve as seniors to lead newcomers to quickly understand the environment, understand communication and interaction within the department and provide the most direct care and guidance for newcomers on the front line.



#### ► On the First Day of Employment

##### Training Programs

- Introduction to the Company Environment
- Explanation of Company Culture and Core Values
- Explanation of Important Policies and Procedures

##### Benefits:

Quick understanding of the Company's operational model, key regulations, and guidance for adapting to the work environment.

#### ► Within the First Three Months of Employment

##### Training Programs

- In-depth Understanding of Company Culture
- Company Products
- Company Policies
- Work Practices and Standard Operating Procedures

##### Benefits:

A comprehensive understanding of company operations, gradual integration into the PLANET culture, and a solid foundation for work.



## Core Professional Competency Development

Aligned with the Company's development goals, we focus on enhancing employees' knowledge and skills. For employee continuing education and training, we formulate an annual training plan in accordance with the "Implementation of Education and Training Guidelines". This plan aims to improve employees' professional and managerial competencies.

In 2024, the total training hours for all employees amounted to 4,504 hours, with an average of 26.0 hours per person. Female employees received an average of 24 hours of training, while male employees received an average of 28 hours. The Company offers equal learning and development opportunities for both male and female employees.

### Training classification and objectives

#### Core function training



##### Goals

- Building Consensus Among Employees to Shape Core Company Culture
- Enhancing Execution and Innovation Courses

#### Management function training



##### Goals

- Developing Managerial and Leadership Skills
- Performance and Risk Management

#### Professional function training



##### Goals

- Professional knowledge and skill training
- General education

#### General education



##### Goals

- Enhancing Self-Management Skills Beyond Professional Competencies
- Human Rights, Occupational Safety, and Health Training

### Education and training hours

Year	2022	2023	2024
Total number of employees (persons)	158	168	173
Total number of training hours (hours)	3,123	3,931	4,504
Average number of training hours per person (hours)	19.8	23.4	26.0

### Education and Training in 2024 - Job functions vs. Gender

Positions	Proportion to the total number of employees	Total number of course hours	Average Training Hours per Employee	Total number of course hours		Average number of training hours per person	
				Female	Male	Female	Male
Product management	36.4	1,280	20.3	495	784	18.3	21.8
R&D	27.8	1,223	25.5	339	884	24.2	26.0
Sales & marketing	20.2	1,022	29.2	841	182	27.1	45.5
Administrative and financial management	15.6	979	36.2	489	490	28.8	49.0
Total	100%	4,504	26.0	2,164	2,339	24.3	27.8

### Education and Training in 2024 - Course Categories

Main classification of courses	Secondary classification of courses	Course Quantity		
		Subtotal	Total	Proportion
Professional skills	-	398	398	67.3%
ESG sustainability	Artificial Intelligence	20	126	21.3%
	Environmental sustainability	36		
	Corporate governance	14		
	Succession and inheritance	23		
	Human Rights/DEI	33		
Products	-	41	41	6.9%
Information and communication security	-	12	12	2.0%
Environmental safety and health	-	9	9	1.5%
Legal knowledge	-	5	5	0.8%
Total			591	100%



PLANET Technology conducts an annual training needs survey and develops an annual education and training plan. Based on this plan, various training courses are offered. In addition to hiring industry experts and internal instructors, the Company has built a diverse and rich cloud-based learning platform to expand employees' access to online learning resources and opportunities.

## PLANET's Cloud-based Learning Platform

In response to the trends of digital transformation and self-directed learning, PLANET has established a cloud learning platform that provides employees with abundant learning resources. This allows them to learn without time and space constraints, enabling them to access the latest and most up-to-date learning information, thus meeting the diverse developmental needs of each employee.

### "PLANET e-learning Platform" – Courses Developed by Internal Instructors

- There are eight major learning categories, with courses developed and recorded by internal instructors from various departments. The number of self-produced courses has reached 200.
- Online videos, presentation materials, and online quizzes are provided as com-prehensive training resources, with effectiveness evaluations to track learning outcomes.

#### Eight Major Learning Categories

New Employee Education

Products

Environmental safety and health

Legal knowledge

ESG sustainability

Quality management

Information and communication security

Management

**PLANET 雲端學習平台** 自行開發

01 多元課程類別 02 線上影片與測驗 03 內部講師與教學

- ✓ 學習不受時間、空間限制
- ✓ 線上課程，方便回放與複習
- ✓ 雲端資料庫，永續傳承
- ✓ 8大類別，240門課程已上線
- ✓ 成長看得見，完整學習紀錄

### "PLANET Create E Academy" Platform – External Learning Platform

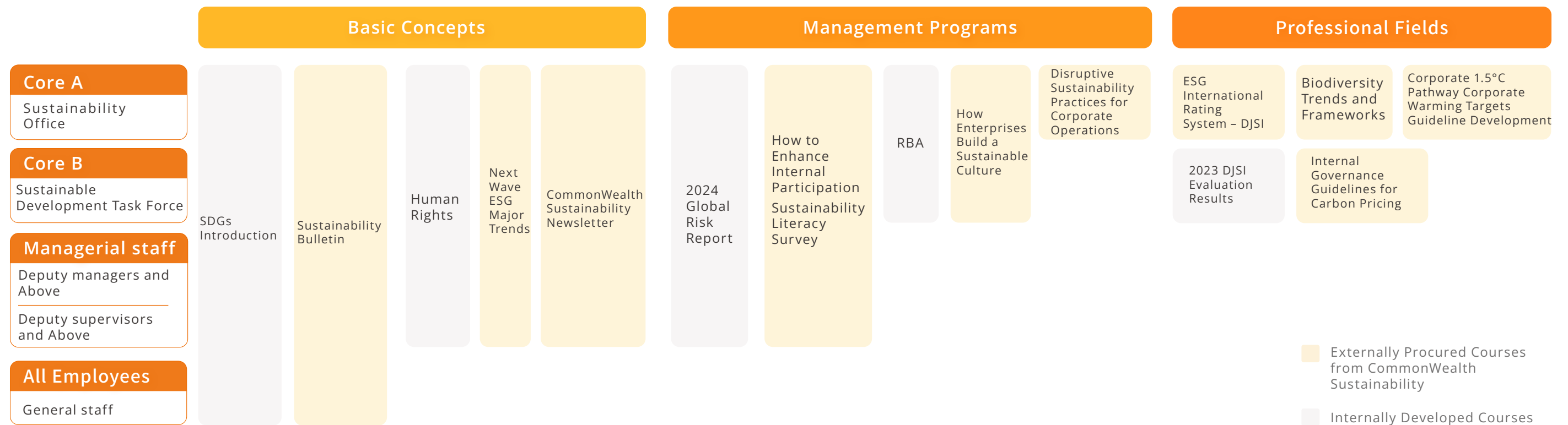
- Utilizing high-quality course content from the "CommonWealth Learning Center", each employee has the freedom to log in and arrange their learning.
- With eight learning categories, 31 learning channels, and 750 courses, the platform offers employees the latest, most up-to-date, and most diverse learning content, with no limitations on the material.

Source: CommonWealth Learning Center



## ESG Sustainability Empowerment – Sustainability Learning Map to Enhance Employee Knowledge of Sustainability

PLANET has incorporated sustainability (ESG) into its core strategy. To enhance employees' knowledge and literacy in sustainability, a sustainability learning map has been developed, covering the basic concepts of sustainability and specialized management programs. This map helps employees recognize and align with the principles of sustainable development, fostering a sustainability culture at PLANET. In 2024, the sustainability learning map offered 20 ESG-related courses, with a total of 699 participants.



## Sustainability Literacy Survey – Fostering a Culture of Sustainability

The Company conducts an annual "Sustainability Literacy Survey" to comprehensively assess employees' awareness and actions in three key areas: sustainable actions, sustainability trends, and the practice of sustainable living. This initiative helps foster an internal culture of sustainability. Through this survey, we gain insights into employees' recognition, understanding, and implementation of sustainability practices, allowing us to continuously refine relevant strategies.

The Sustainability Office conducted in-depth analysis on lower-scoring topics and proposed corrective measures. Appropriate training and communication strategies will be developed to enhance employees' understanding of these key issues. In addition, the survey results have been shared with all employees, along with detailed explanations of each question, to promote a comprehensive understanding of sustainability issues and move collectively toward a more sustainable future.

## Ensuring Training Quality – Internal Instructor Training

While expanding the range of training courses, the Company also focuses on improving training quality. Before developing in-house training courses, internal instructors must undergo education and training in course production. This includes learning the process for course application, the standards and techniques for creating online courses, course design, key points and presentation tips, oral expression techniques, and quality requirements for recording course videos. This ensures the training quality of each self-produced course, enhances the teaching capabilities of internal instructors, and improves the effectiveness of employees' learning.



## New Supervisor Training

When employees are promoted to supervisory roles, the New Supervisor Training Program supports them in understanding their roles and responsibilities as managers, enhancing team leadership and performance management capabilities. This program helps ease the pressure associated with role transition, enabling employees to systematically acquire the necessary skills and improve team sta-bility. The training program guides new supervisors in gradually adapting to their new roles, effectively leading their teams to achieve goals, and creating long-term value for the Company.

## Key Talent Cultivation- Consolidation of Consensus and Cultural Inheritance

In order to cultivate key talents, inherit corporate culture, enhance management functions and consolidate team consensus, the Company plans and designs supervisor function courses independently and plans course topics for each year based on company strategy, international trends and corporate culture.

All consensus camp courses are independently designed by the Company, with senior internal executives serving as instructors and facilitators. Through a variety of structured approaches—combining lectures, group discus-sions, real-time Q&A sessions, departmental experience sharing, and presenta-tions—the consensus camp fosters alignment among supervisors and strengthens the management team. It serves as a platform for promoting the Company's sustainability strategy, addressing corporate sustainability trends, and supporting digital transformation through the integration of emerging AI technologies, thereby achieving the goal of sustainable knowledge transfer.



## Human Resource Inventory, Promotion, and Rotational Transfer

Emphasizing employee expertise and capabilities, the Company conducts regular annual reviews of departmental manpower. Based on individual performance evaluations, employees are considered for promotion or rotational transfers to ensure the right talent is placed in the right position. This approach enables high-potential employees to fully utilize their strengths and achieve career de-velopment within the Company. For employees reaching retirement age who wish to continue working, suitable positions are assigned according to their expertise, accompanied by appropriate training programs to help them continue contributing their skills. For employees approaching retirement or departure, pre-retirement or exit interviews are conducted to support a smooth transition into retirement or the next phase of their career and life.

## Senior Workforce Engagement and Age-Friendly Career Development

To foster an age-friendly workplace, the Company has established the "Mid-to-Senior Aged and Elderly Employment Adaptation Plan" and the "Promo-tion Guidelines for an Age-Friendly Workplace for Mid-to-Senior Talent and Re-tired Employees". These initiatives aim to create a supportive work environment tailored to the needs of older employees, promote fair employment opportuni-ties, and implement flexible hiring systems for retired talent.For current mid-to-senior aged employees, the Company conducts regular as-sessments of their health and job suitability, making adjustments and providing relevant training programs as needed.

In 2024, employees aged over 50 accounted for 21.4% of the workforce, and two retired employees continued to be employed under flexible arrangements.



## Conduct annual regular performance assessment and incorporate sustainability goals into the assessment

The Company has established a comprehensive performance evaluation system, with regular annual assessments. Part-time employees and those who have not completed their probation period are excluded from the evaluations. In 2024, a total of 161 employees underwent performance assessments, representing 94.7% of the total workforce. This included 82 women and 79 men. All employees required to be evaluated completed their performance reviews, achieving a 100% completion rate.

### Effective Communication as the Foundation of Performance Management

Open communication between supervisors and employees is key to effective performance management. Supervisors and team members engage in thorough discussions on goal setting, adjustments, and performance reviews to ensure mutual understanding and agreement on expectations and outcomes. This clarity helps employees execute their tasks with defined objectives and fosters acceptance of the evaluation results.

The performance communication process is designed to be two-way. Employees are encouraged to engage directly with their supervisors to discuss job performance, compensation-related matters, and to freely express their opinions. Whether it concerns job responsibilities, organizational structure, leadership, or management systems, employees are empowered to share their thoughts without restriction. This open communication channel fosters a transparent and inclusive work environment where employees feel supported to speak up.



## Three-Stage Evaluation Process

The employee performance appraisal process consists of three stages: self-evaluation by the employee, initial review by mid-level managers, and final review by senior management. This layered approach ensures that subjective bias is minimized and fairness is upheld in decision-making. Evaluation criteria are categorized based on job roles into core competencies, professional competencies, and managerial competencies, enhancing the accuracy and relevance of the assessments. Employees with outstanding performance may be considered for promotion, salary increases, and year-end bonuses as a form of recognition and encouragement.



## Linking Sustainability Goals to Rewards

To align the Company's sustainable development strategy with departmental goals, each department sets specific sustainability objectives and tracks their progress monthly. The achievement of these goals is incorporated into managerial performance evaluations and directly tied to incentives and rewards, driving greater organizational commitment to sustainability initiatives.

## 5.4 DEI Workplace

### 5.4.1 Diversified Employee Recruitment Strategy

PLANET regards talent as the foundation of corporate sustainability. Through a diversified and equitable employee recruitment strategy, the Company fosters an innovative and inclusive workplace environment where every employee can thrive and develop. PLANET actively seeks diverse talent and welcomes middle-aged and senior individuals, persons with disabilities, and women returning to the workforce, creating a workplace environment suited to people from various backgrounds. The Company safeguards employee rights, prohibits workplace discrimination, and strictly forbids the employment of illegal labor, child labor, or any other labor practices that violate legal regulations.

### 5.4.2 Gender Equality and Prevention of Sexual Harassment

PLANET is committed to creating a friendly, safe, and equitable workplace. The Company complies with gender equality regulations and actively promotes gender equity by conducting annual training programs on the prevention of unlawful conduct and sexual harassment. Additional support measures are provided, such as maternity protection and subsidies to encourage childbirth and parenting. In 2024, there were zero reported cases of sexual harassment. PLANET was honored with the Outstanding Gender Equality Enterprise Award and the Outstanding Inclusive Workplace Award for Medium-Sized Enterprises by the Ministry of Economic Affairs. The Company was also recognized by the Industrial Development Bureau as a benchmark enterprise for gender mainstreaming and received the inaugural Friendly Family Workplace Award from Parenting Magazine.



## 5.4.3 Employee Care

PLANET cares for employees to balance their work and life and provides reassuring support programs to ensure that they can work with peace of mind and balance their work, family, education and life.

### PLANET's Program for Senior Tutoring and Care for Newcomers



Senior employees from each department serve as mentors to support new hires in adapting to the Company's work environment and operational processes, while also sharing and communicating the Company's latest updates and activities. In addition, the internal website "PLANET e-Zone" serves as a knowledge-sharing platform to help new employees integrate into the corporate culture, enhance understanding and communication between colleagues and departments, and foster team cohesion.

### Employee upbringing and children education subsidies



Reward employees who have made long-term and stable efforts and contributions, encourage them to pay attention to their children's upbringing, reduce their burden of parenting and education funds, enable employees to nurture the next generation with peace of mind, and establish a worry-free workplace environment for employees.

### Flexible working hours plan



The Company provides employees with flexible working hour support programs due to changes in their daily life or environment or growth and further education needs to reassure employees, satisfy their family members and enable them to balance their work, life, education and family.

### Work from home



Employees can apply for long distance work from home due to changes in their daily life or environment or care needs to balance their life and work.

### EAP Physical and Mental Wellness Platform – 24-Hour Counseling Hotline



The platform offers a variety of consultation services related to management, mental health, and work-related issues, enabling employees to receive timely support. A 24-hour counseling hotline is available to assist employees in overcoming psychological challenges at any time.

### Encourage childbirth and facilitate breastfeeding and childcare programs

- Sponsor pregnant employees with Good Pregnancy package, prepare rich and practical gifts for expectant mothers to meet their babies.
- Subsidize pregnant employees to take a taxi to go to and get off work in the three months before the birth of their baby.
- Subsidize employees with NT\$31,200 per fetus in the case of childbirth by employees (spouses).
- The Company has set up a dedicated nursing room for female employees to use it during working hours.
- Provide exclusive childcare services, sign contracts with childcare kindergartens and strive for discounts and group pick-up and drop-off to ensure peace of mind for employees and their families.

### Support plan for interest-free housing loans for employees



For employees who have made long-term and stable efforts and contributions, if they have insufficient funds when purchasing a house for the first time, the Company will provide them with interest-free housing loan support for their down payment, and employees will be required to make repayment in installments according to their financial ability to ensure stability in their family residence and peace of mind in their work.

### Emergency assistance for employees



When employees experience an emergency disaster that leads to a sudden disruption in their life and affects their work performance, in order to alleviate their burden and ensure that they can live with peace of mind, the Company specially formulated an employee emergency rescue plan to ensure that employees can work and live with peace of mind.

### Long-Term Care Subsidy for Employees' Family Members



To reduce the financial burden of long-term care for employees with disabled family members, subsidies are provided to help employees maintain employment while fulfilling caregiving responsibilities.

### Establishment of a Friendly Long-Term Care Resource Platform



Stable and timely support services are provided for employees with family caregiving responsibilities. The platform integrates online long-term care resources, an 0800 support hotline, and offline support groups for employees involved in caregiving, helping them obtain essential information and strengthen their ability to balance work and caregiving duties.



5.4.4 Employee Feedback and Communication

PLANET has established diversified communication channels, including employee opinion surveys, dedicated mailboxes and internal communication meetings. Employees can express their opinions through any form of channel at any time, communicate with the Company's management about their rights and interests and other issues and receive responses to maintain harmonious labor manage-ment relations.

The Company conducts an annual departmental service satisfaction survey, in which all employees participate by completing a questionnaire. The survey captures satisfaction levels related to work processes, operational needs, and departmental services. The results serve as a basis for continuous improvement of departmental performance and service quality. In 2024, a total of 25 departmental service satisfaction surveys were conducted, with 1,684 employee responses collected. The questionnaire response rate reached 100%.

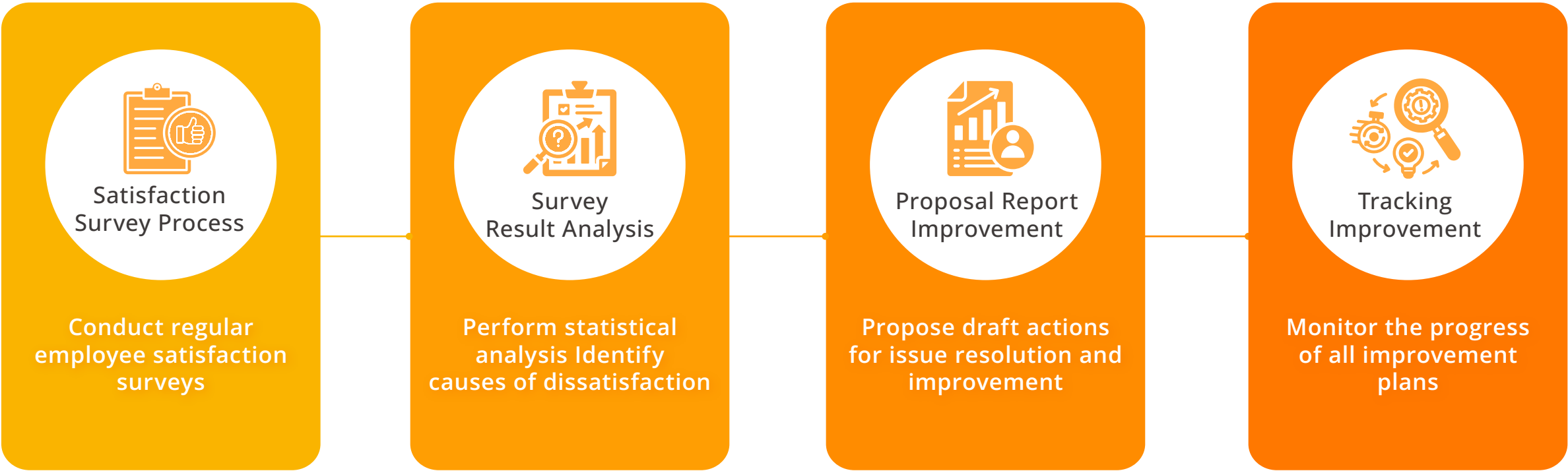
Following the collection of survey responses, satisfaction analysis is carried out. Each department reviews the feedback, formulates corresponding action plans, and prepares responses. Satisfaction analysis meetings are held, during which department heads present reports and provide updates on action items and improvement measures. Every piece of feedback is discussed, and the improvement actions and outcomes are communicated back to employees. PLANET is committed to listening attentively to each employee’s opinion and responds with practical improvements, fostering a culture of mutual trust.

Taking the Human Resources Section as an example, the 2024 departmental satisfaction survey included six items, covering employee satisfaction with recruitment operations, new hire care, learning and development, event organization, benefits and subsidies, and communication and coordination. The response rate for the survey was 100%.

Among the responses, the combined percentage of "very satisfied" and "satisfied" ranged from 99% to 100%, indicating high employee satisfaction with the services provided by the Human Resources Section.

A total of seven suggestions were submitted by employees, all of which have been addressed and resolved.

Satisfaction Survey Process





## Dedicated employee feedback email addresses

Dedicated email addresses	
Dedicated email address for general manager	ceo@planet.com.tw
Dedicated email address for the HR Department	hr@planet.com.tw
Dedicated email address for independent directors	supervisor@planet.com.tw
Dedicated email address for spokespersons	natalie@planet.com.tw
Dedicated email address for acting spokespersons	shallon@planet.com.tw
Grievance email address	accussation@planet.com.tw

## Various communication channels and communication frequencies

Communication channels	Communication frequency
Department satisfaction survey	Every year
Training satisfaction survey	Every year
Employee opinion survey	Every year
Satisfaction survey for various activities	Every year
Job performance interview	Irregular
Personnel care and interviews	Immediate response
Employee Welfare Committee	Irregular
Functional education and training	Irregular
Gender Equality Committee	Irregular
Communication meeting between management and employees	Once every quarter
Various internal meetings	Irregular
Occupational Safety and Health Committee	Once every quarter



## Occupational Safety and Health Management

### Policy

- Compliance with regulations: Comply with domestic and foreign environmental, safety and health regulations, and undertake to comply with other requirements of stakeholders.
- Risk control: Identify work hazards and environmental considerations, eliminate hazards, reduce worker activity risks and minimize environmental impacts.
- Friendly environment: Provide safe and healthy working conditions, implement carbon reduction management, mitigate climate change and fulfill environmental responsibilities.
- Consultation and communication: Strengthen the awareness and consultation of all employees, and advocate and communicate with stakeholders on environmental, safety and health issues.
- Performance management: Conduct regular audits through the operation of the management system to continuously improve environmental, safety and health performance.
- Continuous improvement: Improve environmental safety and health performance to ensure sustainable operation.

### Goals

- Building a Happy and Healthy Workplace
- Zero Occupational Accidents

### Strategy

- Through comprehensive risk assessments and safety management, PLANET drives "Health 360" to protect employee health with "prevention", "maintenance", and "consultation", establishing a human-centered corporate culture.

### Supervision and Management Methods

- Identify and inspect whether occupational safety and health actions comply with legal requirements on a quarterly basis through regulations.
- Handle reports of the Occupational Safety and Health Committee on implementation effectiveness, track management plans and continuously improve safety and health performance on a quarterly basis.
- An annual ISO 45001 Occupational Health and Safety Management System review meeting is held to assess the appropriateness of safety, health, and wellness operations.

### Results

- Continuously passed ISO 45001 Occupational Health and Safety Management System certification.
- Awarded "Top 10% High-Performing Companies in the Corporate Sustainability Report Disclosure of Occupational Health and Safety Performance Active Evaluation."

## 5.5 Occupational Safety and Health

PLANET is a leading brand in the professional network communication industry. We deeply understand that employees and supplier partners are important assets in the sustainable development of the enterprise. Therefore, in addition to complying with occupational safety and health regulations and other related requirements, PLANET would continuously improve safety and health in its operations and service processes to avoid unsafe behavior, environment and equipment incidents, prevent occupational disasters and fulfill the responsibility of ensuring the safety and health of employees.

### Top 10% High-Performing Companies in Corporate Sustainability Report Disclosure of Occupational Health and Safety Performance Active Evaluation

PLANET places great importance on workplace health and safety, fully implementing occupational health and safety performance indicators. This is reflected in the "Corporate Sustainability Report," which was evaluated by the Ministry of Labor and recognized as one of the top 10% high-performing companies in the 2024 Corporate Sustainability Report Disclosure of Occupational Health and Safety Performance Active Evaluation.



### 5.5.1 Happy and Healthy Workplace

PLANET views employees as family and emphasizes the creation of a caring, supportive, and collaborative work environment. PLANET prioritizes employee well-being and ensures their safety, making it a priority strategy for resource investment. Furthermore, with the global rise of ESG trends, employees play a crucial role in the social (S) aspect. Therefore, PLANET offers support and care, establishes a strong safety and health culture, and values employees' physical, mental, and emotional well-being. With a family-oriented concept, PLANET strives to create a happy, safe, and healthy workplace.





5.5.2 Occupational Safety and Health Management

Through comprehensive risk assessments and safety management, PLANET drives "Health 360" to protect employee health with "prevention," "maintenance," and "consultation," establishing a human-centered corporate culture. PLANET promotes comprehensive risk assessment and safety management from three perspectives: people, environment, and behavior. PLANET encourages employees to proactively propose safety and environmental improvement suggestions related to their work. By addressing small issues and preventing potential risks, PLANET actively implements a people-centered safety culture.



In July 2024, PLANET passed the international standard verification of ISO 45001 Occupational Safety and Health Management System and creates a win-win interactive relationship among employees, customers, suppliers, contractors and other stakeholders to ensure the sustainable operation of the enterprise.



### PLANET's Environmental Safety and Health Policy

In alignment with PLANET's corporate mission and business philosophy, PLANET spares no effort in managing environmental, occupational safety, and health practices. PLANET is committed to creating a comprehensive culture of environmental protection, safety, and health, establishing a continually improving environmental, safety, and health management system. PLANET strives for the goals of zero injuries, zero workplace accidents, zero occupational diseases, and environmental sustainability.

This approach fosters win-win relationships and interactive cooperation among stakeholders, including employees, customers, contractors, and suppliers.

To achieve the above goals, PLANET undertakes to make continuous improvements and achieve:

Compliance with Regulations

Risk Control

Environmentally Friendly





## Occupational Safety and Health Committee

In order to ensure a safe and healthy working environment for all employees, we have established a first level unit occupational safety and health office in accordance with the Occupational Safety and Health Law and established an occupational safety and health committee with a total of 11 members. Among them, 4 labor representatives are elected by employees, accounting for 36.3%. The occupational safety and health office consists of two full-time staff members (one Class A business supervisor and one safety and health administrator). The committee holds a meeting every quarter, with the chairman serving as the chairman of the meeting, inviting top executives from various units and labor representatives to discuss the PLANET's safety and health business, and setting occupational safety performance goals, including a composite injury index that should be lower than the average value for other electronic product manufacturing businesses in the past three years published by the Occupational Safety and Health Administration of the Ministry of Labor and no major occupational safety incidents every year.



## Four Major Occupational Safety and Health Plans

PLANET has developed the following plans based on the Occupational Safety and Health Act: "Human Factor Hazard Prevention Plan", "Prevention of Illegal Harm During Work Plan", "Prevention of Workload-Induced Disease Plan", and "Maternal Health Protection Plan in the Workplace". These plans aim to prevent work-related musculoskeletal injuries, overwork-induced cardiovascular diseases, workplace verbal, psychological, physical violence, sexual harassment, and to protect the health of mothers and infants from workplace hazards. Additionally, a comprehensive health integration system is implemented for analysis, referral, health education, and follow-up management.





## Hazard identification and risk assessment

To continuously improve the occupational safety and health risk impact at PLANET, each unit conducts regular and ad-hoc risk identification and assessment, along with routine safety and health inspections. In 2024, a total of 478 hazard identification and risk assessments were conducted, including 2 high-risk items. Environmental considerations identified 236 cases. A total of 28 safety and health regulations were identified, all of which comply with regulatory requirements. Based on the assessment and identification results in 2024, environmental safety and health management plans were developed, along with corresponding control measures to prevent accidents. A total of 6 environmental safety and health management plans were completed in 2024.

PLANET complies with the Occupational Safety and Health Act. When immediate danger arises at the workplace, the employer or workplace manager must immediately stop operations and ensure workers retreat to a safe location. Additionally, if workers identify imminent danger while performing their duties, they may stop work and retreat to a safe place without endangering the safety of others, and must report the situation to their direct supervisor.

### PLANET's Hazard Identification and Risk Assessment Process



## Monitoring of working environment

PLANET conducts workplace environment monitoring every six months in accordance with the "Regulations for the Implementation of Labor Workplace Environment Monitoring", with all monitored items meeting regulatory requirements. Additionally, to safeguard employee health, air quality monitoring is voluntarily conducted every six months. Monitoring instrument data consistently indicates excellent air quality. In compliance with the "Drinking Water Management Act", drinking water quality inspections are conducted quarterly, with all results meeting legal standards.





## Safety and health education and fire drills

In 2024, occupational safety and health training topics were designated based on different job characteristics to comprehensively enhance employees' safety and fire prevention awareness. A complete set of occupational safety personnel, including fire safety managers and first aid responders, has been established. A license management system is in place to ensure the validity of all relevant certifications. This year, PLANET independently installed an Automated External Defibrillator (AED) and organized professional training sessions to instruct employees on proper AED usage and improve emergency response skills, thereby providing more comprehensive protection for employee life safety.

Course Title	Course Objectives	Number of participants
Occupational safety and health education and training for in-service personnel	Strengthen employees' safety knowledge and skills required for their job roles to reduce the likelihood of accidents.	168
Safety and health education and training for newcomers	Enhance safety awareness, promote familiarity with the workplace environment, and develop self-protection capabilities to prevent occupational hazards.	24
Hazard general education and training	Understand the properties of chemicals, and ensure proper storage and handling to prevent accidents and protect employee safety and the environment.	15
Fire drills	Develop emergency response capabilities, become familiar with evacuation routes and firefighting equipment operations to ensure safe evacuation during a fire.	317
AED First Aid Training	Instruct employees on the correct use of Automated External Defibrillators (AED) and cardiopulmonary resuscitation (CPR) to improve emergency response capabilities.	38



▲ PLANET conducts AED emergency response training to enhance employees' first aid knowledge.



▲ AEDs are installed in PLANET's office areas.



▲ Certificate of Participation in the National Occupational Safety and Health Week.



## Chemical management

PLANET has established the "Hazard Communication Program" as a guideline for the management, promotion, and education of hazardous chemical operations, en-suring that every employee fully understands the properties of hazardous chem-icals present in the workplace. A designated chemical control area has been established to effectively monitor the use and management of hazardous chemicals, preventing potential hazards and ensuring personnel safety and hygiene.

## Accident Investigation

When an accident occurs, PLANET conducts activities such as notification, correction and prevention in accordance with the "Accident Handling Management Measures", and the occupational safety and health office, management department and accident unit jointly implement corrective and preventive measures. Through accident cause analysis and risk assessment, PLANET reduces safety and health risk points to acceptable risks to prevent the recurrence of accidents.

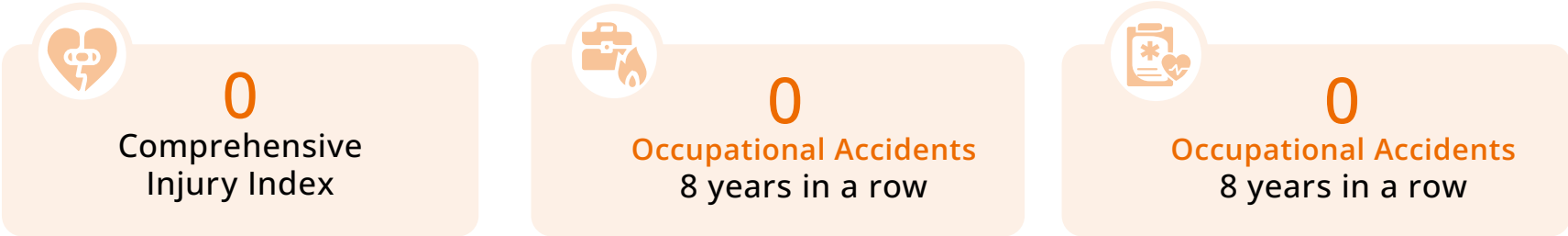
## Contractor management

To protect contractor personnel, employees, and maintain workplace safety, PLANET complies with occupational safety and health regulations and has implemented the "Contractor and Outsourced Vendor Safety and Health Management Guidelines". These guidelines define the responsibilities of internal units and contractors, along with environmental, safety, and health (ESH) considerations. Prior to commencing on-site work, contractors must submit a work application, sign the "Contractor ESH Commitment Statement," and be informed of potential hazards. During construction, PLANET assigns on-site supervisors to conduct inspections using the "Pre-, During-, and Post-Construction Checklist." If any non-compliance is found, the Occupational Safety and Health (OSH) Office will conduct a joint site inspection and request corrective actions from the contractor. Failure to im-plement corrections may result in suspension of work depending on the circum-stances. In 2024, PLANET managed a total of eight contracted engineering projects, all in compliance with the "Contractor and Outsourced Vendor Safety and Health Management Guidelines". No violations of safety or health regulations occurred during the construction periods.

## Occupational disaster statistics

PLANET is committed to minimizing workplace injuries. In 2024, PLANET recorded a total of 357,984 work hours and achieved a total injury rate of 0, which is lower than the 2023 industry average of 0.14 for the electronic components manufac-turing sector as published by the Occupational Safety and Health Administration (OSHA), Ministry of Labor. Through comprehensive safety and health management programs, PLANET has maintained zero occupational accidents and diseases for eight consecutive years, covering all employees (173 people), non-employees (4 people), and contractors (25 people).

Additionally, to support the goal of achieving zero incidents, PLANET also includes traffic accidents in its statistical analysis to enhance safety for employees during their commutes.



Note: The number of employees and non-employees is based on the annual active headcount; the number of contractors is the cumulative total of monthly site entries.

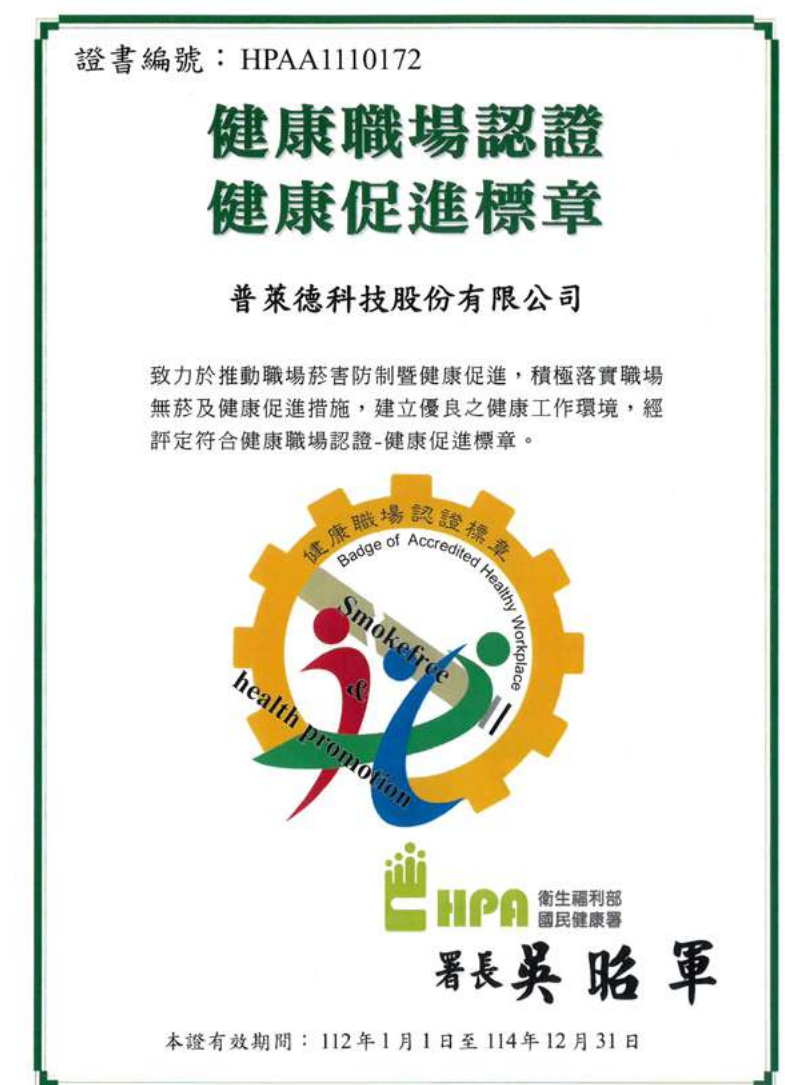
## PLANET's accident investigation process





### 5.5.3 Health Promotion and Management

Employees are a vital asset to the Company, and ensuring their physical and mental well-being has always been one of PLANET's core goals in building a happy work-place. Through proactive care mechanisms, health promotion activities, a maternity-friendly environment, and comprehensive welfare measures, PLANET helps employees maintain their health and sense of well-being. PLANET promotes the "Health 360" program, focusing on Prevention, Maintenance, and Consultation to safeguard employee health. Professional nursing staff and occupational medicine physicians offer health consultations, while data from health checkups are analyzed to identify risk groups, enabling targeted health education and referral services. PLANET provides blood pressure monitors for self-checks, regularly disseminates health education via newsletters and seminars, and promotes various wellness activities, including Traditional Chinese Medicine (TCM) consultations, to foster a culture of health. PLANET received the "Sports Enterprise Certification" from the Sports Administration, Ministry of Education, in 2022, and the "Healthy Workplace Certification - Health Initiation Badge" from the Health Promotion Administration, Ministry of Health and Welfare. In 2023, PLANET was awarded the "Healthy Workplace Certification - Health Promotion Badge", recognizing the PLANET's efforts in promoting sports culture and fostering a health-conscious workplace environment.



▲ Healthy Workplace Certification



## On-site Medical Care Heath Service

- Hire a professional medical doctor from Tzu Chi Hospital to provide services, with a service frequency of once a quarter (3 hours each time) and a service time of 12 hours. Cooperate with a health management consulting company, and specially engage professional nurses to provide services twice a month (4 hours each time), with a service time of 96 hours.
- The total number of Local medical and health service hours reaches 108 hours, providing employees with one-to-one health consultation services.
- Carry out health grading management for employees with abnormal health ex-aminations, with 100% intervention management for employees with major risks, and conduct abnormal correction tracking and case tracking management.

## Comprehensive Health Consultation

- Physical Therapy Consultation: Introduced in 2021, held quarterly. A total of 42 participants in 2024.
- Consultation with practitioners of Chinese medicine: Since 2019, it has been in-troduced and processed on a quarterly basis, with a total of 41 participants in 2024.
- Consultation with doctors trained in Western medicine: It is processed on a quarterly basis, with a total of 32 participants in 2024.
- Psychological Consultation: Starting in 2024, PLANET collaborates with external organizations for an Employee Assistance Program (EAP), offering psychological consultation services from professional clinical psychologists, counseling psy-chologists, and social workers.

## Health Promotion Campaign

- Fun exercise: Professional coaches bring relaxed exercise every week, and em-ployees relax with music. In 2024, a total of 37 exercises were held, with 6,290 participants, injecting the exercise atmosphere into the DNA of each employee.
- Scientific physical fitness: By understanding their body code in a simple, fast and burden-free way, employees can enjoy life and improve work efficiency. This has been done for three consecutive years, with a total of 70 participants in 2024.
- Massage inn: PLANET cooperates with professional massagists in providing massage services that help employees relieve their muscle tension, reduce their stress, increase their blood circulation, improve their physical health, increase their happiness, improve their work efficiency and reduce their work stress and anxiety.
- Health passbook: PLANET initiated the "Health Passbook" in 2021 under which employees can receive corresponding health points in exchange for prizes as long as they participate in health promotion activities organized by the PLANET or personally engaged by employees or record the activities on the Company's website "Health Passbook". Enhancing Employee Health Management Motivation and Promoting a Health-Conscious Culture. Employee participation rate exceeds 60%.



▲ Scientific Physical Fitness



▲ Smile Ultra-Slow Jog



▲ Health Passbook



## Health Checks

"Health Starts with Checkups, Happiness Begins with Health" – PLANET offers health screenings that go beyond regulatory requirements, focusing on the overall health of employees and their families. Through regular checkups, potential health issues are identified early, with professional medical consultation and follow-up services provided to increase employees' health awareness and quality of life.

PLANET has arranged for a professional mobile health screening team to provide home services, saving employees the time needed for hospital visits. PLANET offers a wide range of health checkup services, including 94 testing items, far exceeding the 16 regulatory standards. Four ultrasound examination rooms are set up for employees to undergo tests for thyroid, abdomen, carotid artery, pelvis, and prostate. Additionally, new tests have been introduced, such as bone density, gout, cancer screening, liver function, and glycated hemoglobin. The checkup items are optimized each year based on employees' health status. Furthermore, all employees are entitled to one free health checkup per year, with no age restrictions, allowing for early identification of health risks and improvement of health awareness and work efficiency. Employee family members also benefit from discounted health checkup services, reducing family burdens and promoting a balanced work-life environment. After the health checkup, professional doctors will visit the Company to explain the results and provide health recommendations, offering comprehensive support for employees' health management.

Employee Health Checkups Held annually, the checkup services exceed legal requirements



## Psychological Health and Counseling

PLANET's Starting from the Heart program, in collaboration with the external agency "Yulian Psychological Health Volunteer Group", offers an Employee Assistance Program (EAP). This program provides the safest, most confidential, and supportive assistance with the help of professional clinical psychologists, counseling psychologists, social workers, and more. The services include psychological counseling, work counseling, and management consulting, covering areas such as emotional regulation, interpersonal relationships, work-life balance, and stress management. The program is designed to be a strong support system for employees, identifying stress and psychological issues early on, improving employees' mental resilience, and teaching coping strategies for psychological pressure, ultimately improving mental health.

- 24/7 Online Professional Counseling: Employees can consult via email, messaging apps, or the 24-hour toll-free hotline (0800), offering immediate support whenever needed.
- One-on-One Psychological Counseling: Employees in psychological counseling can schedule individual sessions, with the Company covering the consultation fees.
- 10 Online Self-Assessment Questionnaires: The exclusive EAP platform provides employees with self-assessment tools to evaluate their mental state, with an easy connection to EAP services.
- High-Risk Case Management: When the organization identifies an employee who may be at high risk or in need of increased care, proactive case management will be initiated. Trained consultants with expertise in clinical, counseling, and social work will oversee these cases to prevent potential crises.

普萊德科技  
員工協助方案

(Employee Assistance Program, EAP)

普萊德非常重視同仁工作、生活、健康福祉，  
期待藉由完善員工協助方案提供，營造友善職場環境，  
以確保每位同仁都能在良好工作環境下發揮所長，  
並做好工作生活平衡的管理。

心理諮詢

心理健康、家庭關係、  
兩性議題等方面諮詢。

工作諮詢

工作壓力、職涯發展、  
人際關係等方面諮詢。

管理諮詢

管理溝通、績效評估、  
衝突管理等方面的諮詢。

員工協助方案服務皆由專業EAP諮詢師提供，  
並受隱私保密政策保護，未經當事人同意，不會透露資訊於第三方。

尋求協助

諮詢專線：02-2986-7890(9AM-9PM)  
0800-025-985(24HR)  
電子郵件：world.wide.union3@gmail.com

線上諮詢



## 5.5.4 Environmentally Safe and Healthy Workplace

PLANET places great emphasis on the comfort and health of its employees in the work environment.

PLANET has set up a "coffee reading bar" for which PLANET selected over a hundred high-quality books on business, management, humanities, health and leisure, etc. The borrowing method is digitized, making it convenient for employees to borrow and return books by scanning their QR code. This space also provides fair trade drilled well coffee, allowing employees to enjoy delicious coffee while helping Africa dig wells, with clean water to drink.

After comprehensive consideration of carbon reduction, health, safety and envi-ronmental protection and other aspects, PLANET not only uses environmentally friendly building materials to make ceilings, but also uses LED lighting equipment to reduce energy consumption and improve lighting quality. In addition, in order to provide a good work experience, PLANET has adopted ergonomically designed office chairs, which help reduce discomfort caused by employees sitting for long periods of time.

PLANET also places great emphasis on office safety. PLANET has implemented a comprehensive fire safety equipment plan to ensure timely protection and response for employees in emergency situations.

These initiatives have significantly improved the quality of the working environ-ment and employees' comfort, while also reflecting PLANET's commitment to employee well-being and environmental responsibility.



▲ Coffee & Reading Lounge: A comfortable space for employee breaks





## PLANET's Eye Protection Manifesto

The second Thursday of October is designated as World Sight Day, a global initiative to raise awareness about eye health in both daily life and the workplace. In support of this cause, PLANET actively participated in the "Corporate Eye Care Declaration" initiated by the Taiwan Prevent Blindness Foundation, demonstrating its dedication to promoting employees' eye health and preventive care.

PLANET has spared no effort in advancing eye health, organizing health consultation events and internal awareness campaigns to enhance employees' knowledge of eye care. PLANET provides appropriate protective eyewear and conducts regular vision screening activities to help prevent eye diseases. In its innovative "Health Passbook" program, PLANET offered eye massagers as gifts to support employees who spend long hours in front of computer screens. In 2024, PLANET upgraded all company monitors to models with larger screens, flicker-free technology, and blue-light filtering features—providing comprehensive protection for employees' eye health.

### PLANET's Eye Protection Manifesto

- Advocate for eye health in the workplace and strengthen eye protection measures
- Regular eye examinations to prevent blindness and eye diseases
- Occupational Safety and Health Management





# 6

## Social Inclusion

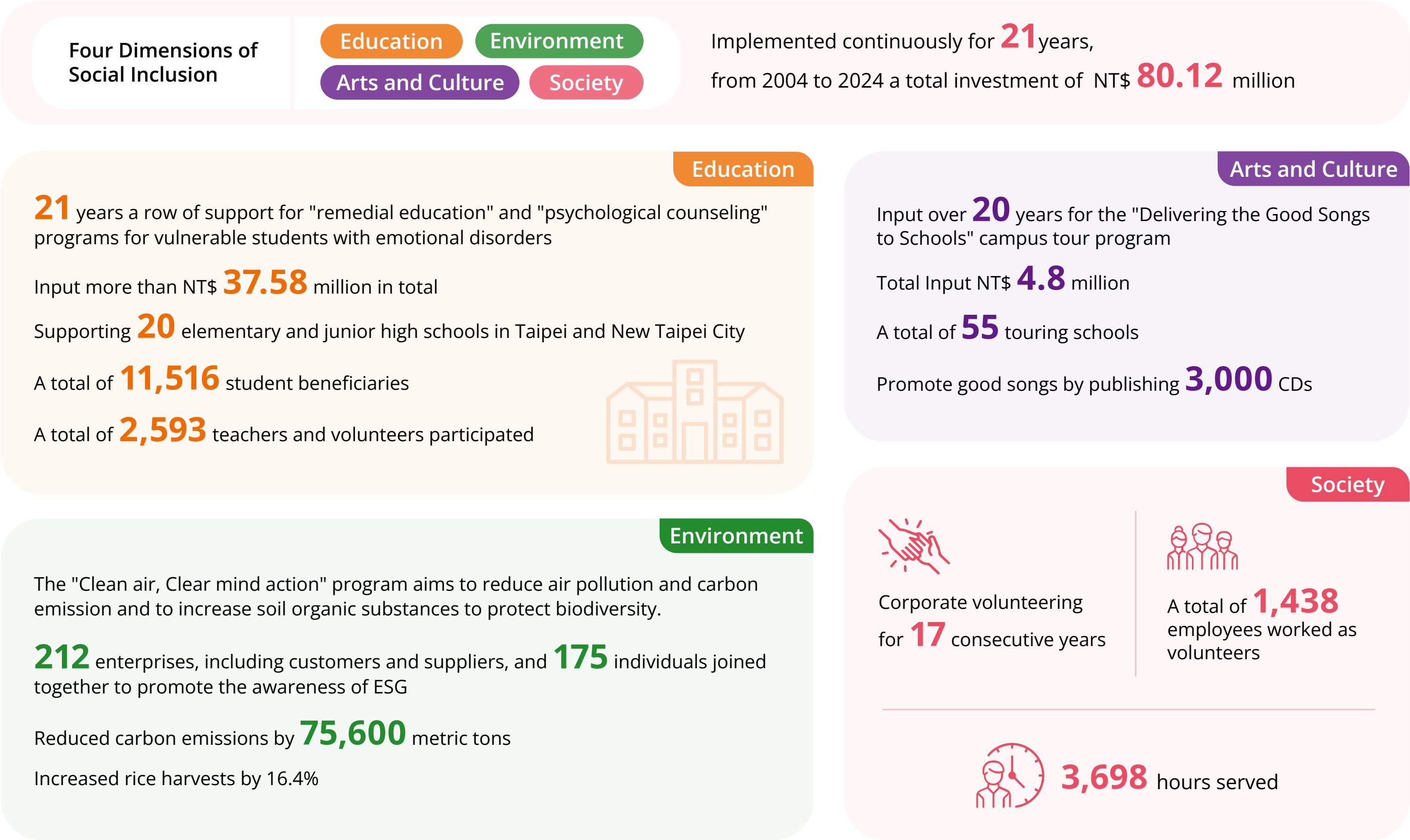
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- 6.1 Long-Term Performance on Social Participation
- 6.2 Social Participation
- 6.3 Education Projects
- 6.4 Arts and Culture Projects
- 6.5 Social Projects
- 6.6 Environmental Projects





## 6.1 Long-term Performance on Social Participation 2004 - 2024





## Social Influence

### Policy

- Focus on supporting the four major aspects of education, arts and culture, environment, and society.
- Long-term deep cultivation and focus on investment. Reduce social inequality.
- Utilization of the core capabilities of the enterprise, integration of social resources, collaboration with stakeholders, effective implementation of social participation, and exertion of long-term influence.

### Goals

- Expand the scope of social influence: Every year, increase the number of beneficiaries and influence of public welfare programs to ensure resources are allocated effectively and reduce social inequality.
- Deepen the application of core corporate competencies: Utilize technology and professional knowledge to enhance solutions for education, arts & culture, environment, and societal issues, thereby increasing the company's contribution value to society.
- Enhance Employee Engagement: Encourage internal employees to actively participate in volunteer services and public welfare activities to elevate the internal culture of social responsibility and integrate corporate values into daily operations.

### Strategy

- Establishment of long-term partnerships: Collaborate with non-profit organizations, academic institutions, and government agencies to integrate resources, enhance program execution efficiency, and expand public welfare influence.
- Deepen connections with local communities: Implement public welfare projects in the regions where the company operates that address local needs, such as supporting education for disadvantaged groups, promoting arts & culture, and environmental sustainability activities, to strengthen the interaction and connection between the company and the community.
- Internal promotion and resource input: Through internal initiatives and incentive mechanisms, enhance employees' willingness to participate in volunteer and public welfare activities, while ensuring the long-term stable input of corporate resources to ensure the sustainable development of programs.

### Supervision and Management Methods

- Report the implementation results to the Sustainable Development Committee every six months.
- Hold review meetings every six months to review and track the implementation results, and continuously adjust and improve them in order to achieve substantial assistance and exert long-term influence.

### Results

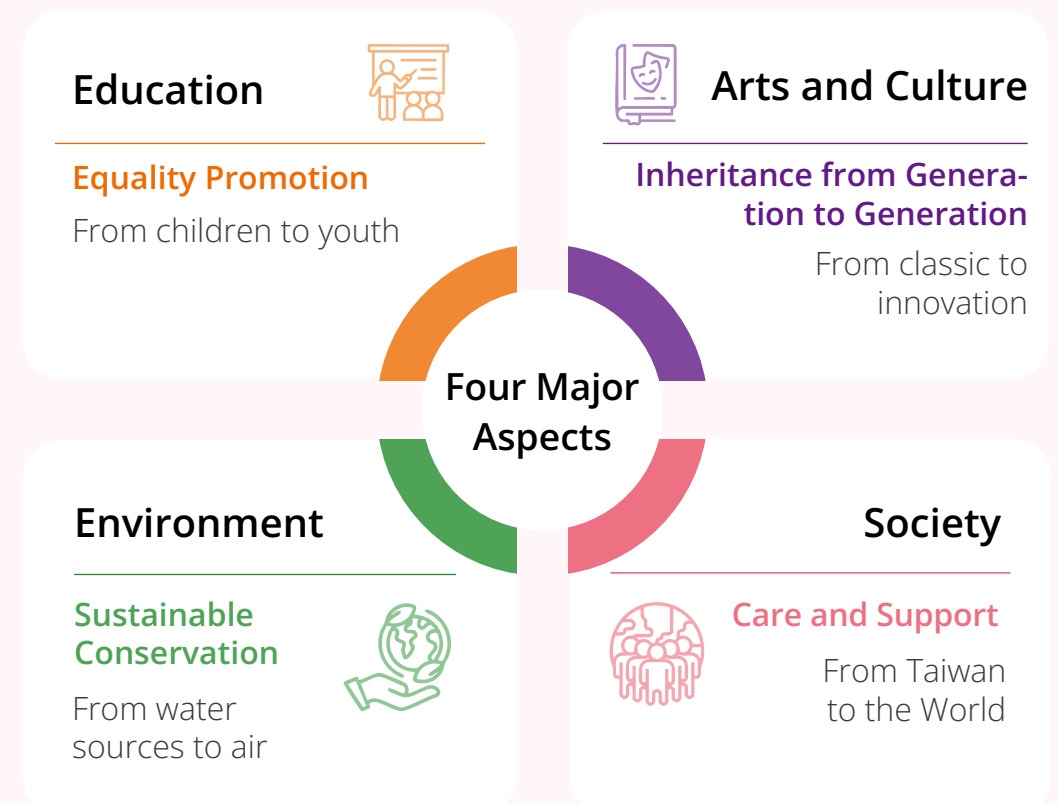
- ✓ The Vulnerable student children with emotional disorders "Remedial Education" and "Psychological Counseling" Program has been continuously implemented for 21 years, with a total cumulative amount exceeding NT\$37.58 million, and has assisted 20 elementary schools in Taipei City & New Taipei City.
- ✓ The tour singing of "Delivering the Good Songs to Schools" at schools for 20 consecutive years, with a total cumulative amount of over NT\$4.8 million, a total of 55 touring institutions and 3,000 CDs promoting good songs.
- ✓ Over the past four years of the "Clean air, Clear mind" campaign, the company has responded with 212 companies and 175 individuals from customers and suppliers, working together to leverage ESG's green influence, defend our right to breathe clean air, restore soil health, and create a sustainable environment.
- ✓ In 2024, a total of 121 employees participated in volunteer services, contributing 318 service hours. From 2008 to 2023, over 17 years, a total of 1,438 volunteers served, with 3,698 hours of service.

"Social influence" refers to the ability of a company to make positive changes or influence people, the environment and society. Based on the principle of taking from society and giving back to society and corporate social responsibility, PLANET has invested in four major social participation projects starting from a single base in Xindian District, New Taipei City, and adheres to the attitude and spirit of long-term deep cultivation and focus on investment.

The company expects not only to operate the enterprise and achieve economic benefits, but also to demonstrate its positive contributions to society. By establishing positive social influence, the company plays a positive and responsible role in society, promoting social progress and improvement.

**Vision** Arts and Culture Adhere to the spirit of altruism and mutual benefit, establish an equal, inclusive, respectful and diverse society, and exert long-term influence.

### Four Major Aspects





## Categories/Projects

### Education Equality Promotion From Children to Youth

#### Vulnerable Education

- Vulnerable student children with emotional disorders "Remedial Education" and "Psychological Counseling" Program
- Junior high school dropout "Young Intern" program
- Scholarship for Chinese Culture University

#### Reading Education

- "Give Children a Bright Future" : Reading Program for Elementary and Junior High Schools in Rural Areas
- "Popular Science Sets Sail" : Popular Science Reading Program for Senior High and Vocational Schools

### Environment Sustainability and Conservation From Water Sources to Air

#### Protection of Water Sources

- Pinglin Organic Tea Plantation

#### Energy Conservation and Carbon Reduction

- Earth Hour

#### Clean Air

- Clean Air, Clear Mind Action

#### Forest Protection and Carbon Reduction

- International Tree Planting Action

### Arts & Culture Generational Heritage From Classics to Innovation

#### Musical Art

- "Delivering the Good Songs to Schools": Tour singing at schools
- Music Literacy Cultivation: Pitou Junior High School Wind Band
- Taiwan Classic Music Promotion: OneSong Orchestra
- Promotion of the Inheritance of Recitation Songs: Taiwan Nian-Ge Cultural Center

#### Chinese Opera/ Modern Dance

- Traditional Chinese Opera Heritage / Performing Arts Innovation: Contemporary Legend Culture and Arts Foundation

#### Cross-Disciplinary Arts

- Support for cross-disciplinary text, photography, and painting arts: Retrospective Exhibition and Publications on Floating Life

### Society Care and Support From Taiwan to the World

#### Healthcare

- Healthcare Services for Rural Indigenous Communities: Liqing Club Health and Medical Service Team of National Yang Ming Chiao Tung University
- Pulmonary disease prevention and enhance: Taiwan Lung Foundation
- ADHD Awareness: Naivety ADHD Taiwan Association Federation

#### Eldercare

- Year-End Care Program: Guotai Elderly Long-term Nursing Institution in New Taipei City
- Dementia Prevention Program: Qibushi Elderly Health Association
- Home Repair Services: Huashan Social Welfare Foundation
- Self-Actualization Program: The Ladies of Charity Associations of Taitung

#### Regional Revitalization

- Cultural Heritage: Suliq Mountain Wisdom Cultural Inheritance Association of New Taipei City

#### World Care

- Support for Underprivileged Children: World Vision Taiwan
- Medical Assistance: Doctors Without Borders
- Migrant Worker Education: One-Forty Association
- Corporate Volunteers



## 6.2 Social Participation

### 6.2.1 Concept and Vision

PLANET invests in various social participation projects, emphasizing the "impact on people" rather than the "number of people involved".

PLANET's goal of social participation is to "establish an equal, inclusive, respectful and diverse society". With the primary goal of "exerting long-term substantial influence", PLANET has set short-term, medium-term and long-term phased promotion goals. Over the years, PLANET has supported various areas including education, culture and art, society, life and health and environmental education in order to help improve the quality of human resources in society and assist in positive social development.

Just as PLANET has been seriously investing in operating the company for 31 years and promoting the Taiwanese brand to the world, when promoting social participation projects, PLANET also adheres to the attitude and spirit of long-term deep cultivation and focus on investment.

There are 27 social participation projects, 9 of which have lasted for more than 10 years. Among them, the Vulnerable student children with emotional disorders "Remedial Education" and "Psychological Counseling" Program for vulnerable student children with emotional disorders has lasted for 21 years and is still ongoing.

### 6.2.2 PLANET Educational Charitable Trust

In August 2004, PLANET Technology pioneered the first trust fund in Taiwan aimed at education - the "PLANET Educational Charitable Trust", which focuses on the issues of "education" and aims to "promote the education industry and improve the quality of human resources" to carry out educational and cultural promotion projects.

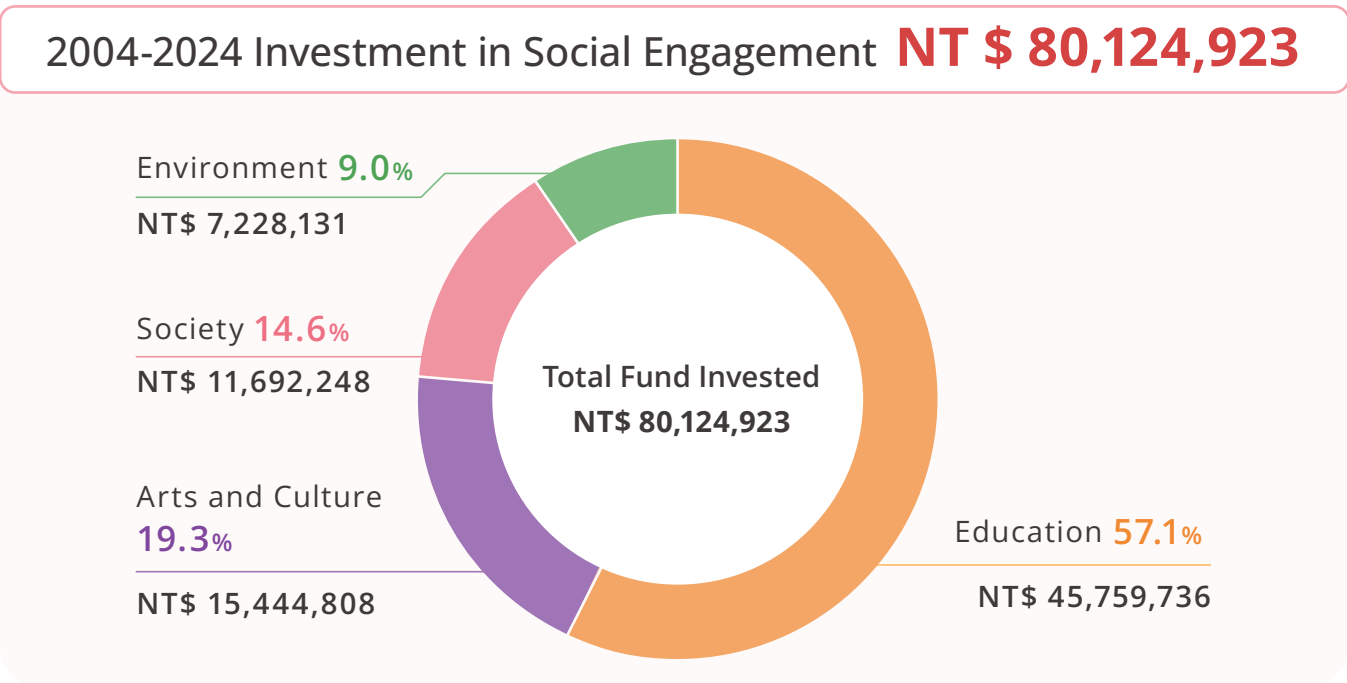
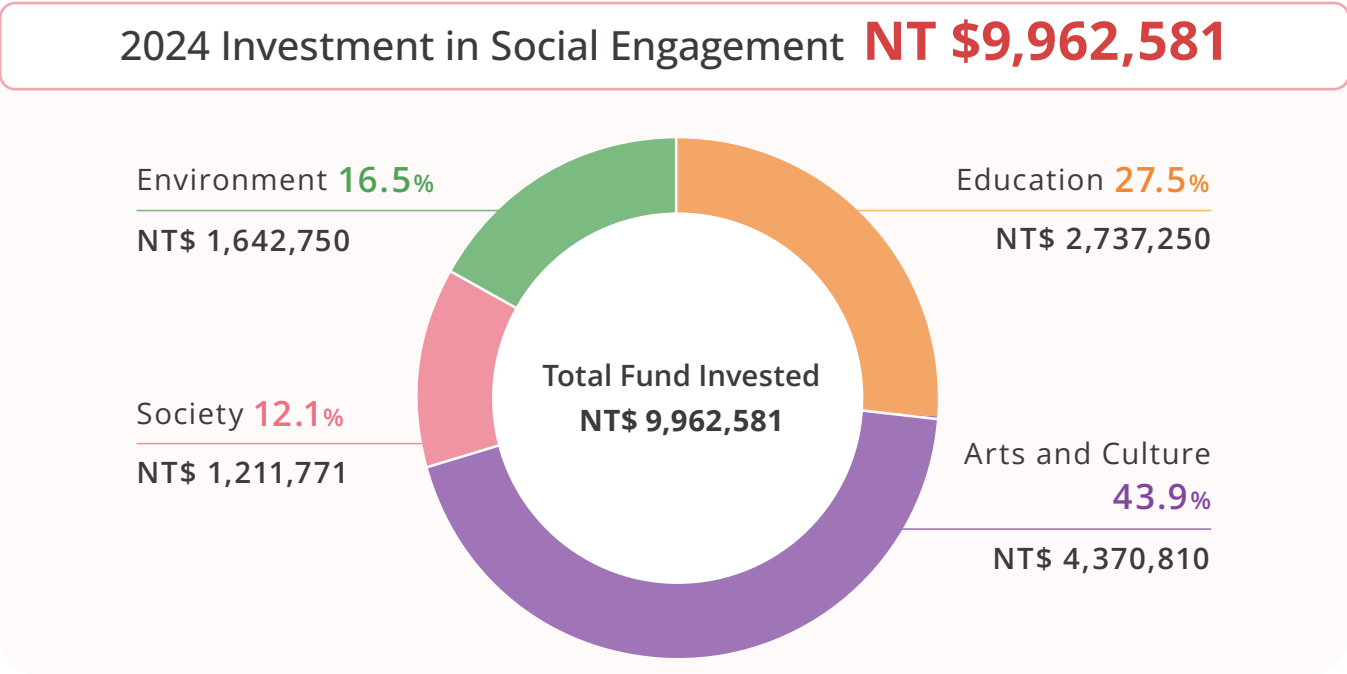
By leveraging the company's management capabilities, establishing standard SOPs for the project implemented strategically and effectively, PLANET expects to have a long-term substantial positive impact on society.

For 21 years, PLANET has been focused on implementing the Vulnerable student children with emotional disorders "Remedial Education" and "Psychological Counseling" Program for vulnerable students with emotional disorders, aiming to realize "vulnerable education" by bringing professional counseling into schools. By addressing the internal poverty and lack within children from the "heart," the program helps them regain learning motivation and self-confidence. Through customized remedial plans for each child, it "supports vulnerable children with emotional disorders to have the strength to stand up again," offering these injured children a promising future and a healthy life.

Starting from the company's operating base in Xindian District, New Taipei City, the company has expanded this project to greater Taipei, supporting student education, cultural arts and social charity subsidies for up to 20 schools.

### 6.2.3 Social Participation Investment

The total investment in social participation projects by PLANET in 2024 was NT\$ 9,962,581, including the PLANET Educational Charitable Trust, the company's external public welfare participation and sponsorship donations, and the Welfare Committee's public welfare activities. PLANET continues to pay attention to the four major aspects (education, arts and culture, society, and environment) and encourage employees to participate in public welfare projects, hoping to effectively utilize resources and exert positive long-term social influence through full participation of all employees.





6.2.4 Social Participation Memorabilia

2003

Established "**PLANET Educational Charitable Trust**", the first charitable trust dedicated to education in Taiwan.

2004

Launched the "**Remedial Education (Remedial Teaching/ Diversified Curriculum) and Psychological Counseling for Disadvantaged Children**" project, and has been sponsoring the project for **21 years**.

2010

The Chairman has given back to his hometown and alma mater by supporting the "**Pitou Junior High School Wind Band**", now in its **15th year**.

Sponsored the Pinglin organic tea plantation to conserve the ecosystems of the Feitsui Reservoir, which has been ongoing for **15 years**.

2014

Supported the "**Program for Promoting Children's Reading Habits in Rural Areas -Give Children a Bright Future**" for the past **11 years**, benefiting more than **140,000** children to date.

2023

Sponsored "**OneSong Orchestra**", "**Hsing Legend Youth Theatre**" and "**Tai Gu Tales Dance Theatre**" to support the preservation of cultural heritage.

2005

To repay the cultivation of his Alma mater, the Chairman established the "**Chinese Culture University Scholarship**", which has been running for **20 years**.

Launched the "**Delivering the Good Songs to Schools**" campus tour program, and has been supporting the program for **20 years**.

2011

Introduced the "**paid volunteer leave**" to encourage employees to participate in volunteer activities, which has been **14 years**.

2021

Promoted the "**Clean air, Clear mind action**" program, resulting in reduced carbon emissions by **75,600 metric tons**, equivalent to the annual carbon absorption of **6.3 million trees**.

2024

Cooperated with the "**Making in SanShing Future Life School Association**" to launch the "**Young Intern**" project, aimed at the prevention and resolution of junior high school dropout issues.

Support the "**Squliq Mountain Wisdom Cultural Inheritance Association**" in promoting and preserving the cultural wisdom of the Atayal people.



6.3 Education Projects

6.3.1 [Education] Education for the Underprivileged

6.3.1.1 [Dropout Prevention] Vulnerable Students with emotional disorders "Remedial Education" and "Psychological Counseling" Program

Cooperation Partner 18 Elementary and Junior High Schools and 2 Associations (YongAn Church and Maitian Association) in Greater Taipei

<b>21years in a row</b> Period of execution: 2004-2024	<b>Over NT\$ 37.58 million invested</b> Cumulative fund input	<b>20institutions</b> Cumulative Partner Organizations	<b>11,516 people</b> Cumulative Children Assisted	<b>2,593 people</b> Cumulative Participating Teachers	<b>Linking ASSET Corporate Humanities Award</b> Community Support Outstanding Achievement Award	Taiwan Sustainability Action Awards <b>Gold Award</b>
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Project Outline

The Company focuses on assisting vulnerable student children and has been carrying out the "Remedial Education (remedial teaching/diverse curriculum) and Psychological Counseling Program for Vulnerable Student Children with Emotional Disorders" since 2004 to implement "vulnerable education" and allow "counseling majors" to enter the campus.

The Company expects to catch every child and heal their hearts for a long time!

The Company makes children experience the sense of security that "I will be loved anyway", comprehensively improves the potential educational concerns of vul-nerable student children and drives the upward movement of their original fam-ilies to achieve social fairness and justice.

Starting from the Company's location in Xindian District, New Taipei City, the Company gradually expands it to Taipei City from nearby communities.

Influence

- Vulnerable children transform into social talents.
- Achieve social fairness, justice and ethical care.
- Drive original families upwards and reduce social costs and risks.

//

Catch each child for the future hope

I love you anyway  
Children have "love like the sun without choice or distinction" here

//

Project Content Cooperation Partner 18 schools and 2 associations

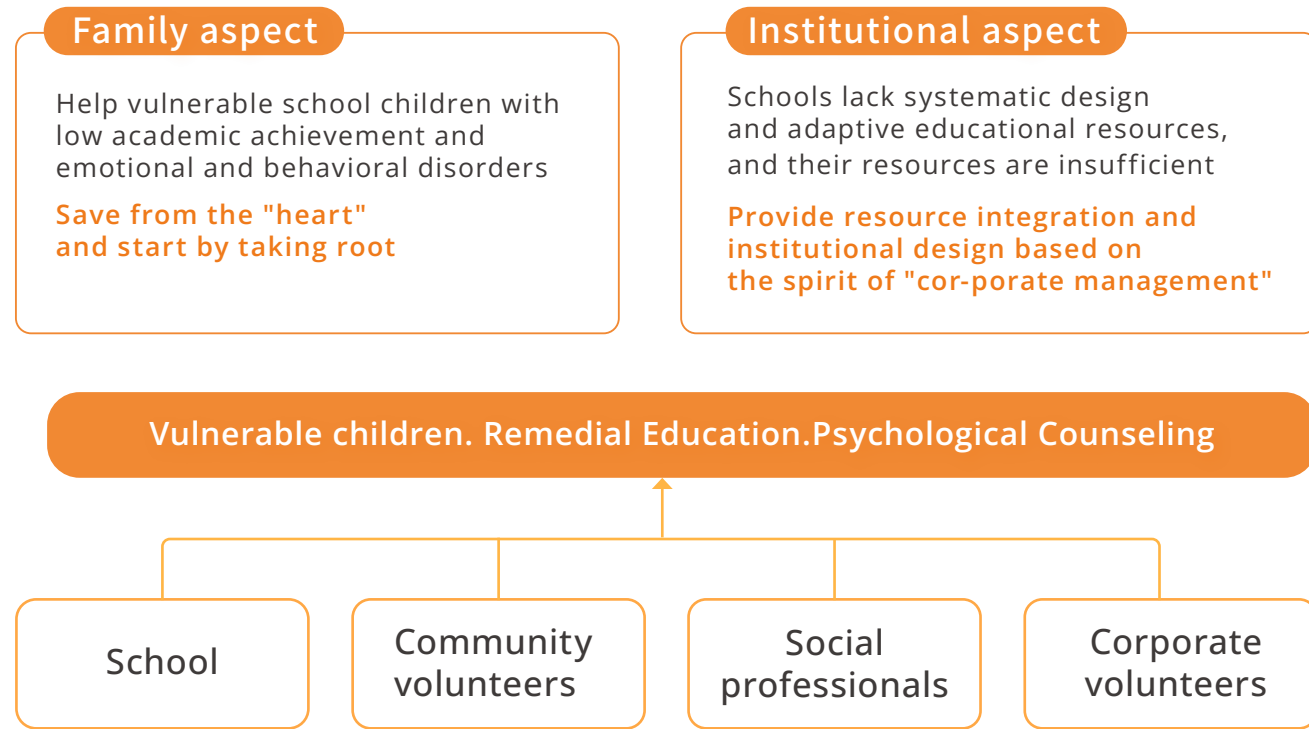
\* Implemented since 2004

School } Zhongzheng Elementary School (Xindian), Beixin Elementary School (Xindian), Qingtan Elementary School (Xindian), Xinhe Elementary School (Xindian), Xindian Elementary School (Xindian), Ankeng Elementary School (Xindian), Shuangcheng Elementary School (Xindian), Guishan Elementary School (Xindian), Wufeng Ele-mentary School (Xindian), Minyi Elementary School (Sanxia), Yulin Elementary School (Shulin), Erzhong Elementary School (Sanzhong),Qingshan Elementary School (Xizhi), Daping Elementary School (Wanli), Mingdao Elementary School (Muzha), Zhonghe Elementary School (Zhonghe), Wanxing El-ementary School (Muzha), Wanli Elementary School (Wanli)

Associations } Maitian Association (Xindian), YongAn Church (Taipei City)

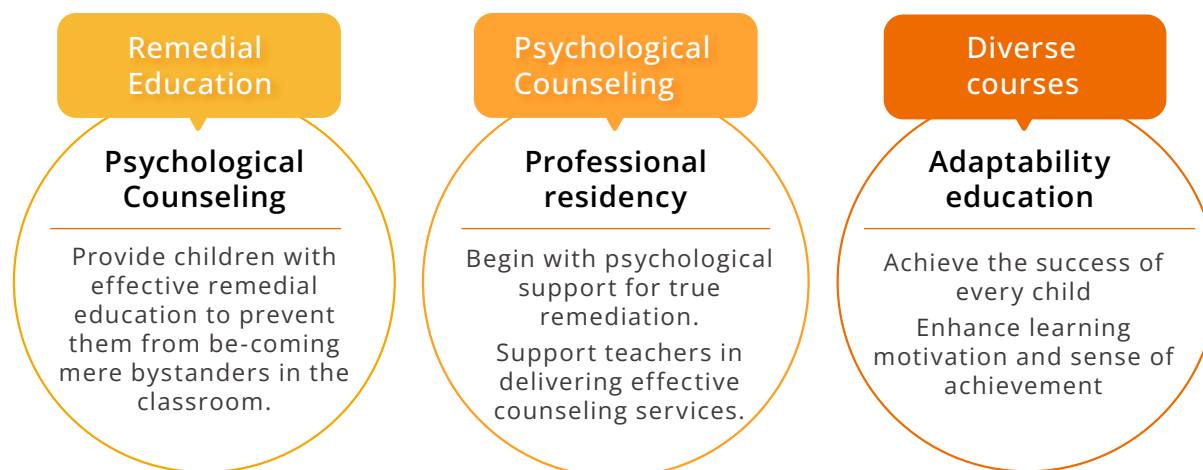


## ► Educational issues seen



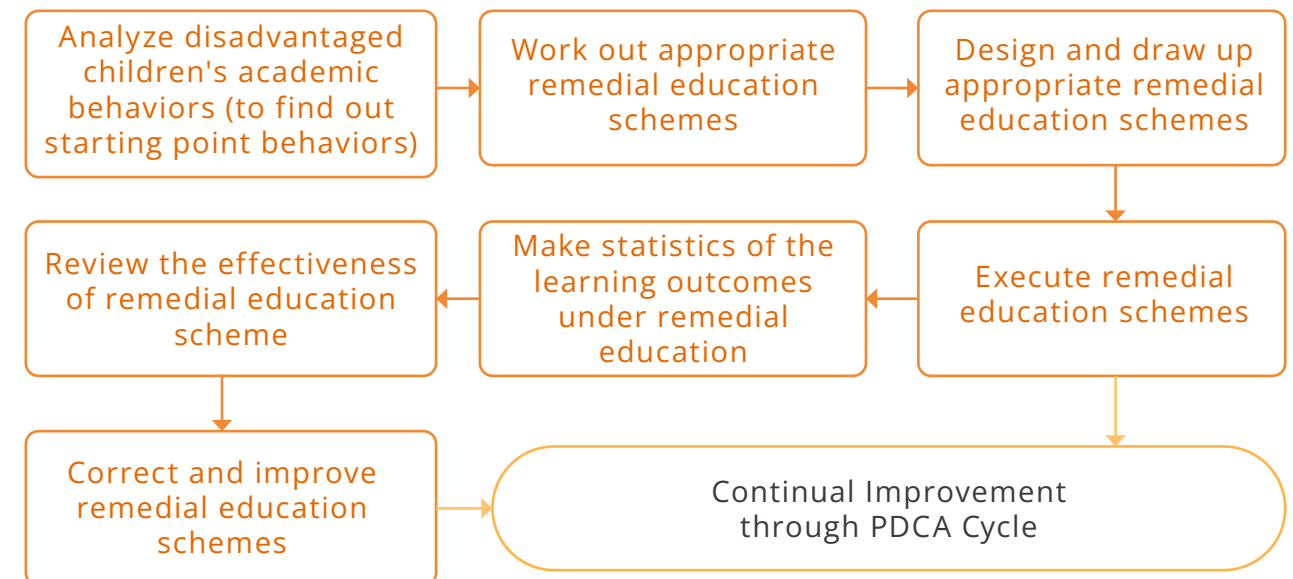
## ► improvement plans

- Remedial education - remedial education, diversified curriculum
- Psychological Counseling
- Resource integration - combining professional management skills to improve the fundamental problems of vulnerable student children



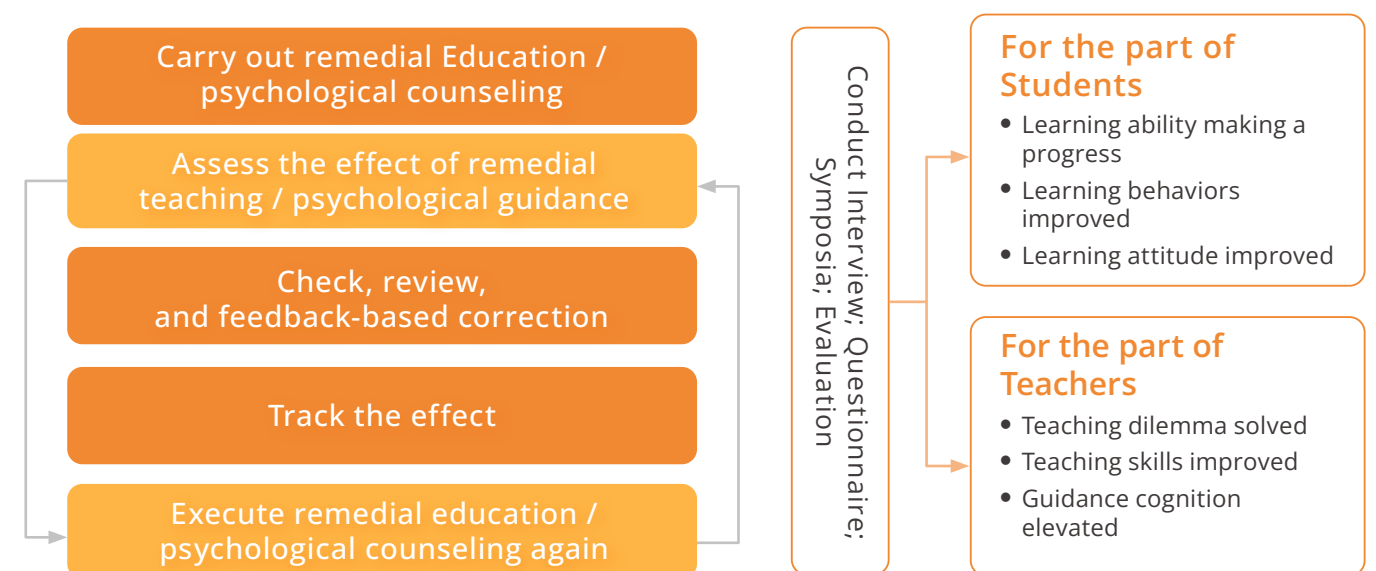
## ► SOP management - management of projects using PDCA cycle mode

### Standard Management Procedure of Remedial Education for Disadvantaged Children



## ► Performance management

### Performance Evaluation of Remedial Education Schemes for Disadvantaged Children





## Effectiveness Tracking

### ► Case - Vulnerable children become social talents

Children are inherently kind and empathetic, although their learning motivation is low or their behavior is abnormal due to family factors. Through this program, with the guidance and encouragement of professional teachers and psychologists as well as diverse forms of activities, the Company helps children persist in being a person with good character and literacy, learn coursework autonomously and confidently and cultivate interests and expertise, and even children with learning disabilities can become social talents.

- The Night Light Angel Class of Zhongzheng Elementary School in Xindian is for children's wrestling training, allowing them to grow and bring glory to their country.
- Lin studied at the National Taiwan Sport University and entered the National Taiwan Sport University to become a wrestler and a member of the national training team in 2020. In the 2020 National University Games, the National Taiwan Sport University won the first gold medal in the history of the wrestling team.
- Luo studied at the University of Taipei and was selected as a member of the Na-tional Team of the 2019 World Junior Wrestling Championships. He won freestyle wrestling championships in the National Senior High School Games for three consecutive years in Senior High School. After attending Junior High School, he never forgot his past and often returned to his alma mater Zhongzheng Elementary School to assist coaches in guiding students.

## Honors & Recognition

### ► 2024 Linking ASSET Corporate Humanities Award - Community Support Outstanding Achievement Award



Linking Publishing, which has been established for 50 years, has established its first "Corporate Humanities Award" to raise awareness among Taiwanese companies about the importance of humanistic spirit with the aim of commending enterprises that have invested in humanistic development and social care for over 10 years and encouraging more companies to pay attention to investing in humanities and public welfare, promoting social harmony.

PLANET recognizes and supports this concept, and participated in this project award and won the first "Humanities Enterprise Award - Social Care - Model Award", which is the best recognition of PLANET's long-term investment in the education of vulnerable children over the past 21 years.

### ► 2024 Taiwan Sustainability Action Awards - Gold Award



This award is organized by the Taiwan Institute for Sustainable Energy to recognize outstanding achievements and contributions from various sectors in implementing the United Nations' 17 Sustainable Development Goals (SDGs), while fostering a shared vision and consensus on sustainable development among the public.

The PLANET "Remedial Education and Psychological Counseling Program for Emo-tionally Distressed and Disadvantaged Children" is closely aligned with SDG 4: Quality Education, which aims to ensure inclusive, equitable, and high-quality education for all.



6.3.1.2 [Addressing Student Dropout] "Young Intern Program" for Dropout Students
 

Cooperation Partner

Making in SanShing Future Life School Association

Newly Launched Project  
 Period of execution: 2024

Increase School Re-enrollment Rate  
 Reduce Re-dropout Rate

Academic Achievement  
 Confidence in the Future

2 internships  
 Cumulative Support for Adolescents

Project Outline

Making in SanShing Future Life School Association was initiated by the current principal of SanShing Junior High School in Yilan County, Principal Chang Hui-Chih.

Beginning in 2024, PLANET has partnered with the association to carry forward its 21-year commitment to supporting disadvantaged children through the "Young Intern Program".

This program assists schools across Yilan County in supporting youth who are "on the verge of dropping out or have already dropped out of school". It introduces a "skills-based mentorship model", equipping students with practical skills while helping them explore and plan for their future.

Influence

- Increase the re-enrollment rate of students who have dropped out and reduce the dropout recurrence rate.
- Return to a standard educational environment and system.
- Achieve skill certification to support future employment.

Building on PLANET’s original mission of providing remedial education to underprivileged elementary students over the past 21 years, the program represents a strategic expansion—extending its scope to include junior high school students, and creating a continuous framework for dropout prevention.
 

PLANET

"It all began the year we saw the gap in education..."
 

Principal Chang Hui-Chih, SanShing Junior High School

Project Content

Target Audience
 All high-risk students in Yilan County

Educational issues seen
 Address issues such as dysfunctional family dynamics, poor interpersonal relationships, and low academic achievement.

Execution Process of the Program
 Customized Courses: Workplace Internship



Feedback from stakeholders

Cooperating School Counseling Directors
 

@All 感謝張美阿嬤農場所有工作人員和三星未來假日學校的蘇菲亞，對我們五中之子的照顧，期待■■■■越來越懂事，找到自己的方向，感受到大家的用心。謝謝■■■■媽媽真的是愛屋及烏，一起接送■■■■，感謝902國華師及904沛緯師鼎力支持，密切聯繫關心學生狀況，還有風雨無阻騎著小ㄅㄨㄣ的莉琳老師全程相伴，五中輔導室有大家，真是太幸福了❤❤❤❤

Student Parents
 

謝謝老師們及農場裡的工作人員們  
 謝謝您們的包容與耐心教導孩子  
 謝謝您們可以讓孩子們可以學習到不錯的工作經驗



6.3.1.3 Scholarship for Chinese Culture University

Cooperation Partner
Department of Applied Mathematics, Department of Electrical Engineering, Department of Information Engineering and Department of Information Management of Chinese Culture University

20 years in a row
Period of execution 2005-2024
Over NT\$ 930,000
Cumulative fund input
93 people
Cumulative assisted students

Project Outline

Chairman Jack Chen graduated from the Department of Applied Mathematics of Chinese Culture University. In order to give back to his alma mater's cultivation, Chairman Chen has established scholarships since 2005 to support younger stu-dents who study hard but are financially vulnerable. A scholarship of NT\$ 10,000 per semester is pro-vided to assist his alma mater in cultivating high-quality social talents. In 2024, the scholarships were granted to a total of 5 students, from 2005 to 2024, a total of 93 stu-dents were subsidized, with a total cumulative sponsorship of NT\$ 930,000 granted.

Influence

- Promote equal educational opportunities.
- Enhance social intellectual capital and influence the long-term stability and development of society.
- Assist in social development and progress.

Feedback from stakeholders

Shi Ohan, Department of Information Management

I am truly grateful to you all. Without your help, I might not have been able to reach where I am today. I truly feel fortunate to have been able to establish a bond with you who bring me many positive forces. Currently, my family is relatively well-off, and I will continue to study hard in the future. You have also planted seeds in my heart, and I want to emulate you. I want to become someone who has the ability to help others and give back to society.

Project Content

Give back to the alma mater, establish scholarships and cultivate talents

Chairman Chen has always believed that "education is an important thing that influences a person's upward growth" and hopes that aspiring students will not be affected by family difficulties in their studies; the purpose of scholarships is not only to provide economic support, but more importantly, to cultivate socially respon-sible talents and jointly build a promising future.

Scholarship Summary

	Departments	Quota	Scholarships	Cumulative number of students receiving scholarships from 2005 to 2024
①	Department of Applied Mathematics	3 students per semester	NT\$ 10,000 per student	33
②	Department of Electrical Engineering	3 students per semester	NT\$ 10,000 per student	29
③	Department of Information Engineering	3 students per semester	NT\$ 10,000 per student	25
④	Department of Information Management	3 students per semester	NT\$ 10,000 per student	6

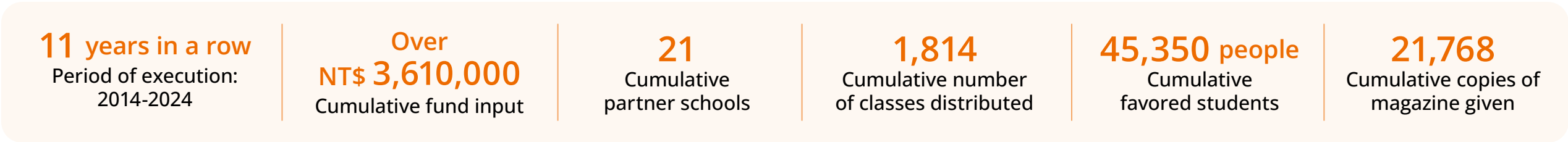


6.3.2 [Education] Reading Education

6.3.2.1 "Give Children a Bright Future" Reading Program for Elementary and Junior High Schools in Rural Areas

Cooperation Partner Global Views Education Foundation

PLANET Technology



Calling on domestic and overseas enterprises to respond

\*One call, spanning across the year from April 2021 to May 2022. Hundreds of companies responded, collectively donating over 4,000 magazines, benefiting more than 120,000 students.

Project Outline

Since 2014, PLANET has been cooperating with Global Views - Commonwealth Publishing Group on the Program for "Give Children a Bright Future" Reading Program for Elementary and Junior High Schools in Rural Areas, helping students develop regular reading habits, develop reading abilities, and expand their international perspectives.

PLANET sponsors elementary and junior high schools in Pitou Township, Changhua County, and neighboring towns annually. From 2014 to 2024, over 11 years, it has sponsored 21 schools, 1,814 classes, and distributed a total of 21,768 magazines, benefiting over 45,000 teachers and students.

Influence

- Make up for the reading gap between urban and rural areas.
- Develop long-term/regular reading habits of students.

Project Content

Number of schools A total of 21 schools

Location: Pitou Township, Changhua County and nearby primary and Junior High Schools in rural areas.

\*Chairman Jack Chen is from Pitou Township, Changhua County. In order to give back to his hometown, he has chosen "Pitou Township, Changhua County" as the area for which he sponsored the "Give Children a Bright Future" Reading Program for Elementary and Junior High Schools in Rural Areas for Ele-mentary and Junior High Schools in Rural Areas.

//

Education is an important thing that influences a person's upward growth. For children in rural areas, educational resources are particularly important. Children's ability to learn independently through education is a lifelong ability that children can benefit from!"

Jack Chen,  
Chairman & CEO of PLANET Technology

//

▶ Resource integration

PLANET Technology leverages its core capabilities in enterprise management and effectively introduces social resources to elementary and junior high schools in remote areas. Combining excellent extracurricular reading materials from the Ministry of Culture for elementary and junior high school students and school teachers, PLANET hopes to help children in remote areas strengthen their moti-vation for self-directed learning and broaden their horizons through regular reading habits.

▶ Bringing books into classrooms and bringing the world to children

- Establish a class library
- Tutor guidance and interaction

▶ Expansion of influence

In 2021, Jack Chen, the Chairman of PLANET, called on the role models of the New Entrepreneurship Association to support this project. "A hundred role models from home and abroad" responded together, adding 100 new schools in one fell swoop, donating over 4,000 children's magazines, benefiting over 120,000 rural students, and helping to promote the future of 460 schools in rural areas across the Taiwan Strait.

Feedback from stakeholders - students





### 6.3.2.2 "Popular Science Sets Sail" Popular Science Reading Program for Senior High and Vocational Schools

Cooperation Partner

Global Views Education Foundation

<p>Newly Launched Project</p> <p>Period of execution: 2024</p>	<p>Scientific Potential</p> <p>Diverse Inspiration</p>	<p>3</p> <p>Cumulative partner schools</p>	<p>1,200 people</p> <p>Total Benefited High School Students</p>	<p>602</p> <p>Science books</p>	<p>NT\$ 350,000</p> <p>Accumulated donation value</p>
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#### Project Outline

PLANET has partnered with the Global Views - Commonwealth Publishing Group to launch the high school AI reading program - "Science Popularization for the Future: The Essential Reading in the AI Era" starting this year. This project, initiated by the foundation last year, aims to help 16-year-old students keep up with the rapidly evolving AI technology. By reading, students can learn the beauty of science and logic, and also be guided in thinking about their future paths to stand out in the age of AI.

#### Influence

- Enhancing AI Literacy for the Younger Generation
- Diverse inspiration and expanding horizons
- Turning knowledge into capability

#### Project Content

##### Target Audience

- ① Taichung First Senior High School, Taichung City - approximately 600 students
- ② National Su'ao Senior Maritime and Fisheries Vocational School - approximately 300 students
- ③ National Tainan Senior Maritime and Fisheries Vocational School - approximately 300 students

#### Popular Science Books Donation

PLANET has selected 3 schools for the first time and donated a total of 602 popular science books.

#### Creative Guidance

Students at the recipient schools can express their thoughts in various forms after reading. The aim is for the students to freely share their post-reading reflections without restrictions on format.

#### Results Sharing Event

At the end of the year, student representatives, teachers, and donating organizations are invited to gather. During the event, students will be given ample space to express themselves.





## 6.4 Arts and Culture Projects

### 6.4.1 [Arts and Culture] Music and Art

#### 6.4.1.1 "Delivering the Good Songs to Schools" Tour singing at schools

Cooperation Partner Cantare Singers

20 years in a row

Period of execution:  
2005-2024

Over  
NT\$ 4.8 million  
Cumulative fund input

55  
Total schools visited

20,985 people  
Total students reached

3,000 copies  
Promote the recording  
of good songs on CDs



#### Project Outline

PLANET is committed to the inheritance of cultural and artistic education. In 2004, PLANET supported the establishment of Cantare Singers. It has been 20 years since the launch of the "Delivering the Good Songs to Schools" campaign in 2005. PLANET has spread various good songs, including Chinese and foreign famous songs, operas, traditional ballads, and campus songs, to young students and the general public.

#### Influence

- Connecting classic folk songs from various regions, these century-old songs are passed down to the next generation, offering diverse inspiration and broadening horizons.
- Bring high-level performances from the National Concert Hall to the school venues to spark student interest.
- Enable children to have different experiences and feelings by providing children with direct exposure to choir performances.

//

"We deeply feel that meaningful folk songs naturally move everyone's heart. The "Cantare Singers" promote folk song singing, which is meaningful and impactful.

Christine Hsu,  
Chief Sustainability Office of Planet Technology

//

#### Project Content

► Sang by 55 campuses/direct experience by over 20,000 students

"Cantare" is Italian, meaning "Sing! Sing!". This name appropriately reflects the original intention and spirit of the Cantare Singers - adhering to the concept of continuously singing good songs from music textbooks to the next generation of students. PLANET hopes to make students fall in love with different forms of music, narrow the distance between children and classical music and bring the National Concert Hall into the school venues to make children directly experience and feel the beauty of choir and the penetrating power of music.



## ► Songs sung

- |                        |                         |
|------------------------|-------------------------|
| • Taiwanese folk songs | • Campus folk songs     |
| • Chinese folk songs   | • Aboriginal folk songs |
| • Hakka folk songs     | • Woeld classical songs |



## ► Expansion of influence A - Turning Out 3000 Public Welfare CDs - [Eternal Songs]



With the support of PLANET, Cantare Singers came out the album "Eternal Songs" made in 3000 pieces of CDs for public welfare, which were distributed free of charge during the interactive Q&A with children through tour performances on every campus.

## ► Expansion of influence B - Produce the documentary film "Sing!! Sing!! Cantare"

As the 20th anniversary approaches, the documentary film "Sing!! Sing!! Cantare" is being produced and directed by Mr. Tony Chang, the receipt of Chinese Literary Award, to record the resonance and impact of Cantare Singers' performances on campuses and the society. This documentary can be seen as the Cantare Singers' journey, documenting the members' emotional journey over the past 19 years. From the very beginning, they found a kindred spirit in Vice President and the Chief Sustainability Officer of PLANET Technology, Christine Hsu, who provided both financial and spiritual support from PLANET Economics, giving the singers a stage to perform and the motivation to reach today's success.



## ► Expansion of influence C - Documentary public screening at the 2024 Mirror of Life Film Festival



The festival is organized by the China World Film and Media Education Promotion Association, with the goal of using film to invigorate life and cultivate humanity through art. The documentary film "Sing!! Sing!! Cantare" has been screened on July 9, 2024. Christine Hsu, Vice President and the Chief Sustainability Officer of PLANET Technology, served as the post-screening speaker, engaging with the audience and sharing insights.

## Feedback from stakeholders



\*Picture source: Banqiao Guoguang Elementary School



6.4.1.2 Music Literacy Cultivation

Cooperation Partner Pitou Junior High School Wind Band

15 years in a row  
Period of execution:  
2010-2024

Over  
NT\$ 1,250,000  
Cumulative fund input

1,170 people  
Cumulative music  
class students



Project Outline

As a son of Pitou Township, Changhua County, PLANET's Chairman Jack Chen upholds the concept of gratitude for the source of benefit and a sense of responsibility to give back to his hometown. Since 2010, he has sponsored the Pitou Junior High School Wind Band in Changhua County to support the school in purchasing and repairing musical instruments and hiring music teachers. This has allowed the children who were originally unfamiliar with musical notes to attend weekly club courses and even participate in com-petitions before graduation.

For 15 years, PLANET has enabled over 1,000 children to learn a musical talent and skill and thereby cultivated their musical literacy and enhanced their cultural heritage.

Influence

- Realize the music dream of children in rural areas, cultivate their multiple intel-ligences and enhance their music literacy.
- Listening to each other among members makes it easier for them to cooperate with others and cultivate their group cooperation and teamwork spirit.
- Learning music cultivates composure and concentration as well as emotional and imaginative abilities.

//

With the support of the PLANET Educational Charitable Trust, children have been able to learn musical instruments through extracurricular activities, allowing the sound of wind instruments to flow through the rice fields swaying in the breeze, confidence to shine on the faces of the children, and a sense of heartfelt emotion to fill the hearts of every parent and teacher.

Lai Junjia,  
Director of the Academic Affairs Office of Pitou Junior High School

//

Project Content

▶ Enhance sense of honor and self-discipline drives academic progress

Since Chairman Chen lived in Pitou Township, Changhua County as a child, it has always been officially recognized as a "remote township". Many children in the remote towns always want to go to the more competitive junior high school in the city center. After 15 years of development, the children of Pitou Junior High School Wind Band have become excellent students, with the best admission rate among nearby schools. Moreover, the Orchestra has performed well since 2013 and has re-peatedly achieved excellent results.

Good grades are not accidental. Wind band performance requires the combination and cooperation of various instrument playing. This not only enhances children's concentration, but also teaches them about teamwork and coordination, and the accumulation of these abilities and experiences will naturally be applied by chil-dren to their studies.

▶ Enhance sense of achievement and self-actualization

In addition to receiving substantial rewards and honors, it is also gratifying for to PLANET see children's confidence and growth. Learning already has various different aspects, and many children who have not achieved a sense of achievement in their studies accumulate little by little affirmation of themselves in music courses, from not knowing to learning, from learning to showing, which is an unparalleled form of self realization.



Effectiveness Tracking

Lin Oyu has been learning piano since the age of 6. He first came into contact with trombones while studying at Pitou Junior High School. Later, during his study at Changhua Senior High School, he joined the Wind Band and developed a strong interest in playing trombones.

In 2012, he was admitted to the Department of Music at National University of Tainan, majoring in trombone. In 2016, he joined the Republic of China Army Band, during which he participated in the "Voice of the Han Dynasty" concert held at the Sun Yat-sen Memorial Hall. The following year (2017), he traveled to the Netherlands to pursue further studies. He was admitted to the Royal Conservatory of The Hague, majoring in bass trombone, and completed his master's degree in July 2022.



Feedback from stakeholders

Huang Ohong, a graduate in 2018

Thanks to the support of the PLANET Educational Charitable Trust, my music career was set in motion. Learning wind music taught me how to collaborate with others—whether peers or instructors—and apply those interpersonal skills later in group settings or music camps. Moreover, the opportunity to perform on stage gave me the confidence to express myself and provided moments of affirmation from others.





### 6.4.1.3 Taiwan Classic Music Promotion

Cooperation Partner OneSong Orchestra

**2 years in a row**  
Period of execution:  
2023-2024

**Taiwan Classical Music Promotion**

**2**  
Concerts

**350 people**  
Audience Reach

#### Project Outline

The "OneSong Orchestra" established in 2017 is aimed at playing original works and Taiwanese imagery by Taiwanese composers, interpreting and promoting the popularization of Taiwanese classical music in the form of classical instruments and making the world aware of "Taiwan classical music".

In 2023, by taking advantage of the Company's 30th anniversary and adhering to its consistent support for artistic and cultural development philosophy, PLANET chose to initiate its first cooperation with the OneSong Orchestra in the form of a "concert" and subsequently supported the purchase of hardware equipment.

In 2024, continued support will be provided for the operation of the cultural and creative base and various events.

#### Influence

- Revival and promotion of local music in Taiwan
- Support and cultivate young music artists.
- Support performance stages.

//

OneSong Orchestra strives to become the voice of Taiwanese people, making friends with Taiwanese music culture and the world!  
It is believed that in the world of music, different cultures can be integrated.  
As long as one treats their hometown's music with the utmost respect, it can truly move people.

Li Zheyi,  
Music Director of OneSong Orchestra

//

#### Project Content

##### ► Support outstanding young music artists

OneSong Orchestra calls on young musicians who have experienced complete classical music education and provides these new generation of outstanding artists with more space and stage to play. PLANET continues to use its own corporate strength to call on more employees to join the ranks of supporting the OneSong Orchestra and allows these outstanding young performers to have more space and performance stages to showcase themselves.

##### ► Support the establishment of OneSong Cultural and Creative Base by OneSong Orchestra

PLANET agrees with the philosophy and business policy of OneSong Orchestra and sponsors and supports the establishment of OneSong Cultural and Creative Base by OneSong Orchestra through substantial actions to play beautiful notes for Taiwan and create a brand-new base for Taiwan's cultural and artistic ecology.





6.4.1.4 Promotion of the Inheritance of Recitation Songs

Cooperation Partner

Taiwan Nian-Ge Cultural Center Artist: Yu-Ti Wu (Taiwan Southern-Min Dialect Storytelling Art)

Newly Launched Project  
Period of execution: 2024

Recitative Spirit  
Cultural inheritance

Bringing It to Campuses  
Folk Promotion

2  
Cumulative  
Partner Schools

Project Outline

Nian-Ge is a unique form of Taiwanese spoken-singing art, performed solo or by multiple artists, accompanied by instruments such as the yueqin, daguangxian, xiao, flute, and traditional percussion. It presents stories to the audience through a blend of narrative and music. The content often centers on traditional tales, folklore, or moral teachings. As time has progressed, this traditional cultural art form has gradually faded from daily life. PLANET and Master Yu-Ti Wu aim to revive this important yet declining recitative tradition, making it more visible, appreciated, and embraced by the public.

Influence

- Preserving Taiwan's Recitative Culture
- Fostering student interest and holistic development
- Safeguarding a declining cultural tradition

Project Content

Target Audience

- ① Students of Daxi Elementary School, Yilan County | Approximately 8–10 students from grades 3 to 6 interested in learning recitative and yueqin.
- ② Students of Guting Elementary School, Yilan County | Approximately 8–10 students from grades 3 to 6 interested in learning recitative and yueqin.

Execution method

- ① Rooting culture in schools | Curriculum planning and implementation
- ② Establishing the "Recitative Seed Class" | Using the Taiwan Nian-Ge Cultural Center as the base, providing learning opportunities for interested individuals and organizing various related activities.





## 6.4.2 [Arts & Culture] Traditional Opera / Modern Dance

### 6.4.2.1 Traditional Chinese Opera Heritage and Performing Arts Innovation

Cooperation Partner

Contemporary Legend Culture and Arts Foundation  
(Hsing Legend Youth Theatre / Tai Gu Tales Dance Theatre)

2 years in a row

Period of execution:  
2023-2024

Traditional Chinese Opera  
Cultural succession

Dance innovation  
Bridging the future

Legendary Summer  
Arts Festival

Over 37,000 people  
Audience Reach

#### Project Outline

##### Establishing a Cultural Base – Co-developing a Heritage Arts Hub at Banqiao Broadcasting Station

The Contemporary Legend Culture and Arts Foundation, founded by Wu Hsing-Kuo, seeks to merge traditional Chinese opera with modern theatrical arts. To pass on this legacy, he established the Hsing Legend Youth Theatre, nurturing a new generation of traditional opera performers to pursue their artistic dreams.

PLANET believes that the continuity of classic arts depends on the passionate in-volvement of young artists. The role of enterprises lies in integrating resources and providing support to ensure these artists have a stage to shine.

Since 2022, when PLANET learned that the Contemporary Legend Theatre was planning a long-term cultural base at the historic Banqiao Broadcasting Station, the Company has continuously collaborated on various initiatives. Through this part-nership, PLANET hopes to offer outstanding talents a dedicated rehearsal and performance space, and to promote the enduring legacy of artistic and cultural traditions.

#### Influence

- Nurture an arts and culture ecosystem
- Cooperate to expand the stage of art performances.
- Cultivate and empower the next generation
- Support the sustainable inheritance of the arts
- Promote cultural equity through public welfare initiatives

“

Good traditions should not disappear from this land.  
Future innovation is a stage where young people perform.  
In the 21st century that has entered a generational transition, there is an urgent need for excellent succession teams to continue the foundation laid by the struggles of our predecessors.

Wu, Hsing-Kuo,  
Chairman of Contemporary Legend Culture and Art Foundation

”



## Project Content

- ▶ Establishing a Cultural and Creative Hub — A Long-Term Creative Base for Taiwanese Artists (Theatre × Dance × Music × Performance × Literature)  
[Supporting the Sustainable Arts Zone – Banqiao Broadcasting Station OT Project]

Located in Banqiao District, New Taipei City, the Banqiao Broadcasting Station was originally a radio transmission facility built during the Japanese colonial period. In 2015, it was designated a Historic Site by the New Taipei City Government. Since 2022, it has been operated by the renowned Taiwanese performing arts group, Contemporary Legend Theatre. The troupe is committed to a 15-year residency, integrating tradition with tech-nological innovation to deepen the cultural roots of New Taipei City and revitalize this historic site as a new cultural landmark.

- ▶ Sponsoring Equipment — A Reliable Backbone for Smooth Performances

Even before the official opening of Banqiao Broadcasting Station, PLANET provided active support by organizing festive events for Children’s Day and Mother’s Day, and contributed by supplying essential equipment such as portable microphones to ensure successful performances.

- ▶ Providing Scholarships — Nurturing Emerging Artistic Talent

In addition to preserving classical performing arts, Contemporary Legend Theatre is deeply committed to cultivating young talents. One shining example is Chu Po-Cheng, troupe leader of the Hsing Legend Youth Theatre and the first — and only — formal disciple of founder Wu Hsing-Kuo. In 2023, Chu received the Best Young Performer Award at the 34th Golden Melody Awards for Traditional Arts and Music, marking him as a rising star in Taiwan’s performing arts scene.

By the end of 2024, Chu will head to New York as a recipient of the New York Fellowship Program from the Asian Cultural Council (ACC). PLANET fully supports this endeavor and has decided to provide Chu with a scholarship, enabling him to immerse himself in the rich and diverse performing arts culture of New York. We hope that upon his return, he will bring new per-spectives and skills to further enrich Taiwan’s performing arts landscape.

- ▶ Supporting Performance Events – Amplifying Corporate Influence, Integrating Resources, Fostering Cross-Disciplinary Collaboration, and Ensuring the Sustainable Transmission of Arts and Culture

To reinforce its commitment, PLANET invited board members, distinguished guests, and executives with their families to attend the debut performance of "Legendary Stage: Battle of the Arts", the opening production at Banqiao Broadcasting Station. Beyond this, PLANET actively supports various productions by the Hsing Legend Youth Theatre and Tai Gu Tales Dance Theatre. The Company also regularly invites outstanding performers to showcase their work at major events, including our annual year-end party and the Partner’s Party during COMPUTEX. Through these actions, PLANET not only helps sustain Contemporary Legend Theatre’s operations but also provides a vibrant stage for talented artists to thrive and continuously hone their craft.





	Project Name	Collaboration Period	Type	Audience Reach	Cooperation Partner
①	Flagship Base for Future Tech-Art Legends – Planning the Broadcasting Station "Angel Project"	2023.04	Establishment of a Cultural and Creative Base	Nearly 20,000 participants (*166 events in total)	Contemporary Legend Culture and Arts Foundation
②	PLANET 30th Anniversary [Parent-Child Series]: Happy Children’s Day	2023.04	Activities	28 people	Tai Gu Tales Dance Theatre
③	PLANET 30th Anniversary [Dancing with Love]: Mother’s Day Appreciation Luncheon	2023.05	Activities	46 people	Tai Gu Tales Dance Theatre
④	2023 PLANET Partners’ Party ① "Dreamland Phoenix Dance" ② "Drunken Concubine"	2023.06	Performances (*2 shows)	60 people	Hsing Legend Youth Theatre Tai Gu Tales Dance Theatre
⑤	Shared Heritage in Historic Sites – Legendary Theatre: "Art Rules the World"	2023.09	Theatre Performance	59 people	Hsing Legend Youth Theatre
⑥	30th Anniversary Celebration Party ① "Dreamland Phoenix Dance" ② "Blessings from the Eight Immortals"	2024.01	Performances (*2 shows)	245 people	Hsing Legend Youth Theatre Tai Gu Tales Dance Theatre
⑦	"Flying Goddess" Light and Shadow Immersive Theatre	2024.05	Performances (*3 shows)	189 people	Hsing Legend Youth Theatre
⑧	2024 PLANET Partners’ Party ① "The Peony Pavilion" – A Stroll in the Garden, ② "Nezha – Youth and the Wind-Fire Wheels"	2024.06	Performances (*2 shows)	65 people	Hsing Legend Youth Theatre
⑨	2024 Arts and Culture Gala: Caesar the Great	2024.06	Theatre Performance	204 people	Hsing Legend Youth Theatre
⑩	Legendary Summer Arts Festival	2024.07-09	Arts Festival Events Held	16,570 people	Contemporary Legend Culture and Arts Foundation



\*Caption: List of Collaborative Projects



## 6.4.3 [Arts and Culture] Cross-Disciplinary Art

### 6.4.3.1 Support for cross-disciplinary text, photography, and painting arts: Retrospective Exhibition and Publications on Floating Life

Cooperation Partner

Kay Wang (Folk Singer and Cross-disciplinary Artist)

Newly Launched Project

Period of execution: 2024

Life Sharing  
Emotional Healing

Solo Exhibition  
Artist Residency  
Sharing Sessions

600 Copies  
Art Collection

410 people  
Audience Reach



#### Project Outline

The project supports folk singer and cross-disciplinary artist Ms. Wang, Hsin-Lien (Kay Wang) in her pursuit of emotional healing work.

Through sharing her life journey and inner explorations via literature, photography, painting, and music, Ms. Wang builds a space of sincerity and inclusiveness. She invites the audience to engage in introspection, to rediscover their true selves, and to contemplate how to live a life of authenticity and meaning.

The project explores the deeper significance of "A Life Suspended" through a solo exhibition, a published multi-format collection, and artist residency sharing sessions in Finland.

#### Influence

- Spiritual Healing
- Cultural and Artistic Exchange and Heritage

#### Project Content

##### ► "A Life Suspended" Solo Exhibition (1 session / November 2–11, 2024 / Approx. 375 attendees)

It's officially opened on November 2, 2024, at the exhibition space on the basement level of Garden City Lifestyle Bookstore, running for three weeks. Through stories embedded in text and paintings, the exhibition invites viewers to connect with their own hidden narratives, aiming to inspire a clearer and more peaceful approach to life.

##### ► Multi-Format Collection Publication (600 copies)

Limited edition published on October 28, 2024. Physical sales exclusively handled by Garden City Lifestyle Bookstore; online sales exclusively managed by Rock Records Shopping Network under Rock Records Co., Ltd. The central theme is "Sharing Original Works, Creating a Spiritual Space."

##### ► Finland Artist Residency Sharing Sessions (2 sessions / Approx. 35 participants)

In addition to sharing experiences from the artist residency in Finland, participants exchanged their intuitive understandings of the concept of suspended life with unfamiliar peers and shared their reflections with the group. These brief personal and group interactions encouraged participants to begin exploring how the mindset and choices represented by suspended life could relate to or impact their own lives.



## 6.5 Social Projects

### 6.5.1 [Society] Healthcare

#### 6.5.1.1 Healthcare Services for Rural Indigenous Communities

(Kadou Village, Zhongzheng Village, Ren'ai Township, Nantou County)

Cooperation Partner

Liqing Club Health and Medical Service Team of National Yang Ming Chiao Tung University

3 years

Period of execution: 2016, 2022, 2023

Remote and Indigenous Communities  
Medical / Educational Support

NT\$ 150,000

Cumulative fund input



#### Project Outline

During summer and winter breaks, PLANET extends its reach into tribal communities to enhance the accessibility of community healthcare, bridging gaps not covered by hospitals. The initiative promotes health education and screening, helping residents cultivate healthy lifestyles. “The health and medical service team” also designs educational and recreational camps tailored to the needs of schools and children, aiming to broaden their horizons and encourage them to think about future career paths.

#### Influence

- Improve the quality of life in communities in remote areas.
- Improve the overall level of social development.
- Reduce social inequality.

#### 6.5.1.2 Promote pulmonary disease prevention and enhance respiratory health for the public

Cooperation Partner

Taiwan Lung Foundation

7 years in a row

Period of execution: 2018-2024

Early Screening Pulmonary Disease Prevention

NT\$ 2.5million

Cumulative fund input



\*Picture source: Taiwan Lung Foundation

#### Project Outline

Changhua County, the hometown of the chairman, has the highest incidence of male lung cancer. In addition to being located in the downstream of the Taichung Thermal Power Plant, it produces factory exhaust gases from industrial areas as well as exhaust gases from diesel and gasoline locomotives, often ranking first in Taiwan's counties and cities with the worst air quality. Therefore, PLANET has been engaged in long-term public welfare efforts for lung disease prevention and control and supporting the foundation through substantial donations to promote related work in lung disease prevention and control.

#### Influence

- Promote social attention to lung disease.
- Enhance public awareness and attention to lung disease.
- Strengthen early lung disease screening and provide appropriate protection and treatment.

#### 6.5.1.3 Supporting Children with Attention Deficit Hyperactivity Disorder (ADHD)

Cooperation Partner

Naivety ADHD Taiwan Association Federation

2023

Period of execution

Children with ADHD

NT\$ 200,000

Cumulative fund input



#### Project Outline

Studies show that the prevalence rate of ADHD among children in Taiwan is between 7.5% and 10%, with a male-to-female ratio of approximately 4:1. Many children with ADHD are also affected by learning disabilities and depression. This group of children partially overlaps with those supported by PLANET's long-term 20-year initiatives in remedial education and psychological counseling for disadvantaged students with emotional disorders. PLANET is therefore committed to providing further support to these children.

#### Influence

- Enhance the rights and interests of children with attention deficit hyperactivity disorder (ADHD).
- Assist parents and teachers of children with ADHD in Taiwan in solving their difficulties.
- Strengthening the connection between children with ADHD and society.



6.5.2 [Social] Elderly Care and Well-being

6.5.2.1 Year-End Elderly Care Program

Cooperation Partner Guotai Elderly Long-term Nursing Institution in New Taipei City

7 years in a row

Period of execution: 2018-2024

Assisting Isolated Seniors Home Renovation

NT\$ 33,000

Cumulative fund input

Project Outline

In addition to long-term attention to children, PLANET also pays great attention to the physical and mental health care of the elderly. Based on this philosophy and the spirit of giving back to neighbors, PLANET has sent "Buddha Jumping Over the Wall" dish to the elderly nursing institution near the Company for seven consecutive years as of the end of the year. Although it is not a valuable gift, what is important is that this long-term and uninterrupted gift can help the elderly feel warm.

Influence

- Relieve loneliness.
- Promote physical and mental health.
- Reflect corporate social responsibility.

6.5.2.2 Dementia Prevention Program for Disadvantaged Elderly – Singing Class

Cooperation Partner Qibushi Elderly Health Association

6 years in a row

Period of execution: 2019-2024

Encouraging Outdoor Activities Active Aging Lifestyle

NT\$ 250,000

Cumulative fund input

Project Outline

The global aging problem is becoming increasingly severe. PLANET has urged Leling Education for Neighborhood Care in Xindian District to support the Qibushi Elderly Health Association in organizing singing teaching activities since 2019 to solve the problem of elderly people being lonely and unable to walk out alone. PLANET hopes that the elderly can come out through singing, avoiding dementia and lack of interpersonal relationships, allowing them to expand their network and express their emotions through singing, and increasing the fun of their leisure life.

Influence

- Solve the problem of elderly people being alone and unable to walk out alone.
- Allow the elderly to expand their connections and be provided with emotional comfort.
- Care for the elderly and having a joyful elderly life.



6.5.2.3 Home Environment Improvement Program for Disadvantaged Elderly

Cooperation Partner Huashan Social Welfare Foundation

2 years in a row  
Period of execution:  
2023-2024

Supporting Isolated Seniors  
Home Renovation Assistance

NT\$ 173,038  
Cumulative  
fund input



Project Outline

Huashan Social Welfare Foundation has long been committed to serving the vulnerable elderly. PLANET has been focusing on the issue of "elderly independence" for a long time. Since 2023, PLANET has cooperated with Huashan Social Welfare Foundation on the "Home Environment Improvement" project to assist vulnerable elderly individuals in housing repairs. Completed projects include: "Accessibility Space Improvement Project", the "Bathroom Equipment Improvement Project", and the "Equipment Improvement Project".

Influence

- Improve living environment and reduce safety risks.
- Providing a healthier and safer living environment contributes to the physical and mental health of the elderly.
- Make the elderly feel more dignified in life and increase their willingness to participate in social activities.

6.5.2.4 Creating a Friendly Space for Seniors to Realize Self-Worth

Cooperation Partner The Ladies of Charity Associations of Taitung

New Project Launch  
Period of execution:  
2024

Caring for the Elderly  
Physical and Mental Wellbeing

NT\$ 50,000  
Cumulative  
fund input



Project Outline

With the long-standing support of the Sisters of Charity, who have a deep history in social service, the Catholic Ai-De Women's Association has been engaged in elderly care in the remote areas of Taitung for over a decade. The association also provides services to impoverished and socially disadvantaged families. PLANET has long focused on the issue of an aging society. Since 2024, it has partnered with the association to implement the "Elderly-Friendly Space Construction Project", which includes the following components: "Renovation of the Roof of the Existing Activity Space and Kitchen", "Repair of Doors, Windows, Kitchen, and Toilets in Existing Structures", and "Construction of Facilities in the Corridor and Dining Space".

Influence

- Rehabilitation is practiced through daily living.
- Providing seniors with safe public spaces.
- Enhancing quality of life for the elderly.



6.5.3 [Social] Regional Revitalization

6.5.3.1 Tranan Mountain Intelligent Sustainable Co-Prosperity Project

Cooperation Partner Squiliq Mountain Wisdom Cultural Inheritance Association of New Taipei City

Newly Launched Project

Period of execution: 2024

Tribal Culture

Cultural Inheritance and Revival

NT\$ 192,658

Cumulative fund input



Project Outline

Tranan Tribe, located in Wulai District, New Taipei City, is the first settlement established by the Wulai Atayal ancestors in the area. The Tranan Tribe faces challenges such as cultural erosion and economic imbalance, yet its people remain committed to preservation. With the designation of traditional forest culture and hunting knowledge as in-tangible cultural heritage, the tribe has reignited efforts for cultural revitalization.

PLANET values the inheritance of tribal culture and indigenous knowledge. After understanding the needs of the local community, the Company provided initial support for basic infrastructure to enable the tribe to continue hosting activities that carry both cultural and economic significance, thereby promoting cultural preservation and economic development.

Influence

- Passing on and Developing the Forest Wisdom and Culture of the Atayal People
- Preserving the intangible cultural heritage of forest wisdom
- Promoting the dual development of culture and economy

Project Content

► Infrastructure Improvements

By providing tents, tables, chairs, and other equipment, PLANET supports the Tranan Tribe in holding various cultural events such as cultural revitalization fes-tivals, markets, and eco-tourism activities, enhancing the quality and comfort of these gatherings.

► Promoting Cultural Inheritance and Revitalization

The tribe holds annual markets and events focused on native language and tradition-al culture. With hardware support, a stable platform for cultural education and heri-tage has been established.

► Driving Tribal Economic Development

Support is provided to attract visitors through cultural markets and eco-tour-ism, increasing economic income and encouraging young people to return and start businesses.

► Corporate Sustainable Travel — On-Site Support

In November 2024, PLANET organized its annual sustainable travel event in the Tranan Tribe. A total of 152 employees and family members participated enthusiastically. The entire tribe came together to welcome the group, deepening participants’ understanding of the Atayal culture and offering authentic indigenous cuisine. Every attendee left with valuable and memorable experiences.



6.5.4 [Society] World Care

6.5.4.1 Changing the Fate of Disadvantaged Children

Cooperation Partner World Vision Taiwan

27 years in a row  
Period of execution:  
1998-2024

Vulnerable children  
Improving Living  
Conditions

NT\$ 1.37  
Million  
Cumulative  
fund input

17 people  
Total Children  
Supported

Türkiye-Syria  
Earthquake  
Rescuing Children  
Period of execution:  
2023

NT\$ 20,000  
Cumulative  
fund input



\*Image Source: World Vision Taiwan

Project Outline

The connection between PLANET and World Vision Taiwan began 27 years ago. PLANET continuously improves the living environment for vulnerable children around the world and provides them with good education and medical resources. Our support is not only a charitable act, but also a long-term investment in future social development. Currently, PLANET continues to sponsor three children abroad and two children in Taiwan.

Influence

- Improve the living environment for vulnerable children around the world.
- Support children to receive good education and break the cycle of poverty.
- Rebuild communities and infrastructure in affected areas.

6.5.4.2 Humanitarian and Emergency Medical Aid

Cooperation Partner Doctors Without Borders

4 years in a row  
Period of execution:  
2021-2024

Medical Assistance  
Humanitarian Relief

NT\$ 41,000  
Cumulative  
fund input



\*Image Source: Medecines Sans Frontieres

Project Outline

PLANET has been committed to international humanitarian issues. Since 2021, the Company has become a rescue partner of MSF through regular financial donations, supporting global emergency medical aid and humanitarian relief efforts. Through ongoing donations, PLANET aims to be a reliable partner for these frontline doctors, empowering them to launch swift and effective responses during emergencies.

Influence

- Support international medical assistance.
- Assist in humanitarian rescue operations and disease transmission control.



6.5.4.3 Supporting Education for Southeast Asian Migrant Workers

Cooperation Partner Taiwan One-Forty Migrant Workers Education and Culture Association

2 years in a row  
Period of execution: 2023-2024

Southeast Asian Migrant Workers Education / Learning

NT\$ 18,000  
Cumulative fund input



\*Image Source: One-Forty

Project Outline

According to statistics from the Ministry of Labor, as of October 2023, the number of migrant workers in Taiwan reached 750,000. PLANET, dedicated to human rights issues, began providing regular financial donations in July 2024 to support One-Forty, a nonprofit organization focused on education for Southeast Asian migrant workers. This organization has created the largest Southeast Asian migrant worker learning community in Taiwan, assisting migrant workers in adapting to life in Taiwan, enhancing good interaction with employers, and accumulating important knowledge and skills after returning to Taiwan. In addition to providing migrant workers with good Taiwan experience, they can also create a better life after returning to Taiwan in the future.

Influence

- Assist migrant workers in adapting to living in a foreign land.
- Support migrant workers to return home with greater ability to achieve economic independence and break the vicious cycle of poverty.
- Make Taiwan a more diverse, inclusive and substantially friendly society.

6.5.4.4 Corporate Volunteers

Cooperation Partner Rotary International, Lions Clubs International, Autism Society of Taiwan, International Nature Restoration Action Association, Tse-Xin Organic Agriculture Foundation, etc.

17 years in a row  
Period of execution: 2008-2024

1,438 people  
Volunteer Service Contributions Over 17 Years

3,698 Hours  
Volunteer Service Contributions Over 17 Years



Project Outline

By encouraging employees to participate in various social welfare and volunteer activities in multiple ways, PLANET generates deeper care and learning efforts for people and groups, reflects the joy of public welfare activities and better drives internal employees to unite and cooperate after returning to their workplace.

The Company's volunteer efforts are initiated by the management team or independently organized by employees participating in social service work. In 2024, PLANET staff participated in a total of 121 volunteer engagements, contributing 318 service hours. Over the past 17 years, employees have participated in 1,438 volunteer engagements, accumulating a total of 3,698 service hours. PLANET remains committed to ongoing volunteer efforts, contributing to a better environment and society.

Influence

- Show a sense of responsibility towards society.
- Promote the development and improvement of the communities.
- Enhance the spirit of teamwork among employees and foster a sense of identity.



## 6.6 Environmental Projects

### 6.6.1 [Environment] Protection of Water Sources

6.6.1.1 Protecting the Feitsui Reservoir Watershed – Adopting Pinglin Organic Tea Plantation

Cooperation PartnerTse-Xin Organic Agriculture Foundation

15 years in a row Period of execution: 2010-2024	Safeguarding the Water Source Biodiversity	NT\$ 2.3 million Cumulative fund input	55 hectares Cumulative adopted organic tea plantation area	0.54 metric tons of CO <sub>2</sub> e Cumulative reduction of carbon emissions	1,093 people Cumulative Employee Adoption Count
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#### Project Outline

PLANET does not use water in its production processes. Instead, we expand our focus on water issues to the protection of ecological water sources and conservation of Taiwan's precious endemic species. Since 2010, PLANET has collaborated with the Tse-Xin Organic Agriculture Foundation to promote the Adoption of Pinglin Organic Tea Farms project. As of 2024, this initiative has been ongoing for 15 consecutive years. By adopting these farms, we help eliminate the use of pesticides, chemical fertilizers, and other toxic substances, preventing them from contaminating the Feitsui Reservoir—an essential source of clean drinking water.

#### Influence

- Protect the upstream environment of Feitsui Reservoir and ensure water resources in Taipei.
- Maintain healthy soil, and restore tea gardens and rich and diverse ecology around the reservoir.
- Help tea farmers have a certain income guarantee and increase their willingness to switch to organic cultivation.

#### Project Content

##### ► Protection of Water Sources

Pinglin Tea Gardens are an important catchment area of Feitsui Reservoir, which provides drinking water for about 6 million people in greater Taipei, so its importance is self-evident. PLANET encourages farmers to switch to farming and subsidizes farmers for their organic fertilizers, ensures the acquisition of tea, actively protects the ecology and conserves specific species.

##### ► Biodiversity Conservation

The Feitsui Reservoir is located within a protected water source area. Through long-term conservation efforts and PLANET's promotion of the Pinglin Organic Tea Plantation Adoption Program, the Company has sponsored tea farmers in the reservoir's upstream catchment area to cultivate tea without chemical fertilizers or pesticides. This has allowed the ecosystem to develop naturally, and the resulting ecological richness and biodiversity reflect the success of conservation efforts in the reservoir area.

##### ► Employee adoption expansion of influence

PLANET has been calling on employees to participate together for many years, with a total of 1,093 cultivators over the past 15 years, fostering a strong sense of commitment to environmental sustainability among staff.



\*Image Source: Taipei Feitsui Reservoir Administration



6.6.2 [Environment] Energy Conservation and Carbon Reduction

6.6.2.1 Earth Day Participation – Support for "Earth Hour"
Cooperation Partner Global customers, suppliers, government agencies, schools, and NPOs

15 years in a row Period of execution: 2010-2024	Energy Conservation Awareness Stakeholder Communication	50 Countries Participating Countries in 2024	108 Clients Participating Global Customers in 2024	142 suppliers Participating suppliers in 2024	30 schools, NPOs, and government agencies
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Project Outline

Since 2010, PLANET has participated in the global voluntary carbon reduction initiative "Earth Hour" for 15 consecutive years, calling on individuals to recognize their ability and responsibility to protect the Earth in the face of climate change.

In 2024, PLANET further expanded its efforts by engaging clients, suppliers, environmental sustainability partners, and collaborating schools to jointly respond to the campaign. Together, they amplified the influence of ESG and co-created a sustainable environment.

- Customers from 50 countries across five continents and a total of 108 clients participated in the initiative.
- 142 PLANET sustainable suppliers took part.
- 30 partners from collaborating NPOs, schools, and government entities joined the effort.

When individual efforts converge into collective action, we have the power to change the world.

\*Earth Hour was initiated by the World Wide Fund for Nature (WWF) in Sydney in 2007. It advocates turning off non-essential lights for one hour at 8:30 PM local time on the last Saturday of March each year to raise awareness about climate change and global warming. The initiative emphasizes that everyone has the power and responsibility to change the world, improve environmental quality, and make the planet a better place.

Influence

- Reduce energy consumption and promote energy conservation awareness.
- Build social consensus and advocate for sustainable development.
- Strengthen stakeholder relationships and communication.



March 23, 2025, 8:00 PM Earth Hour

Brand Power

108 clients from 50 countries worldwide responded.
Connecting global partnerships to create the PLANET brand value.

Communication Power

142 suppliers participated together
Leading a sustainable supply chain, demonstrating PLANET's communication power.

Influence

30 schools, NPOs, and government agencies
Co-creating for mutual benefit, exerting PLANET's corporate influence .

Clients

Suppliers

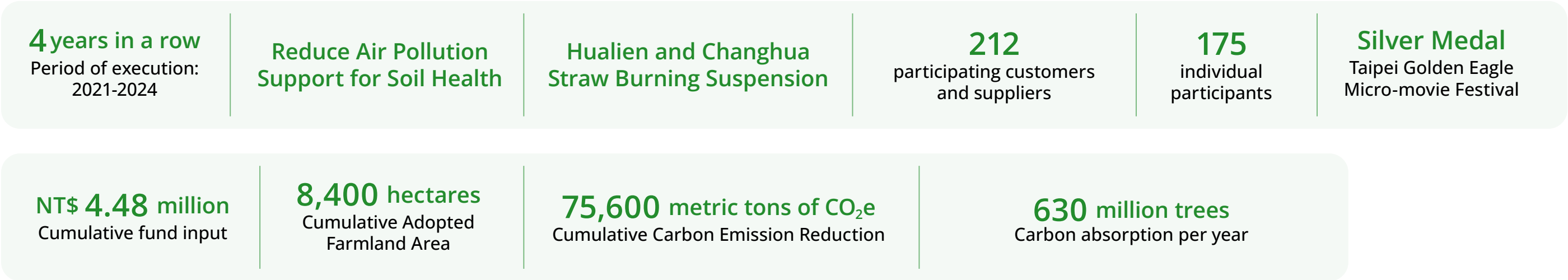
Schools

NPO



6.6.3 [Environment] Clean Air

6.6.3.1 Reducing Air Pollution • Supporting Soil Health • Enhancing Biodiversity
– "Clean Air, Clear Mind Action" Straw Burning Suspension
Cooperation Partner INRAA



Project Outline

Reduce Air Pollution • Reduce Carbon Emissions • Cultivate Fertile Fields

Rice is the most important food crop in Taiwan, with a planting area of approxi-mately 260,000 hectares and producing approximately 1.41 million tons of rice straws. The air pollution and GHG emissions caused by burning rice straws every year have a significant impact on the environment. In 2021, PLANET partnered with the INRAA to launch the "Clean Air, Clear Mind Action" initiative. By applying rice straw decomposing microbes, the project addresses the issue of straw burning. PLANET mobilized corporate resources, while the association executed the project and coordinated with external parties. Together with government support, they generated positive social impact. PLANET also produced a documentary film to amplify the message through visual storytelling.

Influence

- Stop burning agricultural residues, reduce air pollution and improve air quality.
- Reduce GHGs and carbon emissions.
- Return agricultural residues for recycling, increase soil organic matter and protect biodiversity.

Project Content

- ▶ Reduce the habit of burning rice straws to improve the environment
Reduce carbon emissions and improve air quality.
- ▶ Agricultural waste recycling and sustainable ecological utilization
Replace the burning habit with one week's quick-acting rice straw decomposing bacteria.
- ▶ Integrate resources to leverage a positive impact
Connect government, enterprises, environmental organizations and farmers to create a sustainable environment.
- ▶ Support local creation in rural areas
Understand local areas and drive local creation.



► Driving Upstream and Downstream Enterprises to Act Altruistically • Expanding Influence • Co-creating a Better Society

In 2022, PLANET took the lead in investing and leveraging its corporate influence by calling on 77 enterprises and 11 individuals in Taiwan in conjunction with environmental organizations and government units to receive support and participation from 10,616 farmers.

In 2023, PLANET further connected the industrial value chain to expand its influence, with 125 corporate partners and 164 individuals participating in the initiative. In 2024, the campaign broadened to include global customers, working together to exert ESG green influence, defend the right to clean air, restore soil health, and create a sustainable environment.

► The sustainability micro-movie Clean Air, Clear Mind Action won the Silver Award at the Taipei Golden Eagle Micro-movie Festival

The original purpose of the documentary was to capture the motivation and process behind the initiative, aiming to deliver a positive message through visual storytelling. It conveys a sense of environmental stewardship through the warmth of the land, connects with farmers, observes field changes, and helps address challenges they face in cultivation.

PLANET aims to leverage visual media to create long-term positive impact, raising public awareness on environmental sustainability and encouraging more people to care about our land and environment.



Movie URL: <https://www.youtube.com/watch?v=49JAD-XOY9U>

► Experience education in edible agricultural products - From Place of Origin to Dining Table

Through "agricultural and food education", participants gained a better understanding of local agriculture and the environmental impacts of farming and dietary practices. This initiative allows participating companies and individuals to set foot on the land they support, experience the unique contributions of farmers, and gain a deeper appreciation of the value in protecting the land.



Feedback from stakeholders



彰化陳農友分享:  
 真的很感謝企業願意贊助分解菌讓我們使用，讓我們可以不用焚燒而破壞空氣環境，並讓作物更健康更好，謝謝對我們農民的幫助！  
 再次感謝願意付出的企業，以及關心暖化問題的您們，謝謝！

台灣・彰化 TW.CHANGHUA 2023



6.6.4 [Environment] Forest Protection and Carbon Reduction

6.6.4.1 Forest Protection • Providing Forest Habitats • Promoting Biodiversity – [Tree Planting Action] Cooperation Partner Danish Customer EET

**3 years in a row**  
Period of execution:  
2022-2024

**Forest protection and carbon reduction**  
**Forest Habitat**

**26,000 trees**  
Cumulative Number of  
Trees Planted

**312 metric tons of CO<sub>2</sub>e**  
Cumulative Carbon  
Emission Reduction

Project Outline

Since 2022, PLANET has partnered with Danish customer EET to support "World Environment Day" and "Green Friday" by planting trees in Madagascar and Kenya. From 2022 to 2024, a total of 26,000 trees have been planted, reducing carbon emissions by a cumulative 312 metric tons of CO<sub>2</sub>e.

The planted species, Ravintsara, is native to Madagascar. Planting and preserving indigenous species helps protect the local ecosystem. In addition, afforestation contributes to mitigating climate change and enhancing carbon sequestration. Furthermore, cultivating and processing Ravintsara creates job opportunities for local communities, thereby promoting sustainable community development.

Influence

- Help to mitigate climate change and improve carbon absorption capacity and biodiversity.
- Protect the local ecosystem, prevent the invasion of non local species, and maintain ecological balance.
- Provide employment opportunities for local residents to promote sustainable development of communities.



7,000 trees

Funded by:

Green Friday '23 Planet, 78 days ago

Species:

Rhizophora mucronata

Tree numbers:

74,111,518 → 74,118,517

Location:

Madagascar

Project:

Kandrany 2

Close

Share



Appendix

Appendix 1 Summary Table of Social Participation Projects

	Categories	Project Name	Cooperation Partner	Social Benefits	Period	Corresponding SDGs
Education	Vulnerable Education	<ul style="list-style-type: none"> <li>Vulnerable student children with emotional disorders "Remedial Education" and "Psychological Counseling" Program</li> </ul>	18 Taipei and New Taipei elementary and Junior High Schools 2 associations (YongAn Church and Maitian Association)	<ul style="list-style-type: none"> <li>Assisted a total of <u>11,516</u> students</li> <li>A total of <u>2,593</u> participating teachers and volunteers</li> <li>Accumulated <u>20</u> cooperative institutions</li> <li>Won the inaugural "2024 Linking ASSET Corporate Humanities Award - Community Support Outstanding Achievement Award"</li> <li>Won the "Gold Award of the 2024 Taiwan Sustainability Action Awards"</li> </ul>	2004 to present (For <u>21</u> consecutive years)	<div>1 NO POVERTY</div> <div>3 GOOD HEALTH AND WELL-BEING</div> <div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>10 REDUCED INEQUALITIES</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
		<ul style="list-style-type: none"> <li>Junior high school dropout "Young Intern" program</li> </ul>	Making in SanShing Future Life School Association	<ul style="list-style-type: none"> <li>Assisted a total of <u>2</u> students children</li> <li><u>3</u> partner institutions</li> </ul>	2024 (Involved for the first year)	
		<ul style="list-style-type: none"> <li>Scholarship for Chinese Culture University</li> </ul>	Chinese Culture University	<ul style="list-style-type: none"> <li>A total of <u>93</u> students supported</li> </ul>	2005 to present (For <u>20</u> consecutive years)	
	Reading Education	<ul style="list-style-type: none"> <li>"Give Children a Bright Future" Reading Program for Elementary and Junior High Schools in Rural Areas</li> </ul>	Global Views Education Foundation	<ul style="list-style-type: none"> <li>Accumulated over <u>40,000</u> instances of student beneficiaries</li> <li>Accumulated <u>1,814</u> classes</li> <li>Accumulated <u>21</u> partner schools</li> <li>Accumulated <u>21,768</u> donated magazines</li> <li><u>100</u> responding enterprises</li> <li>Accumulated over <u>120,000</u> instances of student beneficiaries</li> <li>Accumulated over <u>4,000</u> classes</li> <li>Accumulated <u>460</u> partner schools</li> </ul>	2014 to present (For <u>11</u> consecutive years)	
		<ul style="list-style-type: none"> <li>"Popular Science Sets Sail" Popular Science Reading Program for Senior High and Vocational Schools</li> </ul>	Global Views Education Foundation	<ul style="list-style-type: none"> <li>Accumulated a total of <u>1,200</u> instances of student beneficiaries</li> <li>Accumulated <u>3</u> partner schools</li> <li>Accumulated <u>602</u> donated books</li> </ul>	2024 (Involved for the first year)	



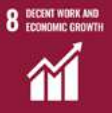








	Categories	Project Name	Cooperation Partner	Social Benefits	Period	Corresponding SDGs
Arts and Culture	Musical Art	<ul style="list-style-type: none"> <li>"Delivering the Good Songs to Schools" Tour singing at schools</li> </ul>	Cantare Singers	<ul style="list-style-type: none"> <li>A total of <u>20,985</u> students involved</li> <li>A total of <u>55</u> touring schools</li> <li>Promote good songs by publishing <u>3,000</u> CDs</li> </ul>	2005 to present (For 20 consecutive years)	<div>1</div> <div>3</div> <div>4</div> <div>5</div> <div>8</div> <div>10</div> <div>11</div> <div>16</div>
		<ul style="list-style-type: none"> <li>Music Literacy Cultivation</li> </ul>	Pitou Junior High School Wind Band	<ul style="list-style-type: none"> <li>A total of <u>1,170</u> music class students</li> </ul>	2010 to present (For 15 consecutive years)	
		<ul style="list-style-type: none"> <li>Taiwan Classic Music Promotion</li> </ul>	OneSong Orchestra	<ul style="list-style-type: none"> <li><u>2</u> concerts</li> <li>Reached <u>350</u> persons</li> </ul>	2023 to present (For 2 consecutive years)	
		<ul style="list-style-type: none"> <li>Promotion of the Inheritance of Recitation Songs</li> </ul>	Taiwan Nian-Ge Cultural Center Artist: Yu-Ti Wu (Taiwan Southern-Min Dialect Storytelling Art)	<ul style="list-style-type: none"> <li><u>2</u> classes of elementary school recitation and singing</li> <li><u>1</u> class of Daguangxian (traditional Chinese string instrument) seed instructor training</li> <li><u>1</u> class of recitation song seed instructor training</li> <li>Accumulated <u>2</u> partner schools</li> </ul>	2024 (Involved for the first year)	
	Chinese Opera/ Modern Dance	<ul style="list-style-type: none"> <li>Traditional Chinese Opera Heritage and Performing Arts Innovation</li> </ul>	Hsing Legend Youth Theatre Tai Gu Tales Dance Theatre	<ul style="list-style-type: none"> <li>CLAP Summer Festival</li> <li>Reached over <u>37,000</u> persons</li> </ul>	2023 to present (for 2 consecutive years)	
	Cross-disciplinary Art	<ul style="list-style-type: none"> <li>Support for cross-disciplinary text, photography, and painting arts</li> </ul>	Retrospective Exhibition and Publications on Floating Life - Kay Wang (Folk Singer and Cross-disciplinary Text, Photography, and Painting Artist)	<ul style="list-style-type: none"> <li><u>1</u> exhibition (375 attendees)</li> <li><u>1</u> set of works collection (600 copies)</li> <li><u>2</u> sharing sessions (35 attendees)</li> </ul>	2024 (Involved for the first year)	



	Categories	Project Name	Cooperation Partner	Social Benefits	Period	Corresponding SDGs
Society	Healthcare	■ Healthcare Services for Rural Indigenous Communities	Liqing Club Health and Medical Service Team of National Yang Ming Chiao Tung University	• Improve the quality of life in communities in remote areas.	2016 2022 2023	<div>1 NO POVERTY</div> <div>2 ZERO HUNGER</div> <div>3 GOOD HEALTH AND WELL-BEING</div>
		■ Promote pulmonary disease prevention and enhance respiratory health for the public	Taiwan Lung Foundation	• Raise awareness of lung disease	2018 to present (For 7 consecutive years)	
		■ Care for individuals with Attention Deficit Hyperactivity Disorder (ADHD)	Naivety ADHD Taiwan Association Federation	• Promote the right of individuals with ADHD	2023 to present (for 2 consecutive years)	
	Eldercare	■ Year-end care program for the elderly	Guotai Elderly Long-term Nursing Institution in New Taipei City	• Care for the physical and mental well-being of the elderly	2018 to present (For 7 consecutive years)	<div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>6 CLEAN WATER AND SANITATION</div>
		■ Dementia Prevention Program for Disadvantaged Elderly - Singing Class	Qibushi Elderly Health Association	• Alleviate the issue of loneliness among the elderly	2019 to present (For 6 consecutive years)	
		■ Home Environment Improvement Program for Disadvantaged Elderly	Huashan Social Welfare Foundation	• Provide healthy and safe housing for the elderly	2023 to present (For 2 consecutive years)	
		■ Create a senior-friendly space for realizing self-worth (Reconstruction of the Changbin Jhuhu Kitchen)	The Ladies of Charity Associations of Taitung	• Care for the physical and mental well-being of the elderly	2024 (Involved for the first year)	
	Regional Revitalization	■ Tranan Mountain Intelligent Sustainable Co-Prosperity Plan	Squliq Mountain Wisdom Cultural Inheritance Association of New Taipei City	• Inherit and develop the mountain wisdom culture of the Atayal people • Preserve the intangible cultural heritage of mountain wisdom	2024 (Involved for the first year)	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>10 REDUCED INEQUALITIES</div>
	World Care	■ Rewrite the future of vulnerable children	World Vision Taiwan	• Improve the living conditions for disadvantaged children	1998 to present (For 27 consecutive years)	<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div>17 PARTNERSHIPS FOR THE GOALS</div>
		■ Humanitarian and Emergency Medical Aid	Doctors Without Borders	• Support international medical assistance	2021 to present (For 4 consecutive years)	
		■ Education of Southeast Asian Migrant Workers	One-Forty	• Assist migrant workers in adapting to life in Taiwan	2023 to present (For 2 consecutive years)	
		■ Corporate Volunteers	Taiwan Rotary Clubs Association, Lions Clubs International, Autism Society of Taiwan, International Nature Restoration Action Association, Tse-Xin Organic Agriculture Foundation, etc.	• Demonstrate corporate social responsibility	2008 to present (For 17 consecutive years)	



	Categories	Project Name	Cooperation Partner	Social Benefits	Period	Corresponding SDGs
Environment	Protection of Water Sources	Pinglin Organic Tea Plantation <ul style="list-style-type: none"> <li>Protection of water sources at "Feitsui Reservoir"</li> </ul>	Tse-Xin Organic Agriculture Foundation	<ul style="list-style-type: none"> <li>Cultivate organic tea gardens with an area of <u>55</u> hectares</li> <li>Accumulated carbon emission reduction of <u>0.54</u> metric tons of CO<sub>2</sub>e</li> <li>Reduction of carbon emissions by <u>20%</u> by organic farming</li> <li>In 2023, the employee adoption rate reached <u>91%</u></li> <li>A total of <u>1,093</u> employees adoptions over the past <u>14</u> years</li> </ul>	2010 to present (For 15 consecutive years)	 
	Energy Conservation and Carbon Reduction	Support "Earth Hour" <ul style="list-style-type: none"> <li>In response to Earth Day</li> </ul>	Global customers, suppliers, government units, schools, and NPOs	<ul style="list-style-type: none"> <li>Responded and supported for <u>15</u> years consecutive years</li> <li>Calling on all sectors to participate               <ul style="list-style-type: none"> <li><u>50</u> Countries worldwide</li> <li><u>108</u> Customers worldwide</li> <li><u>142</u> Suppliers</li> <li><u>30</u> Schools, NPOs, and government units</li> </ul> </li> </ul>	2010 to present (For 15 consecutive years)	  
	Clean Air	[Clean air, Clear mind action] program Stopping rice straw burning <ul style="list-style-type: none"> <li>Reducing air pollution</li> <li>Supporting soil health</li> <li>Enhancing biodiversity</li> </ul>	International Nature Restoration Action Association	<ul style="list-style-type: none"> <li>Adopted a cumulative land area of <u>8,400</u> hectares</li> <li>Accumulated carbon emission reduction of <u>75,600</u> metric tons of CO<sub>2</sub>e</li> <li>Equivalent to the annual carbon adsorption capacity of <u>6.3</u> million trees</li> <li>Rice harvest increased by <u>16.4%</u></li> <li><u>212</u> enterprises, including customers and suppliers and <u>175</u> individuals responded together</li> <li>Won the Silver Medal at the <u>2023</u> Taipei Golden Eagle Micro-movie Festival.</li> </ul>	2021 to present (For 4 consecutive years)	  
	Forest Protection and Carbon Reduction	International Tree Planting Action <ul style="list-style-type: none"> <li>Forest protection and carbon reduction</li> <li>Provide forest habitats</li> <li>Promote biodiversity</li> </ul>	Danish client EET	<ul style="list-style-type: none"> <li>Planted a total of <u>26,000</u> trees</li> <li>Accumulated carbon emission reduction of <u>312</u> metric tons of CO<sub>2</sub>e</li> </ul>	2022 to present (For 3 consecutive years)	



Appendix 2 GRI Standards Index

Declaration of use	PLANET published its 2024 sustainability report in accordance with the GRI guidelines, covering the scope of data and information from January 1 to December 31, 2024
GRI 1 usage version	GRI 1: Foundation 2021
Application of GRI industry guidelines	None

GRI 2: General Disclosures

GRI Standards	Disclosure Item	Report Sections	Explanatory Notes	Page
The organization and its reporting practices				
2-1	Organizational details	About this report		<a href="#">02</a>
		2.1 Company Overview		<a href="#">27</a>
2-2	Entities included in the organization's sustainability reporting	About this report		<a href="#">02</a>
		2.2 Financial Performance		<a href="#">29</a>
2-3	Reporting period, frequency and contact point	About this report		<a href="#">02</a>
2-4	Restatements of information	About this report	No changes in mergers or acquisitions, reporting period, nature of business and measurement methods.	<a href="#">02</a>
2-5	External assurance	About this report		<a href="#">02</a>
		Appendix 4 Third Party Assurance Statement		<a href="#">165</a>
Activities and workers				
2-6	Activities, value chain and other business relationships	1.1 Corporate Sustainability Commitments		<a href="#">10</a>
		2.1 Company Overview		<a href="#">27</a>
		2.2 Financial Performance		<a href="#">29</a>
		2.9 Sustainable Supply Chain		<a href="#">51</a>
2-7	Employees	5.1 Employee Profile		<a href="#">86</a>
2-8	Workers who are not employees	5.1 Employee Profile		<a href="#">86</a>



GRI Standards	Disclosure Item	Report Sections	Explanatory Notes	Page
Governance				
2-9	Governance structure and composition	2.3 Corporate Governance Mechanism 1.1.3 Sustainable Development Committee and Sustainability Team		<a href="#">30</a> <a href="#">13</a>
2-10	Nomination and selection of the highest governance body	2.3 Corporate Governance Mechanism		<a href="#">30</a>
2-11	Chair of the highest governance body	2.3 Corporate Governance Mechanism		<a href="#">30</a>
2-12	Role of the highest governance body in overseeing the management of impacts	1.1.3 Sustainable Development Committee and Sustainability Team		<a href="#">13</a>
2-13	Delegation of responsibility for managing impacts	1.2 Stakeholders and Material Topics		<a href="#">15</a>
2-14	Role of the highest governance body in sustainability reporting	1.1.3 Sustainable Development Committee and Sustainability Team		<a href="#">13</a>
2-15	Conflicts of interest	2.3 Corporate Governance Mechanism		<a href="#">30</a>
2-16	Communication of critical concerns	1.2 Stakeholders and Material Topics 2.5 Integrity Management and Regulatory Compliance		<a href="#">15</a> <a href="#">43</a>
2-17	Collective knowledge of the highest governance body	2.3 Corporate Governance Mechanism		<a href="#">30</a>
2-18	Evaluation of the performance of the highest governance body	2.3.2.1 Board of Directors • Performance assessments of the board and functional committees		<a href="#">34</a>
2-19	Remuneration policies	2.3.2.1 Board of Directors • Remuneration Policy for Directors and Managers	Directors' compensation does not include the following items: signing bonus or recruitment reward, severance pay, recovery mechanism and retirement benefits.	<a href="#">35</a>
2-20	Process to determine remuneration	2.3.2.1 Board of Directors • Remuneration Policy for Directors and Managers		<a href="#">35</a>
2-21	Annual total compensation ratio	5.3.1 Employee Compensation and Benefits		<a href="#">92</a>



GRI Standards	Disclosure Item	Report Sections	Explanatory Notes	Page
Strategy, policies and practices				
2-22	Statement on sustainable development strategy	1.1 Corporate Sustainability Commitments		<a href="#">10</a>
2-23	Policy commitments	1.1 Corporate Sustainability Commitments		<a href="#">10</a>
		2.6 Information Security and Privacy Management		<a href="#">46</a>
		2.9 Sustainable Supply Chain		<a href="#">51</a>
		4.1 Environmental Sustainability Policy		<a href="#">67</a>
		5.2 Human Rights Management		<a href="#">89</a>
		5.5 Occupational Safety and Health		<a href="#">105</a>
2-24	Embedding policy commitments	1.1.3 Sustainable Development Committee and Sustainability Team		<a href="#">13</a>
2-25	Processes to remediate negative impacts	1.2 Stakeholders and Material Topics		<a href="#">15</a>
		2.5.3 Whistleblowing Mechanism		<a href="#">44</a>
		2 Sustainable Governance		<a href="#">25</a>
		3 Sustainable Innovation		<a href="#">58</a>
		4 Environmental Sustainability		<a href="#">67</a>
		5 Sustainable Employment		<a href="#">85</a>
		6 Social Inclusion		<a href="#">118</a>
2-26	Mechanisms for seeking advice and raising concerns	2.5 Integrity Management and Regulatory Compliance		<a href="#">43</a>
2-27	Compliance with laws and regulations	2.5 Integrity Management and Regulatory Compliance		<a href="#">43</a>
2-28	Membership associations	2.1.1 Membership Associations		<a href="#">28</a>
Stakeholder engagement				
2-29	Approach to stakeholder engagement	1.2 Stakeholders and Material Topics		<a href="#">15</a>
2-30	Collective bargaining agreements	--	Currently, PLANET does not have any collective bargaining agreements	-



GRI 3: Material Topics

GRI Standards	Disclosure Item	Report Sections	Explanatory Notes	Page
3-1	Process to determine material topics	1.2.3 Identification of Material Topics		<a href="#">19</a>
3-2	List of material topics	1.2.6 Scope of Impact of Material Topics on Value Chain		<a href="#">23</a>
3-3	Management of material topics	1.2.5 Material Topic Prioritization and Confirmation		<a href="#">21</a>

Material Topics

GRI Standards	Disclosure Item	Report Sections	Explanatory Notes	Page
Material Topic 1: Corporate Governance and Operational Performance				
3-3	Management of material topic	2 Sustainable Governance		<a href="#">25</a>
GRI 201	Economic Performance			
201-1	Direct economic value generated and distributed	2.2 Financial Performance		<a href="#">29</a>
201-3	Defined benefit plan obligations and other retirement plans	5.3.1 Employee Compensation and Benefits		<a href="#">92</a>
201-4	Financial assistance received from government	2.2.1 Government Subsidies Received		<a href="#">29</a>
GRI 202	Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.3.1 Employee Compensation and Benefits		<a href="#">92</a>
202-2	Proportion of senior management hired from the local community	5.1 Employee Profile		<a href="#">86</a>
GRI 205	Anti-corruption			
205-2	Communication and training about anti-corruption policies and procedures	2.5 Integrity Management and Regulatory Compliance		<a href="#">43</a>
		2.9.3.1 Compliance with Supply Chain Standards		<a href="#">53</a>
205-3	Confirmed incidents of corruption and actions taken	2.5.3 Whistleblowing Mechanism		<a href="#">44</a>



GRI Standards	Disclosure Item	Report Sections	Explanatory Notes	Page
Material Topic 2: Information Security Management				
3-3	Management of material topics	2.6 Information Security and Privacy Management		<a href="#">46</a>
<b>GRI 418</b>	<b>Customer Privacy</b>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.6 Information Security and Privacy Management		<a href="#">46</a>
Material Topic 3: Supply Chain Management				
3-3	Management of material topics	2.9 Sustainable Supply Chain		<a href="#">51</a>
<b>GRI 204</b>	<b>Procurement Practices</b>			
204-1	Proportion of spending on local suppliers	2.9.2 Supply Chain Overview		<a href="#">52</a>
<b>GRI 308</b>	<b>Supplier Environmental Assessment</b>			
308-1	New suppliers that were screened using environmental criteria	2.9 Sustainable Supply Chain		<a href="#">51</a>
308-2	Negative environmental impacts in the supply chain and actions taken	2.9 Sustainable Supply Chain		<a href="#">51</a>
<b>GRI 414</b>	<b>Supplier Social Assessment</b>			
414-1	New suppliers that were screened using social criteria	2.9 Sustainable Supply Chain		<a href="#">51</a>
414-2	Negative social impacts in the supply chain and actions taken	2.9 Sustainable Supply Chain		<a href="#">51</a>
Material Topic 4: Human Rights				
3-3	Management of material topics	5 Sustainable Employment		<a href="#">85</a>
<b>GRI 406</b>	<b>Non-discrimination</b>			
406-1	Incidents of discrimination and corrective actions taken	1.2.1 Identification of Stakeholders and Communication 5.2 Human Rights Management 5.4 DEI Workplace		<a href="#">15</a> <a href="#">89</a> <a href="#">101</a>
<b>GRI 407</b>	<b>Freedom of Association and Collective Bargaining</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.2 Human Rights Management		<a href="#">89</a>



GRI Standards	Disclosure Item	Report Sections	Explanatory Notes	Page
<b>GRI 408</b>	<b>Child Labor</b>			
408-1	Operations and suppliers at significant risk for incidents of child labor	5.2 Human Rights Management		<a href="#">89</a>
<b>GRI 409</b>	<b>Forced or Compulsory Labor</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.2 Human Rights Management		<a href="#">89</a>
Material Topic 5: Green Products and Innovative R&D				
3-3	Management of material topics	3 Sustainable Innovation		<a href="#">58</a>
<b>GRI 302</b>	<b>Energy</b>			
302-5	Reductions in energy requirements of products and services	3.2.2 Development of Renewable Energy Products		<a href="#">62</a>
Material Topic 6: Climate Change				
3-3	Management of material topics	4 Environmental Sustainability		<a href="#">67</a>
<b>GRI 201</b>	<b>Economic Performance</b>			
201-2	Financial implications and other risks and opportunities due to climate change	2.4.4 Climate-related Financial Disclosures	Please refer to Section 3.3 of PLANET's 2024 Climate and Nature Report.	<a href="#">42</a>
Material Topic 7: Environmental Protection				
3-3	Management of material topics	4 Environmental Sustainability		<a href="#">67</a>
<b>GRI 304</b>	<b>Biodiversity</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	4.2.4 Climate and Nature-related Information Disclosure 4.4 Nature Positive - Biodiversity and Nature Conservation	Please refer to PLANET's 2024 Climate and Nature Report.	<a href="#">77</a> <a href="#">80</a>
304-2	Significant impacts of activities, products and services	4.2.4 Climate and Nature-related Information Disclosure 4.4 Nature Positive - Biodiversity and Nature Conservation	Please refer to PLANET's 2024 Climate and Nature Report.	<a href="#">77</a> <a href="#">80</a>



GRI Standards	Disclosure Item	Report Sections	Explanatory Notes	Page
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3-3	Management of material topics	4 Environmental Sustainability		<a href="#">67</a>
<b>GRI 302</b>	<b>Energy</b>			
302-1	Energy consumption within the organization	4.3 Energy Resource Management		<a href="#">77</a>
302-3	Energy intensity	4.3 Energy Resource Management		<a href="#">77</a>
302-4	Reduction of energy consumption	4.3 Energy Resource Management		<a href="#">77</a>
<b>GRI 305</b>	<b>Emissions</b>			
305-1	Direct (Scope 1) GHG emissions	4.2.1 GHG Management		<a href="#">70</a>
305-2	Energy indirect (Scope 2) GHG emissions	4.2.1 GHG Management		<a href="#">70</a>
305-3	Other indirect (Scope 3) GHG emissions	4.2.1 GHG Management		<a href="#">70</a>
305-4	GHG emissions intensity	4.2.1 GHG Management		<a href="#">70</a>
305-5	Reduction of GHG emissions	4.2.1 GHG Management		<a href="#">70</a>
305-6	Emissions of ozone-depleting substances (ODS)	4.2.1 GHG Management		<a href="#">70</a>
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.2.1 GHG Management		<a href="#">70</a>
Material Topic 9: Talent Development				
3-3	Management of material topics	5 Sustainable Employment		<a href="#">85</a>
<b>GRI 401</b>	<b>Employment</b>			
401-1	New employee hires and employee turnover	5.1 Employee Profile		<a href="#">86</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3 Talent Cultivation and Care		<a href="#">92</a>
401-3	Parental leave	5.3 Talent Cultivation and Care		<a href="#">92</a>
<b>GRI 404</b>	<b>Training and Education</b>			
404-1	Average hours of training per year per employee	5.3.3 Employee Training and Human Resources Development		<a href="#">96</a>
404-2	Programs for upgrading employee skills and transition assistance programs	5.3.3 Employee Training and Human Resources Development		<a href="#">96</a>
404-3	Percentage of employees receiving regular performance and career development reviews	5.3.3 Employee Training and Human Resources Development		<a href="#">96</a>



GRI Standards	Disclosure Item	Report Sections	Explanatory Notes	Page
Material Topics 10: DEI Workplace				
3-3	Management of material topics	5 Sustainable Employment		<a href="#">85</a>
<b>GRI 403</b>	<b>Occupational Safety and Health</b>			
403-1	Occupational health amd safety management system	5.5 Occupational Safety and Health		<a href="#">105</a>
403-2	Hazard identification, risk assessment, and incident investigation	5.5 Occupational Safety and Health		<a href="#">105</a>
403-3	Occupational health services	5.5 Occupational Safety and Health		<a href="#">105</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	5.5.2 Occupational Safety and Health Management		<a href="#">106</a>
		5.5.3 Health Promotion and Management		<a href="#">111</a>
403-5	Worker training on occupational health and safety	5.5.2 Occupational Safety and Health Management		<a href="#">106</a>
403-6	Promotion of worker health	5.5.3 Health Promotion and Management		<a href="#">111</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.5.2 Occupational Safety and Health Management		<a href="#">106</a>
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403-8	Workers covered by an occupational health and safety management system	5.5.2 Occupational Safety and Health Management		<a href="#">106</a>
403-9	Work-related injuries	5.5.2 Occupational Safety and Health Management		<a href="#">106</a>
403-10	Work-related ill health	5.5.2 Occupational Safety and Health Management		<a href="#">106</a>
<b>GRI 405</b>	<b>Diversity and Equal Opportunity</b>			
405-1	Diversity of governance bodies and employees	2.3.2 Board of Directors and Functional Committees		<a href="#">31</a>
		5.1 Employee Profile		<a href="#">86</a>
		5.3.2 Diverse and Equal Talent Recruitment		<a href="#">95</a>
405-2	Ratio of basic salary and remuneration of women to men	5.3.1 Employee Compensation and Benefits		<a href="#">92</a>
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3-3	Management of material topics	6 Social Inclusion		<a href="#">118</a>
<b>GRI 413</b>	<b>Local Communities</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	6.3 Education Projects		<a href="#">122</a>
		6.4 Arts and Culture Projects		<a href="#">129</a>
		6.5 Social Projects		<a href="#">139</a>
		6.6 Environmental Projects		<a href="#">145</a>



Appendix 3 SASB Index

Topic	Code	Accounting Metric / Activity Metric	Category	Unit of Measure	Report Sections	Page																														
Product Security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Discussion and Analysis	n/a	3.2.3 Network Equipment InfoSec	<a href="#">63</a>																														
Employee Diversity &Inclusion	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical employees, and (3) all other employees	Quantitative	Percentage (%)	<div><div><div>• As of 2024, PLANET has a total of 173 employees, all of whom are Taiwanese nationals.</div><div>• Employee Composition by Category and Gender</div><table><tr><th>Category</th><th>Number of Personnel</th><th>Percentage of Total Employees</th><th>Percentage Female</th><th>Percentage Male</th></tr><tr><td>(1) Senior Management – Associate Vice President and Above</td><td>9</td><td>5.2%</td><td>44.4%</td><td>55.6%</td></tr><tr><td>(2) Management – Supervisor and Above</td><td>34</td><td>19.7%</td><td>52.9%</td><td>47.1%</td></tr><tr><td>(3) Engineering and Technical Staff</td><td>51</td><td>29.5%</td><td>27.5%</td><td>72.5%</td></tr><tr><td>(4) All other employees</td><td>79</td><td>45.7%</td><td>67.1%</td><td>32.9%</td></tr><tr><td>Total</td><td>173</td><td>100.0%</td><td>51.4%</td><td>48.6%</td></tr></table></div></div>	Category	Number of Personnel	Percentage of Total Employees	Percentage Female	Percentage Male	(1) Senior Management – Associate Vice President and Above	9	5.2%	44.4%	55.6%	(2) Management – Supervisor and Above	34	19.7%	52.9%	47.1%	(3) Engineering and Technical Staff	51	29.5%	27.5%	72.5%	(4) All other employees	79	45.7%	67.1%	32.9%	Total	173	100.0%	51.4%	48.6%	-
Category	Number of Personnel	Percentage of Total Employees	Percentage Female	Percentage Male																																
(1) Senior Management – Associate Vice President and Above	9	5.2%	44.4%	55.6%																																
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Total	173	100.0%	51.4%	48.6%																																
Product Lifecycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%)	PLANET requires suppliers to ensure that raw materials do not contain any substances prohibited by PLANET's material restrictions. PLANET has established a green material management platform to monitor whether materials provided by suppliers contain hazardous chemicals, substances regulated by IEC 62474, or any substances covered by other international material safety regulations, ensuring compliance with all specified conditions.	-																														
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Quantitative	Percentage (%)	PLANET's products are B2B and are not registered under EPEAT or equivalent certifications by PLANET.	-																														
	TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STARR criteria	Quantitative	Percentage (%)	For PLANET's products with external power adapters, all adapters comply with Energy Star standards. In 2024, 10.67% of PLANET's annual revenue came from products that meet Energy Star standards	-																														
	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	PLANET operates under a B2B business model and does not handle end-of-life product recycling. In 2024, the weight of electronic waste was 0.335 metric tons, with a recycling rate of 72%.	-																														



Topic	Code	Accounting Metric / Activity Metric	Category	Unit of Measure	Report Sections	Page
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Quantitative	Percentage (%)	PLANET references the RBA Code of Conduct framework and integrates it into the PLANET Supplier Code of Conduct and the Supplier ESG Self-Assessment Questionnaire. For annual implementation details, refer to the corresponding section of this report: 2.9 Sustainable Supply Chain 2.9.3.2 Risk Assessment, Audits, and Improvement Guidance	<a href="#">51</a> <a href="#">55</a>
	TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantitative	Rate	PLANET references the RBA Code of Conduct framework and integrates it into the PLANET Supplier Code of Conduct and the Supplier ESG Self-Assessment Questionnaire. For annual implementation details, refer to the corresponding section of this report: 2.9 Sustainable Supply Chain 2.9.3.1 Compliance with Supply Chain Standards	<a href="#">51</a> <a href="#">53</a>
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	2.9.3.1 Compliance with Supply Chain Standards	<a href="#">53</a>
Activity Metrics	TC-HW-000.A	Number of units produced by product category	Quantitative	Number	SASB Index - Data	<a href="#">164</a>
	TC-HW-000.B	Area of manufacturing facilities	Quantitative	Square Meters (m²)	SASB Index - Data	<a href="#">164</a>
	TC-HW-000.C	Percentage of production from owned facilities	Quantitative	Percentage (%)	No self-owned manufacturing plants	-



SASB Index - Data

TC-HW-000.A  
Number of units produced by product category

Unit: Piece (Port)

Product type	2024 Production Volume
Industrial Network	1,648,007
Power over Ethernet (PoE)	1,097,063
LAN Switch	713,032
Fiber Network	396,385
Network Security and Broadband	29,789
Network Application Equipment	23,344
Wireless and Cellular Network	20,211
Total	3,927,831

TC-HW-000.B  
Floor Area of Manufacturing Facilities



PLANET has an independent R&D team but does not own any manufacturing facilities. Product assembly and manufacturing are outsourced. All four partner processing plants are located in Taiwan. Due to business confidentiality, the names of the processing plants are not disclosed. The floor area information of the outsourced processing plants is listed in the table below.

Outsourced processing plants	Areas of plants (square meters)
Plant A	1,983.48
Plant B	8,595.08
Plant C	3,570.26
Plant D	13,223.2



Appendix 4 Third Party Assurance Statemen

● Third-party assurance statement for PLANET 2024 Sustainability Report

<div><div>TUVNORD</div><div><div>Assurance Statement</div><div>PLANET Technology Corporation Sustainability Report</div></div><div><p>TUV NORD Taiwan Co., Ltd. (hereinafter referred to as TUV NORD) was commissioned by PLANET Technology Corporation (hereinafter referred to as PLANET Technology) to perform the 2024 Sustainability Report Verification (hereinafter referred to as Sustainability Report) in accordance with the AA1000 Assurance Standard Version 3 and the GRI Sustainability Reporting Standards (GRI Standards) and related assurance standards.</p><p>The Scope of Statement and Assurance Standards</p><p>1) The scope of assurance is consistent with the scope of disclosure in PLANET Technology 2024 Sustainability Report, which covers the period from 1 January 2024 to 31 December 2024.</p><p>2) The verification of compliance with the AA1000 Principles of Accountability for PLANET Technology bases on the AA1000 Assurance Standard, Third Edition, Application Type 1 that does not include verification of the reliability of the information/data disclosed in the report.</p><p>3) Sustainability Accounting Standards Board (SASB) Hardware industry sustainability accounting metrics.</p><p>4) The Sustainability Disclosure Indicators of Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies.</p><p>5) TCFD Climate Related Financial Disclosure Recommendation.</p><p><b>Intended Users</b></p><p>The intended users of this statement are the stakeholders of PLANET Technology.</p><p><b>Assurance Type and Level</b></p><p>In accordance with the requirements of the AA1000 Assurance Standard Version 3, Type 1, Moderate of Assurance Level.</p><p><b>Opinion Statement</b></p><p>PLANET Technology complies with the GRI sustainability reporting and AA1000 accountability principles of inclusivity, materiality, responsiveness and impact. The sustainability report presents the commitment of top management, the needs and expectations of stakeholders. To achieve sustainability performance indicators by stakeholders' engagement.</p><p>We assure that PLANET Technology complies with the SASB Hardware industry sustainability accounting standards to disclose relevant metrics</p><div>Page 1 of 4</div></div></div>	<div><div>TUVNORD</div><div><p>We assure that PLANET Technology complies with the Sustainability Disclosure Indicators of the The Sustainability Disclosure Indicators of Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies.</p><p>We assure that PLANET Technology complies with TCFD's climate-related financial disclosure recommendations and discloses relevant metrics.</p></div><div><p><b>Methodology</b></p><p>The verification is in accordance with the above stated assurance standards and the TUV NORD Sustainability Report Verification Agreement.</p><p>Our verification includes the following activities:</p><ul style="list-style-type: none"><li>* Collect objective evidence of relevant performance metrics, as mentioned in the report.</li><li>* Assurance of expectations of local or national regulations; international standards as set forth in public opinion and/or expert opinion are relevant to such general considerations.</li><li>* Document review records and report content assessment in the context of GRI criteria application requirements.</li><li>* Interviews with managers and related staff on issues of concern to the company's stakeholders.</li><li>* Interviews with personnel involved in sustainability management, information gathering and report preparation.</li><li>* Review significant organizational developments and review internal and external audit findings.</li><li>* Review AA1000 (2018) Principles of Accountability and other compliance requirements.</li></ul><p><b>Conclusion</b></p><p>The results of the AA1000 accountability standard for inclusivity, materiality, responsiveness and impact in the report are set out below.</p><p><b>Inclusivity</b></p><p>PLANET Technology identifies 7 stakeholders and their concerns via the questionnaire method, and decides materiality through stakeholder discussions, sustainability committees and experts. There are 11 material topics determined among the 24 sustainability topics including economic, governance, social, human rights and climate impact.</p><p><b>Materiality</b></p><p>PLANET Technology complies with the GRI Guidelines, SASB Hardware industry sustainability Indicators disclosure related metrics, the Sustainability Disclosure Indicators of Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by</p><div>Page 2 of 4</div></div></div>	<div><div>TUVNORD</div><div><p>TPEx Listed Companies and TCFD Climate Related Financial Disclosure Proposed Indicators to fully disclose the company's material risks and opportunities, taking into account the extent of impact on the company and prioritize the materiality of the report.</p><p><b>Responsiveness</b></p><p>PLANET Technology Sustainability Report clearly describes the relationship between sustainability and organizational strategy and the performance metrics corresponding to the materiality and their achievement status, and adequately addresses the main issues of concern to stakeholders.</p><p><b>Impact</b></p><p>PLANET Technology Sustainability Report fully identifies materiality that reflect the significant economic, environmental, and social impacts on the organization. The company has established a robust process to monitor and measure the impact and establish short, medium, and long-term strategic planning through corporate governance.</p><p><b>GRI Sustainability Reporting Standards</b></p><p>PLANET Technology Sustainability Report complies with the GRI 1 to GRI 3 universal Standards and the GRI 200 Series, GRI 300 Series and GRI 400 Series topic standards, and meet the requirements for disclosure.</p><p><b>Limitations</b></p><p>The financial report of PLANET Technology was certified by Baker Tilly Clock &amp; CO, the accounting firm appointed by the company. The data of carbon emission verification including category 1 &amp; 2 was verified by the third party, British Standards Institution (BSI) and other categories are self-estimated.</p><p><b>Independent Statements and Competence</b></p><p>TUV NORD Group is a leader in the supervision, testing and certification. It operates businesses and provides services in more than 150 countries around the world. The services include management systems and product certification; quality, environmental safety, social and moral audits and training; corporate sustainability report assurance.</p><div>Page 3 of 4</div></div></div>	<div><div>TUVNORD</div><div><p>TUV NORD and PLANET Technology are mutually independent organizations, and there is no conflict of interest with PLANET Technology or any of its affiliates or interested parties when performing the verification of the sustainability report. Regarding the sustainability report of PLANET Technology, TUV NORD bases on the PLANET Technology verification agreement, and does not assume any legal or other responsibilities. PLANET Technology is responsible for responding to any questions that intended users concerned.</p><p>The verification team is composed of experienced chief reviewers such as ISO 9001, ISO 14001, ISO 14064-1, ISO 14067, ISO 45001, SA 8000, ISO 50001, ISO 27001 etc., and has received the CSAP verification practice qualification certification of AA1000 AS v3 accountability training. The verification team bases on extensive knowledge and experience in the industry to provide professional advice in this assignment.</p><div><div>Jack Yeh</div><div>General Manager</div><div></div></div><div><div> AA1000</div><div>Licensed Assurance Provider</div><div>800-75</div></div><p>Date of Issuance: 2025-04-22 TUV NORD Taiwan Co., Ltd. Room A1, 9F, No. 333, Sec. 2, Tun Hsiao S. Rd., Taipei 10669 Taiwan, R.O.C.</p><div>Page 4 of 4</div></div></div>
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## ● Third-party assurance statement for PLANET 2024 Climate and Nature Report



### Conformity Statement

#### Task Force on Climate-related Financial Disclosure

TUV NORD declares that  
 PLANET Technology Corporation  
 10F, No. 96, Minquan Rd., Xindian Dist., New Taipei City 231, Taiwan, R.O.C.  
 普萊德科技股份有限公司  
 台灣新北市新店區民權路 96 號 10 樓

**As a result of carrying out conformity check process based on recommendation disclosure information of Task Force on Climate-related Financial Disclosures (TCFD), PLANET Technology Corporation demonstrates 4 core elements including governance, strategy, risk management, metrics and targets. There are 7 principles for effective disclosures.**

**The maturity model for the Climate-related Financial Disclosures is Level A++: Professional**

**Independent Statements and Competence**  
 TUV NORD Group is a leader in the supervision, testing and certification. It operates businesses and provides services in more than 150 countries around the world. The services include management systems and product certification; quality, environmental safety, social and moral audits; corporate sustainability report assurance.

TUV NORD and PLANET Technology Corporation are mutually independent organizations, and there is no conflict of interest with PLANET Technology Corporation or any of its affiliates or interested parties when performing the verification of the sustainability report. Regarding the TCFD Report of PLANET Technology Corporation, TUV NORD is based on the PLANET Technology Corporation verification agreement and does not assume any legal or other responsibilities. PLANET Technology Corporation is responsible for responding to any questions that intended users concerned.

Jack Yeh  
 General Manager

Date of Issuance: 22.Apr.2025

TUV NORD Taiwan Co., Ltd.

Room A1, 9F, No. 333, Sec. 2, Tun Hua S. Rd., Taipei 10669 Taiwan, R.O.C.



**AA1000**  
 Licensed Assurance Provider  
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PLANET Technology Corporation  
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