

2025 Sustainability Report

Planson International



Planson International provides global IT solutions to the United Nations and NGOs in a shared commitment to humanitarian goals. We compete intensely within transparent and ethical international procurement processes to deliver timely, complete, cost-effective and reliable goods and services. We uphold the UN Global Compact and its ten principles supporting human rights, labor, the environment, and anti-corruption. We have integrated the UN's Sustainable Development Goals into all aspects of our work. We are acutely aware of the impact our decisions and actions have in the world. A summary of our sustainability actions, outcomes and goals can be found below.



Human Rights

Actions

We are committed to informed, proactive and unflagging support of human rights and freedoms, including equal treatment of all persons regardless of race, color, sex, language, religion, political or other opinion, physical or mental disability, familial status, sexual orientation, age, national or social origin, property, birth or other status.

1. Stay informed of best practices.

We hold regular training to ensure understanding and implementation of all laws governing protection of human rights, prevention of sexual harassment, and guarantees of nondiscrimination.

2. Observe and implement the law.

We observe all laws and regulations protecting the privacy of employees, vendors, customers and partners.

3. Support the empowerment of women.

We strongly support women's advancement in education, employment, business, health, and family. We are a woman-owned business.

4. Contribute to the cause.

We support human rights organizations with financial, material and time contributions.

5. Collaborate with trusted sources.

We do not do business with any entity identified as a violator of the Universal Declaration of Human Rights.

Outcomes

All Planson staff, customers, business partners, and suppliers are informed that Planson supports and respects the protection of internationally proclaimed human rights, and that we are not complicit in human rights abuses.

We contribute to nonprofits promoting human rights, civil rights, education, the health and wellbeing of girls and women, fitness, sports, the arts, mine action, poverty reduction, refugee support, and environmental protection.

Labor

Actions

Planson is an Equal Opportunity Employer (EOE).

1. Follow regulatory guidance.

We comply with all laws, including labor laws, which prohibit:

- Unfair treatment because of race, color, religion, sex (including pregnancy), national origin, age, disability or genetic information.
- Harassment by managers, co-workers, or others in the workplace, including external vendors, partners and customers, because of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.
- Denial of reasonable workplace accommodations an employee may need due to religious beliefs or disability.
- Retaliation because the employee complained about job

discrimination or assisted with a job discrimination investigation or lawsuit.

2. Pursue equality throughout the employee experience.

Our EOE policy encompasses all aspects of the employment relationship, including hiring, promotion and transfer, selection for training opportunities, wage and salary administration, and the application of benefit and policies.

3. Seek internal feedback.

Planson surveys employees for feedback, holds human resource training and development sessions, and submits official reports bi-annually on the office working environment. Feedback areas include quality of training, ergonomics, mental health, conflicts, indoor climate, and creating a discrimination-free workplace.

4. Support local communities.

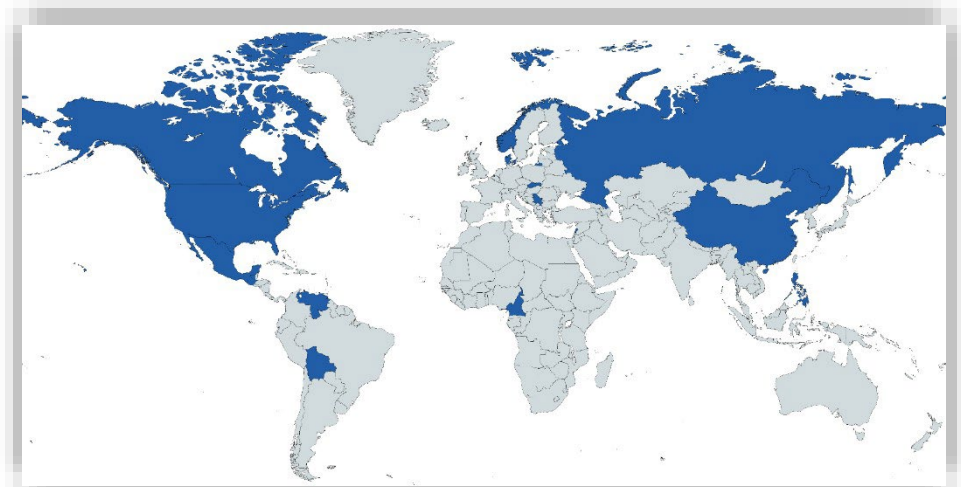
We believe in the power of information technology to create opportunities for community empowerment and foster positive change. We partner with established local ICT companies, who provide high-level technical support as well as hardware and software installation, end user training, last-mile logistics, and warranty repair, depending on customer needs. This global partner network has also committed to respect the ten principles of the Global Compact. Collaboration ultimately leads to a deeper level of success, leveraging Planson's international project management expertise while investing in local economies.



Washington, D.C.: Planson CEO, Connie Justice (far left), at EXIM Bank signing ceremony with President Obama



Lima, Peru: Planson Senior Project Manager Florys Samuely Lund-Hansen with local partners



5. Celebrate diversity.

Planson respects and promotes a multi-cultural, multi-ethnic, and diverse environment. The map above highlights countries that are represented by Planson staff, who collectively speak Arabic, Danish, English, French, Russian, Serbian, Slovak, Spanish, and Wolof.

Outcomes

Planson consistently upholds Labor principles internally and externally. We have been designated as one of the Best Places to Work in Maine for all seven years of our participation. This award is won through a rigorous evaluation of workplace policies, benefits, culture, and values.



Papua New Guinea: Planson local partner has completed Installing the network for APEC 2018 meeting



Honduras: Local team heads to remote village with Planson citizen biometric enrollment kits in 2020

Gender Equality

Actions

1. **Achieve and maintain gender equality in senior management and board positions.**

Planson is a Certified Women's Business Enterprise. We are Women-Owned, our CEO is a woman, and the majority of our Executive Team are women.

2. **Achieve and maintain gender equality in middle management positions.**

We provide equal employment opportunities regardless of gender in hiring, compensation, promotions, and leadership opportunities. Our middle management is equally divided between women and men.



3. **Commit to equal pay for work of equal value.**

Planson ensures that we offer equal and competitive pay to all employees by conducting regular compensation analyses. Wage bands are defined for all positions and include guiding principles and parameters to ensure that compensation - base pay, increases, and incentive pay - are awarded based on performance.

4. **Provide flexible work options.**

Planson has in place a hybrid work schedule for all local staff, except warehouse teams needed onsite. Planson also offers an option for qualified workers to work remotely on a permanent basis. During the COVID-19 pandemic, 94% of employees worked from home. They were provided with all necessary IT tools and had full support to follow a schedule that best met their personal and family circumstances.

5. **Provide access to child and dependent care.**

Planson provides a dependent care option as part of our health insurance offerings. We also offer our employees schedule flexibility to help them manage childcare issues that may arise, such as school closings, appointments, holidays, and illnesses.

6. **Support pregnant women and those returning from maternity leave.**

Planson provides Maine Family Medical Leave (MFLA), private space, and breaks for nursing mothers in the workplace. Planson allows flexible "return-to-work" schedules for mothers, including a mix of part- and full-time telework. Employees cite this flexibility as a significant benefit to working at Planson.

7. **Recruit and retain female employees.**

Planson encourages all female employees to participate in the hiring of new colleagues. Interested employees receive training for successful interviews and candidate evaluation.



Washington, D.C.: CEO Connie Justice in White House meeting on foreign policy

Upon hire, new employees complete an extensive onboarding and training process, which includes working closely with several female members of our Management and Leadership teams.

8. Address gender-specific health and safety issues.

Free hygiene and safety products for men and women are available onsite. CPR and First Aid training is offered, and certified responders are on staff.

9. Reject gender-based violence and harassment.

Planson maintains strict anti-harassment and workplace conduct policies which address violence, bullying, and all forms of harassment, whether of sexual nature or otherwise. These policies and associated periodic training apply to all employees regardless of gender, and all employees adhere to the same standards of expected behavior. Employees know how to report any issues and have options to report issues to any member of management. All employees receive harassment prevention training on an annual basis.



10. Foster education and training opportunities for women workers.

Planson provides extensive training and educational opportunities. Clear career path guidelines are available to all employees to ensure that everyone understands what steps are necessary to advance. Planson offers tuition reimbursement to all staff. In many cases, we provide additional educational support for key roles and for career advancement. Planson also provides Volunteer Time Off (VTO) to staff to use as they choose.



Philippines: Parents helping unload IT equipment for school computerization project

11. Maintain workplace awareness of gender equality, and inclusion and non-discrimination for all workers.

Planson recognizes and embraces the improved performance and employee morale that diversity in the workplace produces. We emphasize the importance of gender, racial, national, and cultural diversity through various trainings and encourage all employees to volunteer for special projects and committees.

12. Create mentoring and sponsorship opportunities for women workers.

Female leaders in the company mentor, and sponsor educational and professional events for, female staff, interns and family members.

Environment



Actions

Planson strives for continual improvement to our environmental footprint.

1. Reward sustainability with business.

We select, audit and hold accountable manufacturers and suppliers who are committed to environmentally friendly technologies, including but not limited to:

- GHG emissions Scope 1,2, and 3 targets to meet Race to Zero 1.5° commitments
- Carbon offset as short-term mitigation strategy
- Critical water supply protection in operations and supply chain
- Waste reduction in operations and supply chain
- Guaranteed high content of recycled content, post-consumer and post-industrial
- Energy Star rating, EPEAT power supply efficiency
- Asset Recovery Services and IT Asset Disposal services
- E-Waste recycling
- ISO 14001:2004 certification for EMS



2. Improve internal processes.

We implement environmentally sound policies in our own facilities:

- Water filtration systems to eliminate use of plastic water jugs
- 40kW photovoltaic system provides 100% electricity, hot water, cooling/heating via solar power generation
- High-efficiency electric water heater
- High-efficiency air source heat pumps for heating and cooling
- *Reduce, Reuse, Recycle* Program
- Biodegradable packaging materials
- Digitizing of 99.9% of documents, default no-print policy
- Hybrid company vehicle and electric materials handling equipment
- Weatherization, super-insulation, environmental monitoring of building
- Low energy appliances, electronics and all-LED lighting
- Support for flexible telework schedules
- 250 acres conserved green space under professional management plan
- Onsite apiary, restoration of native meadows and plants



Planson HQ: Sustainable commuting



Planson HQ: Employees stand in front of on-campus solar arrays

3. Support external initiatives.

We assist our customers in their efforts to protect the environment:

- TCO assessment
- Identify and offset costs for recycling programs for expended consumables and e-Waste
- Certified Destruction and Recycling Recovery service for commodity grade metals and non-metals, destruction of all data, no portion of such material deposited in a landfill

4. Commit to limit strategic travel.

Planson team travels onsite at times for large-scale project management and customer collaboration, but most local services are delivered by our local in-country partners, minimizing the environment impact of air travel. Videoconferencing is routinely employed for open communication.

Outcomes - Operations

| | |
|---------------------|---|
| Packaging: | Our packaging is 99% biodegradable |
| Non-recycled waste: | 50% reduction in waste, remainder fuels local green waste-to-energy plant |
| Paper: | 95% is recycled |
| Toner/Ink: | 99% is recycled |
| Electric use: | 100% reduction in commercial usage – excess solar power provided to grid |
| Fossil fuel use: | 80% reduction in usage |
| Green space: | Member of Maine Woodland Owners, 250 acres of forest preserved and managed sustainably under a Certified Forest Management Plan. Apiary for pollination and native plant restoration. |



Anti-corruption

Actions

Planson upholds Principle 10 of the UN Global Compact by working against corruption in all its forms, including extortion and bribery.



1. Reinforce ethical norms.

We maintain a strict code of ethics in all our business transactions. We reject all questionable advances, promptly report incidents of impropriety, and file protests when we encounter corrupt actions. We do not engage in corrupt activity or sanction corrupt activity by any business associates or outside partners. We require our partners to agree to our Code of Conduct. All staff study our principles and receive annual training on:

- Planson Core Values
- Planson Code of Business Ethics
- Planson Partners Code of Conduct
- Planson Guide to UN Ethics

2. Review and update internal resources.

We maintain a library of Global Ethics documents from the UN, World Bank, OECD, ISO37001, US Government and EU.

3. Train on federal guidelines.

In the past five years, we have received training from US officials implementing anti-corruption initiatives. We access a direct line to report any instances of improper sales, extortion, or bribery.



Credit: UNDP Public Procurement Training Course

4. Encourage ethical behavior across business sectors.

We continually encourage our manufacturers and vendors to ensure that there is a level playing field for all suppliers, which protects the interest of our customers and results in open, fair, and transparent competition.

Outcomes

We have a zero-tolerance policy toward corruption. Our business operations are free of all corrupt practices.

We Support the UN Global Compact and SDG



1 NO POVERTY



Goal 1: End poverty in all its forms everywhere

Planson supplies information technology solutions to help elevate the standard of living of beneficiaries through increased access to education, economic, and employment opportunities.

2 ZERO HUNGER



Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

Planson works closely with UN agencies working end hunger and improve agriculture, including the World Food Programme and the Food and Agriculture Organization.

3 GOOD HEALTH AND WELL-BEING



Goal 3: Ensure healthy lives and promote well-being for all at all ages

Planson is dedicated to supplying UN, NGO and government entities for whom SDG 3 is a core mission, including USAID, UNICEF, UNDP, UN Secretariat, UNFPA, UNHCR, ILO, UNOG, UNESCO, UNIDO, UNOPS, UN Women, FAO, IFAD, WFP, WHO, International Rescue Committee, Save the Children, and Mercy Corps.

4 QUALITY EDUCATION



Goal 4: Ensure inclusive and quality education for all and promote lifelong learning

Planson has supplied, delivered, installed, and supported turnkey computer labs and technology solutions to thousands of schools around the world.

5 GENDER EQUALITY



Goal 5: Achieve gender equality and empower all women and girls

Planson advances gender equality and empowerment of women and girls in every aspect of our work. We are committed to being an exemplary Women-Owned business. We serve as a supplier to UN Women and women-centric NGOs. We support nonprofits dedicated to protecting women and advancing women's rights and opportunities.

6 CLEAN WATER AND SANITATION



Goal 6: Ensure access to water and sanitation for all

Planson participates in WASH projects, supports clean water and sanitation projects through volunteering, and partners with local companies specializing in delivering these basic human rights.

7 AFFORDABLE AND CLEAN ENERGY



Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all

Planson supports businesses and nonprofits developing affordable and practical electric alternatives for the working waterfront.

8 DECENT WORK AND ECONOMIC GROWTH



Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all

As a contract holder to the UN's International Labor Organization (ILO), Planson helps safeguard workers' rights. We contribute to projects that promote entrepreneurship, job creation, and advancement of workers, by providing innovative IT solutions in every region of the world.



Goal 9: Build resilient infrastructure, promote sustainable industrialization and foster innovation
Planson delivers innovative, cost effective and robust infrastructure solutions that support economic growth and development.



Goal 10: Reduce inequality within and among countries
Planson's IT solutions helps reduce inequality through providing access to education and knowledge. Planson's partnerships with local IT companies in almost 100 countries provide substantial economic growth opportunities for local service providers.



Goal 11: Make cities inclusive, safe, resilient and sustainable
As a cloud service provide, Planson supplies IoT technologies that will contribute significantly to this goal. Planson also delivers IT, security and power solutions that safeguard urban citizens.



Goal 12: Ensure sustainable consumption and production patterns
Planson promotes manufacturers and suppliers who practice sustainable manufacturing and are committed to environmentally friendly technologies.



Goal 13: Take urgent action to combat climate change and its impacts
Planson has committed to Business Ambition for 1.5 and to SME Climate Hub. Scope 1 and 2 emissions are extremely low, and we are continually improving Scope 3 emissions through partnership with manufacturers, freight forwarders and UN and NGO partners.



Goal 14: Conserve and sustainably use the oceans, seas and marine resources
Planson is a substantial supporter of the Royal River Conservation Trust and the Sea Meadow Marine Foundation, two Maine nonprofits dedicated to conservation and sustainable marine economic activities.



Goal 15: Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss
Planson actively manages 250 acres of fields and forests for biodiversity, conservation, species protection, and regeneration of native flora and fauna.



Goal 16: Promote just, peaceful and inclusive societies
Planson passionately supports equality, empathy, understanding and compassion in all our business relationships and activities.



Goal 17: Revitalize the global partnership for sustainable development
Planson affirms that to preserve and protect our world, a global commitment by countries, businesses and individuals is the sine qua non for sustainable development.



Planson Scope 2 Highlight – 40kW Solar Array – Installed 2015

192 tCO₂ avoided – 457,567 MWh PV Energy generated



PV System Profile | Planson International

Location: New Gloucester, United States
Commissioning: 6/24/2015

PV system power: 39.780 kWp
Annual Production: approx. 47,736 kWh (1,200 kWh/kWp)
CO₂ avoided: Approx. 19.9 tons per annum

Modules: Canadian Solar Inc. CS6P-255P (UL) (01/2013)
Communication: 3 x SMA Webconnect
Inverter: 3 x Sunny Boy 11000TLUS-12



Planson Data on Staff and Community

Planson Performance Data, Goals and Progress

| GLOBAL EMPLOYEES BY GENDER | | | | | | | | |
|---|-------|---|------|------|------|------|------|------|
| | | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
| Employee count | Women | 19 | 21 | 21 | 20 | 20 | 21 | 20 |
| | Men | 21 | 18 | 19 | 17 | 17 | 17 | 17 |
| Employee % | Women | 48% | 54% | 52% | 54% | 54% | 55% | 54% |
| | Men | 52% | 46% | 48% | 46% | 46% | 45% | 46% |
| Managers and Executives | Women | 52% | 54% | 44% | 54% | 54% | 58% | 56% |
| | Men | 48% | 46% | 56% | 46% | 46% | 42% | 44% |
| EMPLOYEE ENGAGEMENT | | | | | | | | |
| % employee engagement score | | 96% | 98% | 97% | 98% | 93% | 90% | n/a |
| Best Places to Work in Maine Ranking | | #12 | #2 | #1 | #3 | #11 | #23 | n/a |
| 401(k) PLAN PARTICIPATION | | | | | | | | |
| % employees contributing | | 97% | 100% | 97% | 97% | 97% | 100% | 100% |
| DRIVING ECONOMIC & SOCIAL PROGRESS | | | | | | | | |
| Charitable Donations Focus 2018-2024 | | K-12 Education: Annual Donations to School District, Support for women displaced from their homes due to domestic violence. | | | | | | |
| Charitable Donations | | Contributions to nonprofits focused on human rights, civil rights, education, the health, safety and education of girls and women, physical fitness, arts, mine action, poverty reduction, refugees and displaced persons, environment, working waterfront. | | | | | | |

Planson Goals and Progress

| GOAL | TARGET YEAR | PROGRESS | STATUS |
|--|-------------|--|--------|
| Increase Local Partner Technical Services in countries classified by World Bank and HDI as non-high for income and HDI by 10% year over year | 2020 | 2018-2021 Average increase 210% 2022, 2023 – maintained at 2021 level | |
| CORPORATE GOVERNANCE - CODES OF BUSINESS CONDUCT AND SECURITY | | | |
| All staff complete yearly Planson Codes of Business Conduct and Ethics training. | 2022 | 100% of staff complete annually since 2019 | |
| Quarterly review of financial controls Best Practices to prevent fraud. | 2019 | 100% Dual authentication on all transactions. Quarterly reviews and enhancements of controls. Fraud prevention team meets monthly. | |
| Train staff on IT security, threats, safe conduct. | 2019 | 100% of staff are trained and refresher annually. Simulated attacks continually test staff. | |
| Report all IT security breaches to staff. | 2020 | 2 breaches detected | |
| Enhance cybersecurity measures per best practices and quarterly review | 2022 | Cybersecurity measures in accordance with USA CISA.gov recommendations in place MFA required on all devices | |
| CORPORATE GOVERNANCE – RISK AND CRISIS MANAGEMENT | | | |
| Conduct yearly business review on emerging risks and sensitivity analysis. | 2022 | 2017 – 2023 Done Annually | |
| Update 2-year projections for income, balance sheet and cash flow monthly. Update near term cash flow projections weekly. | 2021 | Achieved and ongoing | |

| SUSTAINABILITY – Scope 1 and Scope 2 | | | |
|--|------|--|--|
| Commit to Business Ambition for 1.5 with approved targets | 2022 | Commitment made, targets published, reporting on schedule | |
| Commit to SME Climate Hub | 2022 | Commitment made, targets published, reporting on schedule | |
| All company equipment-handling and passenger vehicles are electric or hybrid | 2021 | The last gasoline vehicle was eliminated in 2021, we are now all electric and hybrid | |
| 100% of company electricity needs are met from renewable energy | 2023 | Planson HQ in Maine - Achieved 2015 with owned solar array Planson Europe - Denmark on track | |
| All electrical devices are high efficiency - heating, cooling, hot water, IT, lighting | 2023 | Planson HQ in Maine - Achieved 2018 Planson Europe - Denmark on track | |
| Reduce carbon fuel usage by 10% year over year from 2017 baseline | 2020 | Average reduction 15% per year 2018-2023 | |
| Reduce employee carbon emissions from commuting by 20% year over year from 2017 baseline | 2020 | Pre-2017 - 100% commuted 100% of days 2017-2019 - 20% teleworked 20% of days 2020-2021 - 88% teleworked 100% of days (impacted by COVID) 2022-2023 – 88% telework 60% of days (hybrid working model post-COVID) | |
| SUSTAINABILITY – Scope 3 | | | |
| <p>Our largest impacts on the environment are from supply chain (upstream) and transport to end user (downstream).</p> <p>Supply chain (upstream): We track and audit our top 6 suppliers' climate commitments and performance annually (copy available on request). Four are manufacturers and they have all committed to Net Zero by 2050.</p> <p>Two are distributors and they are reducing GHG emissions but have not yet committed to Net Zero.</p> | 2050 | <p>Net Zero by 2050</p> <p>2023 – Planson audits annual reports from DSV on our GHGe from transport and provides recommendations to customers to reduce emissions by selecting sea or road transport rather than air whenever possible.</p> | |
| <p>Transport to end users (downstream): We subcontract transport of goods to freight forwarders and carriers. We work closely with our largest freight forwarder DSV and participate in their Green Logistics program. We commit to using only forwarders and carriers who have set and are meeting ambitious science-based targets for reducing greenhouse gas emissions.</p> | 2030 | <p>Minimum 2030 targets based on 2019 baseline: SBTi Scope 1: 40% Reduction SBTi Scope 2: 40% Reduction SBTi Scope 3: 30% Reduction</p> <p>2023 H1 – 31% of cargo tonnage was air 2022 FY – 65% of cargo tonnage was air</p> | |
| Include manufacturing carbon offsets in global UN and NGO contracts | 2025 | <p>2020 – Included in largest UN IT contract</p> <p>2022 - Proposed for all UN and NGO contracts</p> | |

| SUSTAINABILITY – Circular Economy | | | |
|--|------|---|--|
| Implement content recycling, asset recovery services, and e-waste recycling of IT devices and consumables for our global UN and NGO contracts. | 2025 | High income countries - Achieved Non-high income countries – services are available yet rarely used | |
| Continuously expand options for responsible recycling and disposal options available to end users in developing countries | 2023 | <p>Circular Economy 2022 - Planson Initiative to take on startup costs for e-waste recycling in Kenya for 3 international NGOs, to overcome the biggest barrier of cost.</p> <p>Facilitate collaboration among UN entities and NGOs for large scale, cost effective, lowest impact renewal and e-waste recycling of hardware and consumables: Cooperations established in 2021-2023: WEEE Centre Kenya Enviroserve Kenya and Dubai Closing the Loop Netherlands Quantum – El Salvador</p> | |
| SUSTAINABILITY – Environment | | | |
| <p>Energy consumption – Monitors compliant with Energy efficiency Class A-D of EU 2019/2013</p> <p>Product lifetime extension</p> <p>Recycling</p> | 2025 | <p>Supply 100% monitors that comply with Class A-D of EU 2019/2013</p> <p>Track and audit annually our top 4 manufacturers’ results for extension of product lifetime through repairability and upgradability</p> <p>Track and audit annually our top 4 manufacturers’ targets for product recyclability with separation of plastic parts, with special focus on Closed-loop recycling</p> | |

| |
|--------------------------------------|
| Target met, in compliance |
| On track to target |
| On Track to target, challenges ahead |

Submitted respectfully,



Connie Justice
Founder and Senior Advisor
Planson International Corporation

New Gloucester, Maine, USA