PHILIP MORRIS INTERNATIONAL



The Power of How

OPPORTUNITIES IN OPERATIONS

#MAKEHISTORY





WELCOME

'If we see more, we know better. That's how we progress'.

'How' is everything

At Philip Morris International (PMI), we are committed to a vision of a smoke-free future, focusing our efforts on smoke-free alternatives to replace cigarettes as soon as possible for the millions of adult smokers who would otherwise continue smoking. We also see opportunities to extend our portfolio for the long term to include products outside of the tobacco and nicotine sector. In doing so we've chosen to transform our entire business. Join us in this ongoing journey of discovery and help us answer some profound questions:

How do we make things better? How can we make our vision happen? How are we fulfilling our legal age consumers' demands and exceeding their expectations?

Operations is where we really get to grips with these questions and work out how to deliver the future of our business. As our portfolio extends from cigarettes to innovative smoke-free products, we need to re-engineer how we operate, through new supply chains, new production lines, and new methods of distribution. Our Operations teams around the world make all of this happen. Being part of it means a chance to devise new ways of working, so there is no limit to how you can enhance your current knowledge and develop new skills. Who knows where it might take you.

ABOUT OPERATIONS

‘The best change is good for everyone. Better is still doing well.’

‘How’ is everywhere

Operations touches every part of our business. Our mission is to produce and deliver products to our markets and into the hands of our adult consumers sustainably and efficiently.

How is the way we bring our portfolio of new electronic devices to market in **Global Manufacturing.** It’s what transforms a concept on a page to the viable reality we take to market. How is in our **Procurement** function that draws on the expertise of market insight to help suppliers better meet our needs.

How drives the strategy that supports our **Supply Chain** to deliver smarter and faster. Here, synchronization underpins how we do things globally by influencing thinking locally. This is how we achieve greater efficiency through agility. It’s how we respond and adapt more flexibly.

Strategy informs our work across the whole of Operations. It’s how we take decisions which make a difference in the best way possible. This is how we know better every time we must change, everywhere it must happen.

Sustainability is how we answer our responsibilities. It’s how we optimize our impact for the good of us all. Setting and achieving ambitious targets is how we can succeed. Being an example sets an example. This is how we influence to chance behaviors beyond our business.





YOUR FUTURE

‘We’re transforming more than our business; we’re reshaping careers’.

‘How’ is tomorrow

When it comes to making your mark in Operations, it’s your passion, determination and capacity for innovation that really count. Join any one of our seven global functions and you’ll be helping to shape an extraordinary new future for yourself and PMI. From large projects to small actions, we’re making the impossible possible.

Global Technical Operations

GTO is the end-to-end technical segment of the Operations ecosystem of PMI. It is combining the four sub-functions Global Leaf and Product Development, Global Manufacturing, Engineering Solutions, and Safety and Market Security into one team with a motto "We are GTO".

This is how GTO drives efficiencies by delivering synergies while working on the shared knowledge of four subfunctions.

Global Leaf & Product Development (GLPD)

Our GLPD function includes two areas – Leaf and Product Development.

Leaf

From seed, to harvesting, and finally tobacco processing, we work with tobacco farmers and processing facilities to ensure our practices are sustainable and cost-effective. From mechanization solutions in the field to digital solutions to drive precision agriculture, we're always innovating.

Product Development

We create, launch, and manage a portfolio of conventional tobacco products (such as cigarettes) and innovative smoke-free products that reflect global adult consumer needs. From ensuring smoke-free products are stable, compliant, and easy to manufacture, to digitizing the printing process to enable the rapid execution of packaging designs, we ensure nimbleness, efficiency and customer-centricity in relation to fast-changing markets.

This is how we stay competitive and consumer focused. This is how we create high-quality, consistent, competitively priced products.

Global Manufacturing

Within Global Technical Operations, Global Manufacturing is where our vision for a smoke-free future is taking shape. In Global Manufacturing, we take a concept and make it a commercially viable, market-ready product. We're setting standards, deploying new ways of working and setting core activities to accelerate our vision.

This is how the future of our business is taking shape.

Engineering Solutions

The Engineering Solutions team within the Global Technical Operations is fuel for innovation that serves the entire PMI; it is essentially our engineering department. With our Manufacturing Development Centre, manufacturing engineering, consumer industrialization and digital engineering capabilities we deliver smart, greener, more sustainable solutions that drive the growth for Operations. This is how we fuel innovation. With an unwavering eye on customer needs and firmly focused on PMI's strategic priorities they extend across the company. From the fields to the factories, from product development to re-engineering operations, we review every aspect of operations, seeking fresh perspectives and unlocking potential.

Collaborating closely with other departments, we blend curiosity, technology expertise, business acumen, strategic insight, and innovative thinking.

This is how we turn ideas into feasible plans and aspirations into achievements.

Security & Market Safety

With in Global Technical Operations, Security & Market Safety is a diverse, global team of more than 180 security and safety risk management professionals working in support of PMI's transformation to a sustainable smoke-free future. We partner across PMI to assure a safe and secure working environment—on site, in the field, and on the road.

We adhere to a very strict security & safety legal compliance measures coupled with regular risk assessment, audit, & assurance. We continuously develop capabilities across the wide spectrum of safety and security from our supply chains, products to occupational safety, travel risk and emergency response and crisis management.

We equip PMI with standards, tools, trainings, and capabilities to ensure the safety of all personnel and work continuously to promote safe behaviors.

This is how we protect, people, revenue, and innovations.





Global Supply Chain

What was once relatively simple with the production of our conventional cigarettes, is now a multifaceted process in which Supply Chain started playing a new, larger, and fundamental key role. New categories, longer and more complex chains of supply, more stakeholders - and more opportunities to contribute to a smoke-free future. From turning demand forecasts and market insights into plans that the rest of Operations can use to ensure production meets PMI business goals, to designing the routes that will deliver those products to our consumers.

This is how we deliver in an agile way to meet our customers' expectations – and exceed them.

Procurement

The better a supplier understands our needs, the better it is for our business. Strategic sourcing enables the best possible results for our stakeholders and customers in terms of quality, sustainability, and price. Our procurement teams are responsible for sourcing everything from R&D, direct materials, electronic devices to services like marketing or consulting.

This is how we make every cent of our spend count.

Operations Excellence

Across Operations we have ambitious goals, and we win when we are all focused on doing the right things for the right reasons. Here's where the OpEx team comes. By embedding a rock-solid foundation of operational excellence, strengthening workforce capabilities, and engaging through compelling communications.

This is how we drive a culture of excellence in delivery and collaboration with a growth mindset.

Operations Sustainability

We are committed to achieving the highest standards of environmental and social sustainability in our direct operations and in our supply chain where most of our impacts lie. We've set ambitious targets to demonstrate our sustainability leadership commitment; aiming to eradicate poverty and child labor in our tobacco supply chain, targeting to reach carbon neutrality across our entire value chain by 2040, achieving safety excellence in manufacturing and sourcing sustainably from critical suppliers. Moreover, we've set a new ambition for biodiversity supported by our commitment toward forest positivity and water stewardship excellence. Ambitious targets are how we'll succeed.

This is how we're making sure we're force for good.

Operations Strategy & Results Delivery

We set the strategy for the Operations functions, strongly focusing on the transformational projects which support PMI's growth journey towards a smoke-free future. From capital expenditure and manufacturing footprint to asset management, we also have a governance role in aligning Operations strategy with PMI strategy. We track performance throughout projects, equipping the business with tools and methods to boost productivity and enable cost savings.

This is how we create value.

Operations Category Management (OCM)

OCM leads the effective execution of large-scale, cross-functional Operations product and technology introduction initiatives working, ensuring the principles of customer centricity, zero-loss and speed-to-market are applied throughout with the ultimate objectives of delivering products and innovations faster to market. We are also accountable for Smoke-Free Products and Combustibles Operations Category Management, allowing for an end–to-end business partnership between Operations and Categories.

WORKING AT PMI

'We are not workers doing jobs; we are people on a mission'

'How' is everyone

How fast we move forward depends on employing people from a variety of different backgrounds. The more perspectives we have, the more ways there are to see. It's how we define our vision and vision is how innovation happens. If you're willing to share what you know, we'll show you how it can make a change for the better.

PMI has introduced a new forward-looking hybrid model of work, known as "SMART WORK". A voluntary program for those employees whose roles are eligible, it gives the option to choose a combination of remote & workplace. This offers greater flexibility over when and where work is done.

As such, we champion a commitment to diversity and inclusion. We're proud to be the first multinational company to be globally EQUAL-SALARY Certified – Achieving EQUAL-SALARY certification is an important building block on the road to creating a more inclusive, gender-balanced workplace. And that's just the start. In May 2022, we reached our year-end aspirational goal of achieving 40 percent of women in management roles. We acknowledge that we still have a long way to go on our diversity, equity, and inclusion journey. With this in mind, we aspire to reach 35 percent of women in senior roles by 2025.

In 2021, we've also introduced a global minimum paid parental leave for both primary and secondary caregivers. They apply to all employees regardless of gender or sexual orientation, and regardless of whether they become parents throught, birth, adoption or surrogacy.



Our global Employee Resource Groups (ERGs) are employee-led groups focused on a particular diversity dimension. The ERGs are intended to foster a culture of inclusion, equity and belonging by providing a platform for building a sense of belonging, visibility, and greater understanding of different experiences and dimensions of diversity in our company. All our ERGs are led by a committee of volunteer employees and sponsored by a member of the Senior Management Team. They are inclusive and open to all PMI employees. We also have external subject matter expert partners supporting our ERGs.

Our Global Employee Assistance Program provides employees and their families with psychological and emotional counseling support as well as legal and financial support. Maintaining a happy, safe, and healthy workplace isn't just good for employees, it is also good for our business.



WHERE DO YOU FIT IN?

‘If you want to do something, anything, mindset matters most’

‘How’ is whatever works best

Our business works by keeping our legal-age consumers front of mind, doing the right things in the best way possible, and making the most of our people. So, when it comes to how it works for you, the possibilities are virtually endless.

Bring your most ambitious ideas to your role, and you will:

- Invest yourself personally in the PMI story and become infectiously enthusiastic about our journey. In return, you will enjoy the opportunity to pursue limitless career paths within the business, along with a competitive benefits package.
- Understand that your personal growth is a key component to support our smoke-free journey, and that you are accountable for that. In return, we will give you the support and equipment you need to explore the newest technologies and cutting-edge solutions.
- Be part of an inclusive and diverse workplace, creating a sense of community and inspiring others to follow.
- Bring the future into the now, making it clear, tangible, and part of your day-to-day decisions and interactions. This is your chance to help deliver a smoke-free future alternatives for all adults who would otherwise continue to smoke.

Never say never

We don't believe people belong in a box. If you want to use what you know in a different way, your expertise is more than welcome. We have media buyers working in Procurement, finance professionals in Manufacturing and hospitality people in Supply Chain. Talent, expertise, and the curious minds we're after need latitude not limitations. They certainly don't need labels.

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NEXT STEPS

‘How’ is the answer

We have many questions still to ask. You know what some of those will be. But how will you find out if you don’t discover more? Come #MakeHistory with us and ask those questions.

Here’s how:

Visit www.pmi.com/careers/overview or the Operations LinkedIn Life page for more information.

To see our latest opportunities in Operations, find out more here.

