



GRI content index 2025

Philip Morris International Inc. (PMI) has reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025 with reference to the GRI Standards. This Index cross-references our company’s six strategic priorities outlined in our [Sustainability Materiality Report 2025](#) with applicable GRI Standards and UN Global Compact Principles.

PMI priority sustainability topics	GRI Standard(s)
Consumers	416: Consumer health and safety (2016); 417: Marketing and labeling (2016)
Circularity	301: Materials (2016); 306: Waste (2020)
Our workforce	401: Employment (2016); 404: Training and education (2016); 405: Diversity and equal opportunity (2016);
Workers in our value chain	408: Child labor (2016); 409: Forced or compulsory labor (2016); 412: Human rights assessment (2016); 414: Supplier social assessment (2016);
Climate	302: Energy (2016); 305: Emissions (2016)
Nature	101: Biodiversity (2024); 303: Water and effluents (2018)

This content index should be read in conjunction with [PMI Value Report 2025](#), the Philip Morris International Inc. (PMI) Form [10-K for the year ended December 31, 2025](#), [PMI 2026 Proxy Statement](#), and additional sustainability-related communications available on www.pmi.com/sustainability. Additional materials referred to in this index are made available on PMI.com.



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Code	Disclosure title	UNGC Principles	Location of information in PMI Value Report 2025	Location of information in other PMI published materials	Additional information
2 - GENERAL DISCLOSURES (2021)					
2-1	Organizational details		About PMI (pg. 2) Back cover	PMI 2025 Form 10-K (pgs. 1-7) PMI About us	
2-2	Entities included in the organization's sustainability reporting		About this report (pg. 3)		
2-3	Reporting period, frequency and contact point		About this report (pg. 3)		PMI Value Report 2025 has been published the week following the issuance of the PMI 2026 Proxy Statement to ensure sustainability information is available for investors ahead of our Annual General Shareholder Meeting.
2-4	Restatements of information				Where data has been restated from previous reports, it is noted in an appropriate footnote in the report.
2-5	External assurance		About this report (pg. 3)	Verification statements: 2025 Scope 1&2 GHG Emissions ; 2025 Scope 3 GHG Emissions Assurance statements: 2025 EHS Assurance Statement	
2-6	Activities, value chain, and other business relationships	3, 4, 5, 6, 8, 10	About PMI (pg. 2) Our global footprint (pgs. 6) Governance and management (pgs. 20) Workers in our value chain (pgs. 78-80)	PMI Value Chain Transformation	
2-7	Employees	6	Our global footprint (pgs. 6) Performance metrics: Our workforce (pg. 128)	About Us (PMI.com)	We do not break regional workforce data down by gender.
2-8	Workers who are not employees	6	Performance metrics: Our workforce 2025 (pg. 128)		Typically, contractors are involved in specific projects (e.g., machine installation or construction), facility management (e.g., building maintenance), logistics (e.g., transportation or administration), or services (e.g., canteens or medical centers on PMI premises).
2-9	Governance structure and composition		Governance and management (pg. 20)	PMI 2026 Proxy Statement (pgs. 5-16, 17-31)	
2-10	Nomination and selection of the highest governance body			PMI 2026 Proxy Statement (pgs. 17-20)	
2-11	Chair of the highest governance body			PMI 2026 Proxy Statement (pg. 7)	



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2-12	Role of the highest governance body in overseeing the management of impacts		Governance and management (pgs. 20) About this report (pg. 3)	PMI Statement of Purpose PMI 2026 Proxy Statement (pgs. 5-16)	PMI's Board of Directors (or the Board) and its committees oversee all aspects of our business. The Nominating and Corporate Governance Committee advises the Board on corporate governance and sustainability matters and oversees certain business sustainability strategies and performance.
2-13	Delegation of responsibility for managing impacts		Governance and management (pg. 20)	PMI 2026 Proxy Statement (pgs. 5-16)	We describe our management approach for each sustainability strategic priority under specific sections throughout our Value Report.
2-14	Role of the highest governance body in sustainability reporting		Governance and management (pg. 20) About this report (pg. 3)	PMI 2026 Proxy Statement (pg. 13-14)	PMI's Board of Directors and its committees oversee all aspects of our business. The Nominating and Corporate Governance Committee advises the Board on corporate governance and sustainability matters and oversees certain business sustainability strategies and performance.
2-15	Conflicts of interest			PMI Corporate Governance Overview	The most recent updates to PMI's Corporate Governance Guidelines are available on PMI.com.
2-16	Communication of critical concerns			PMI 2026 Proxy Statement (pg. 3)	We continuously engage in an extensive shareholder outreach program during which we seek input on a range of matters.
2-17	Collective knowledge of the highest governance body			Board of Directors (PMI.com)	Our Board is the governing body for PMI and is a team of seasoned advisors who help oversee the company's full range of activities. Led by its Chairman, the Board is responsible for the oversight of corporate policies, strategic direction, and management. The Board is regularly informed of the company's performance, future plans, and significant issues affecting our business.
2-18	Evaluation of the performance of the highest governance body			PMI 2026 Proxy Statement (pgs. 17-18)	In evaluating the suitability of individuals for Board membership, the Board's Nominating and Corporate Governance Committee takes into account, amongst others, the individual's general understanding of the various disciplines relevant to the success of a large publicly traded company in today's general global business environment.
2-19	Remuneration policies		VALUE Index (pgs. 20-21)	PMI 2026 Proxy Statement (pgs. 34-68)	For more information on the VALUE Index see PMI's Value Report 2025 (pgs. 20-21)
2-20	Process to determine remuneration			PMI 2026 Proxy Statement (pgs. 34-68)	
2-21	Annual total compensation ratio			PMI 2026 Proxy Statement (pg. 65)	We report CEO: median employee ratio, as required by the applicable US Securities laws, but not the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual).



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Code	Disclosure title	UNGC Principles	Location of information in PMI Value Report 2025	Location of information in other PMI published materials	Additional information
2-22	Statement on sustainable development strategy		Message from our Chief Executive Officer (pg. 4)	PMI Statement of Purpose	
2-23	Policy commitments		Policies and commitments (pg. 22)	PMI Code of Conduct PMI Statement of Purpose	
2-24	Embedding policy commitments		Defining our priorities (pg. 19) Policies and commitments (pg. 22)	PMI Code of Conduct PMI Statement of Purpose	We describe our management approach for each sustainability strategic priority under specific sections throughout the PMI Value Report 2025 : Consumers (pg. 28), Circularity (pg. 49), Our workforce (pg. 63), Workers in the value chain (pg. 76), Climate (pg. 94), Nature (pg. 108)
2-25	Processes to remediate negative impacts		Our approach to sustainability (pgs. 18-23) Our workforce (pgs. 65-66) Workers in our value chain (pgs. 78-80)	PMI Code of Conduct PMI Uphold business ethics and integrity	
2-26	Mechanisms for seeking advice and raising concerns		Our workforce (pgs. 63-66) Workers in our value chain (pgs. 78-80)	PMI Code of Conduct PMI Uphold business ethics and integrity	
2-27	Compliance with laws and regulations		Workers in our value chain (pgs. 75-79)	PMI Uphold business ethics and integrity	We publicly disclose material legal proceedings in PMI's periodic filings with the U.S. Securities and Exchange Commission, including on forms 10-K and 10-Q, as mandated by U.S. Securities Laws and related regulations. These filings are available to the public on the U.S. Securities and Exchange Commission's website.
2-28	Membership associations	1, 8		PMI Stakeholder engagement	We describe relevant partnerships and membership associations for each priority material sustainability topic throughout our integrated report.
2-29	Approach to stakeholder engagement			PMI Overview of our engagement principles PMI Stakeholder engagement	
2-30	Collective bargaining agreements	3	Performance metrics: Our workforce (pg. 126)	PMI ALP Code PMI Code of Conduct	



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Code	Disclosure title	UNGC Principles	Location of information in PMI Value Report 2025	Location of information in other PMI published materials	Additional information
3 - MATERIAL TOPICS (2021)					
3-1	Process to determine material topics		Our approach to sustainability (pgs. 18-20)	PMI Sustainability Materiality Report 2025	We completed a comprehensive sustainability materiality assessment in 2024, and a relevancy evaluation of the results in 2025, aligned with the EU Corporate Sustainability Reporting Directive (CSRD), the results of which will inform our strategy for 2030 and beyond.
3-2	List of material topics		About this report (pg. 3)	PMI Sustainability Materiality Report 2025	
3-3	Management of material topics		Management approach (pg. 27; 48; 62; 75; 92; 107) The path ahead (pg. 46; 59; 73; 90; 105; 120)		We describe our management approach for each material sustainability topic under specific sections throughout the PMI Value Report 2025 as well as the path ahead as part our strategy to 2030 and beyond.

Note: In this report and in related communications, the term “materiality,” “material,” and similar terms, when used in the context of economic, environmental, and social topics, are defined in the referenced sustainability standards, and are not meant to correspond to the concept of materiality under the U.S. securities laws and/or disclosures required by the U.S. Securities and Exchange Commission.

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416 - CUSTOMER HEALTH AND SAFETY (2016)					
416-1	Assessment of the health and safety impacts of product and service categories		Consumers (pgs. 27-38)	PMI Nicotine Science	PMI continues to invest in the development and rigorous scientific assessment of a portfolio of smoke-free products of which net revenues represented 41.5 percent of PMI’s adjusted net revenues in 2025.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		Consumers (pgs. 30-33)	PMI 2025 Form 10-K (pgs. 115-121)	Our material contingencies are described in note 16 to the consolidated financial statements of our annual report on form 10-K, in accordance with the applicable U.S. Securities laws.



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417 – MARKETING AND LABELING (2016)					
417-1	Requirements for products and service information and labeling		Consumers (pgs. 39-42)	PMI Marketing Standards	
417-2	Incidents of non-compliance concerning product and service information and labeling		Performance metrics: Consumers (pg. 123)		We report on number of violations by PMI employees of our Marketing Code resulting in substantiated cases of misconduct.
417-3	Incidents of non-compliance concerning marketing communications		Performance metrics: Consumers (pg. 123)		

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301 - MATERIALS (2016)					
301-1	Materials used by weight or volume	7, 8, 9	Circularity (pgs. 51, 57-58) Performance metrics: Circularity (pg. 124)		We report our total plastic footprint based on plastic purchased, split by packaging, filters, devices and other items in PMI Value Report 2025 (pg. 51). For our packaging materials, we report the proportion of different materials used and their weight in tons in PMI Value Report 2025 (pgs. 57-58) and the proportion of recyclable and renewable materials used in PMI Value Report 2025 (pgs. 57-58).
301-2	Recycled input materials used	7, 8, 9	Performance metrics: Circularity (pg. 124)		Not applicable for smoke-free product consumables and combustible cigarettes due to nature of the products. For our electronic smoke-free devices we report on recycled content currently in our devices and our plan to increase the proportion of recycled content to 2030 (pg. 54, 59). For our packaging we report on current recycled content used and constraints with sourcing particular materials (pg. 58, 59)
301-3	Reclaimed products and their packaging materials	7, 8, 9	Performance metrics: Circularity (pg. 124)		Our circularity programs primarily relate to smoke-free electronic devices and consumables. At this stage in our journey our reporting is focused on the availability of these services (number of markets and percentage of shipment volume covered by markets with programs in place) rather than weight and volume of reclaimed materials.



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Code	Disclosure title	UNGC Principles	Location of information in PMI Value Report 2025	Location of information in other PMI published materials	Additional information
306 - WASTE (2020)					
306-1	Waste generation and significant waste-related impacts		Circularity (pgs. 51-59)	PMI Reducing waste	
306-2	Management of significant waste-related impacts			PMI Reducing waste	
306-3	Waste generated		Performance metrics: Nature (pg. 134)	PMI Reducing waste	
306-4	Waste diverted from disposal				
306-5	Waste directed to disposal				

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401 - EMPLOYMENT (2016)					
401-1	New employee hires and employee turnover		Performance metrics: Our workforce (pg. 125-126)		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	6			We aim to design a minimum global core set of benefits for employees. We are currently coordinating efforts globally and will seek to report in alignment with these standards, where relevant and feasible, moving forward.
401-3	Parental leave	6	Our workforce (pg. 70)		We will seek to report in alignment with these standards, where relevant and feasible, moving forward.

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404 - TRAINING AND EDUCATION (2016)					
404-1	Average hours of training per year per employee		Performance metrics: Our workforce (pg. 126)		We report these figures for our overall workforce without breaking data down by gender.
404-2	Programs for upgrading employee skills and transition assistance programs	6	Our workforce (pgs. 67-69)		
404-3	Percentage of employees receiving regular performance and career development reviews		Performance metrics: Our workforce (pg. 126)		We report these figures for our overall workforce without breaking data down by gender.



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Code	Disclosure title	UNGC Principles	Location of information in PMI Value Report 2025	Location of information in other PMI published materials	Additional information
405 - DIVERSITY AND EQUAL OPPORTUNITY (2016)					
405-1	Diversity of governance bodies and employees	6	Performance metrics: Our workforce (pg. 125) Performance metrics: Our workforce (pg. 128)	PMI 2026 Proxy Statement (pgs. 17-18, 22-29)	
405-2	Ratio of basic salary and remuneration of women to men	6	Our workforce (pg. 65)		

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408 - CHILD LABOR (2016)					
408-1	Operations and suppliers at significant risk for incidents of child labor	5	Workers in our value chain (pgs. 82-85)		

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409 - FORCED OR COMPULSORY LABOR (2016)					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	X	Workers in our value chain (pgs. 81-85)		

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412 - HUMAN RIGHTS ASSESSMENT (2016)					
412-1	Operations that have been subject to human rights reviews or impact assessments	1, 2, 3, 4, 5, 6	Risk management (pg. 23); Workers in our value chain (pgs. 78-79)		
412-2	Employee training on human rights policies or procedures	1, 2, 3, 4, 5, 6	Workers in our value chain (pgs. 78-79)		
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	1, 2, 3, 4, 5, 6	Workers in our value chain (pgs 78-79)	PMI Responsible Sourcing Principles	All our suppliers are required to adhere to PMI's Responsible Sourcing Principles (RSP), which cover human rights aspects.



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414 - SUPPLIER SOCIAL ASSESSMENT (2016)					
414-1	New suppliers that were screened using social criteria	1, 2, 3, 4, 5, 6	Workers in our value chain (pgs. 78-80)		We initiate screening of all critical suppliers within one reporting period of their classification as critical.
414-2	Negative social impacts in the supply chain and actions taken	1, 2, 3, 4, 5, 6	Workers in our value chain (pgs. 81-90)		

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302 - ENERGY (2016)					
302-1	Energy consumption within the organization	7, 8, 9	Climate (pgs. 97-99) Performance metrics: Climate (pg. 132-133)	PMI CDP Corporate Questionnaire 2025	We do not sell any electricity, heating, cooling, or steam. Types of energy included in the energy consumption: fuel, electricity, district heating and renewable energy.
302-2	Energy consumption outside of the organization	7, 8	Climate (pgs. 100-103) Performance metrics: Climate (pg. 132-133)	PMI CDP Corporate Questionnaire 2025	
302-3	Energy intensity	8	Performance metrics: Climate (pg. 132-133)	PMI CDP Corporate Questionnaire 2025	Types of energy included in the energy intensity ratio: fuel, electricity, district heating and renewable energy.
302-4	Reduction of energy consumption	7, 8, 9	Climate (pgs. 132-133)	PMI CDP Corporate Questionnaire 2025	
302-5	Reductions in energy requirements of products and services	7, 8, 9			We currently report on the lifecycle carbon footprint of certain products in PMI Value Report 2025 (pg. 49; 54). The energy requirements of our devices is one of several criteria considered as part of our circularity management approach and will be reported on in coming years as deemed relevant.



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305 - EMISSIONS (2016)					
201-2	Risks and opportunities due to climate change	7, 8	Climate (pg. 92)	PMI CDP Corporate Questionnaire 2025 PMI Climate Transition Plan	
305-1	Direct (Scope 1) GHG emissions	7, 8	Performance metrics: Climate (pgs. 132)	PMI CDP Corporate Questionnaire 2025 2025 Greenhouse Gas Verification Statement scope 1&2	IPCC Fifth Assessment Report (AR5 – 100 year)
305-2	Energy indirect (Scope 2) GHG emissions	7, 8	Performance metrics: Climate (pgs. 132)	PMI CDP Corporate Questionnaire 2025 2025 Greenhouse Gas Verification Statement scope 1&2	IPCC Fifth Assessment Report (AR5 – 100 year)
305-3	Other indirect (Scope 3) GHG emissions	7, 8	Performance metrics: Climate (pgs. 133)	PMI CDP Corporate Questionnaire 2025 2025 Greenhouse Gas Verification Statement scope 3	IPCC Fifth Assessment Report (AR5 – 100 year)
305-4	GHG emissions intensity	8	Performance metrics: Climate (pgs. 132-133)	PMI CDP Corporate Questionnaire 2025	We report intensity for scope 1+2 and scope 1+2+3 as well as reduction in CO _{2e} intensity of tobacco curing.
305-5	Reduction of GHG emissions	7, 8, 9	Climate (pgs. 96-103)	PMI CDP Corporate Questionnaire 2025	
305-6	Emissions of ozone-depleting substances (ODS)	7, 8, 9			Not applicable due to the nature of our business; we do not produce, import, or export ODS.
305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	7, 8, 9			Local affiliates currently undertake spot measurements to ensure compliance with legal limits, but we do not have global reporting system in place to calculate total pollutant levels.



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101 - BIODIVERSITY (2024)					
101-1	Policies to halt and reverse biodiversity loss		Policies and commitments (pg. 22) Nature (pg. 108)		
101-2	Management of biodiversity impacts		Nature (pgs. 107-120)	PMI CDP Corporate Questionnaire 2025	
101-3	Access and benefit-sharing				
101-4	Identification of biodiversity impacts		Nature (pg. 107)	Sustainability Materiality Report 2025	
101-5	Locations with biodiversity impacts		Nature (107-120)		
101-6	Direct drivers of biodiversity loss		Nature (111-116)		
101-7	Changes to the state of biodiversity				
101-8	Ecosystem services		Nature (110; 120)		

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303 - WATER AND EFFLUENTS (2018)					
303-1	Interactions with water as a shared resource		Nature (pgs. 114-115)	PMI CDP Corporate Questionnaire 2025	
303-2	Management of water discharge-related impacts			PMI CDP Corporate Questionnaire 2025	
303-3	Water withdrawal		Performance metrics: Nature (pg. 134)	PMI CDP Corporate Questionnaire 2025	Operational water usage data is included in PMI Value Report 2025 (pg. 135). Additional detail, including disclosure on water in our value chain can be found in our annual CDP submission.
303-4	Water discharge		Performance metrics: Nature (pg. 134)	PMI CDP Corporate Questionnaire 2025	
303-5	Water consumption		Performance metrics: Nature (pg. 134)	PMI CDP Corporate Questionnaire 2025	