



## Foster an empowered and inclusive workplace

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### Proportion of employees with access to structured lifelong learning offers

#### KPI description

Maintaining and further developing human capital is critical to our employees and the success of PMI. Therefore, we seek to provide PMI employees with access to structured learning activities to meet personal and professional growth aspirations. Our lifelong learning offers include access to learning opportunities (e.g., courses, resources, sessions, and communities) provided by PMI that empower individuals to proactively develop skills relevant for current and future employability and performance.

We consider an employee to have access to structured lifelong learning offers if the employee has an account that allows access to the PMI-specific learning catalogue via an appropriately secure device, whether provided by PMI or not (e.g., phone, tablet, personal computer).

With this access, they can obtain license within 48 hours to external platforms upon request (e.g., Rosetta Stone, Udemy, or EdEx).

Driven by our aspiration to reach a significant number of employees, the structured lifelong learning program leverages digital solutions. However, as some employees do not have access to PMI systems, we have set an aspiration to achieve full coverage of the population with access to our learning systems. Additionally, when digital access expands, we would expect the absolute number of employees with access to lifelong learning offers to also increase (and with it, the KPI).

## Definitions

**Access** Employees are considered to have “access” when they can be granted access to learning solutions and have the appropriately secure device or personal computer by which to access the learning from. This does not mean licenses to external platforms will be purchased for all employees outright. License usage is monitored to ensure sufficient licenses are available at any given point in time for any employee who requests one.

**Employee headcount** All active employees, as well as inactive employees including employees on parental leave, medical/sick leave, unpaid leave or long-term disability.

**Lifelong learning** While the term lifelong learning is widely used beyond PMI, the definition is not standardized. PMI defines lifelong learning as a form of self-initiated education that is focused on personal and professional development through informal or formal education. Lifelong learning opportunities at PMI go beyond the skills necessary to perform an employee’s current job or to further understand PMI processes, systems, and strategies. Rather, the scope of learning opportunities covers capabilities essential to an employee’s future employability and fulfillment.

#### Scope

**Included** All employees as per headcount definition.

**Excluded** Third-party workers, employees on salary continuation, benefit recipients (retirees or those who no longer have a working relationship with the company) and employees from mergers and acquisitions who have not yet been fully integrated into PMI’s HR reporting tools.

#### Calculation methodology

Proportion of employees with access to structured lifelong learning offers is calculated as:

$$= \left( \frac{\text{Number of employees who have access to PMI's internal learning catalogue and can request access to external platforms}}{\text{Total number of employee headcount}} \right) \times 100\%$$

**Estimates and assumptions** The calculation considers the employee status at December 31 of the reporting year.

#### Data management

Data regarding the employees with access to lifelong learning offers (on PMI platforms and external learning platforms) are collected on a quarterly basis and consolidated centrally on an annual basis prior to reporting in the [PMI's Value Report](#).

**Data verification** The KPI, as published in [PMI's Value Report 2025](#), has been assured by PwC (limited assurance).

See the independent practitioner's [limited assurance report](#)