



Foster an empowered and inclusive workplace

13

Average number of digital training hours per employee

KPI description

We continuously provide our employees with opportunities to learn, develop, and contribute to our ambitious company purpose. Learning new skills enables employees to co-create their growth in line with evolving company needs.

Tracking the hours each employee spends on digital learning helps us measure the adoption of our online, self-paced learning programs, which are essential for building a learning culture.

The KPI focuses on our digitally enabled population, who have access to PMI's digital systems and resources.

Definitions

Digitally enabled employees Employees who have access to PMI's digital systems allowing them to access PMI's learning offers. For this KPI, these employees are specifically identified as those who are registered in the main PMI's HR system, HR2U.

Digital learning Learning activities supported by technology and electronic resources. These can include:

- **Internal content libraries:** Standard format learning resources (in Sharable Content Object Reference Model (SCORM) format) reported via learning management systems (LMS), and nonstandard learning resources such as videos and various online files.
- **External content libraries:** Collections of educational materials, such as online courses, videos, articles, etc., developed by third parties. These libraries can typically be integrated into LMS and include platforms like Udemy, EdX, Rosetta Stone, Learnlight, and other external platforms defined as having a notable impact on learning hours.

Digital training hours The time, in hours, spent by employees on digital learning activities.

Scope

Included All digitally enabled employees.

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

Average number of digital training hours per employee is calculated as:

$$= \left(\frac{\text{Total number of digital learning hours}}{\text{Total number of digitally enabled employees}} \right)$$

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

Data management

Data on the number of digital learning hours are collected quarterly and consolidated annually before being reported in the PMI's Value Report. This process follows a detailed procedure that defines the calculation method for each type of learning content.