



Improve the quality of life of people in our supply chain

15

Cumulative number of human rights impact assessments conducted since 2018, with findings addressed

KPI description

[PMI's Human Rights Commitment](#) is the cornerstone of our human rights strategy and commits PMI to conduct business practices respecting and upholding the United Nations Guiding Principles on Business and Human Rights (UNGPs). Human rights impact assessments (HRIAs) are an integral part of our due diligence framework, and allow us to proactively identify risks and mitigate potential adverse impacts in our operations and value chain. HRIAs are carried out by independent expert organizations based on a formal process in accordance with the UNGPs.

Definitions

Highest-risk countries The countries assessed as highest risk for PMI from a human rights standpoint. They are determined based on key parameters, such as PMI's footprint (e.g., manufacturing operations, head office, or sourcing activities) and the country's human rights risk profile, as determined by internationally recognized indicators, such as the Heidelberg Conflict Barometer, Freedom House's Freedom in the World Index, U.S. Trafficking in Persons Report, and Transparency International.

Scope

Included When assessing which countries are of highest risk, we consider all countries where PMI operates or sources tobacco.

Excluded n/a

Calculation methodology

The HRIAs are conducted in alignment with the UNGPs and the relevant methodology. After each HRIA, the external expert organization presents its findings and suggests ways to address the issues identified. The report is shared with our local leadership team, who develops a time-bound action plan in collaboration with the relevant corporate functions. The action plan assigns responsibilities for implementation and progress measurement at the local level. While the implementation of these action plans often takes several years, for the purposes of reporting against this indicator, once an action plan has been approved by the local management (including key milestones and measurements of progress), we consider the "findings addressed."

To monitor and track the implementation of the action plans, on a biannual basis, markets that have ongoing action plans provide a status update to the central Operations Sustainability team. On an annual basis, we report the cumulative number of HRIAs conducted in the highest-risk countries from January 2018, with findings addressed.

The list of highest-risk countries for PMI from a human rights standpoint is determined and reviewed on a yearly basis in collaboration with independent expert organizations. If an assessment is carried out in a country which in subsequent years is removed from the list of top 10 highest-risk countries, we continue to count this assessment toward our target, given that it was conducted at a moment in time during which the country was identified within the top 10 highest risk.

Data management

The Managing Director of the market in scope is responsible for the implementation of the action plan and determining whether a country assessment can be considered as completed, with findings addressed. The central Operations Sustainability team supports and guides the markets during the implementation of the action plan, receiving biannual status updates from the local teams.

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](#)