

Water-related internal governance

Organizational chart



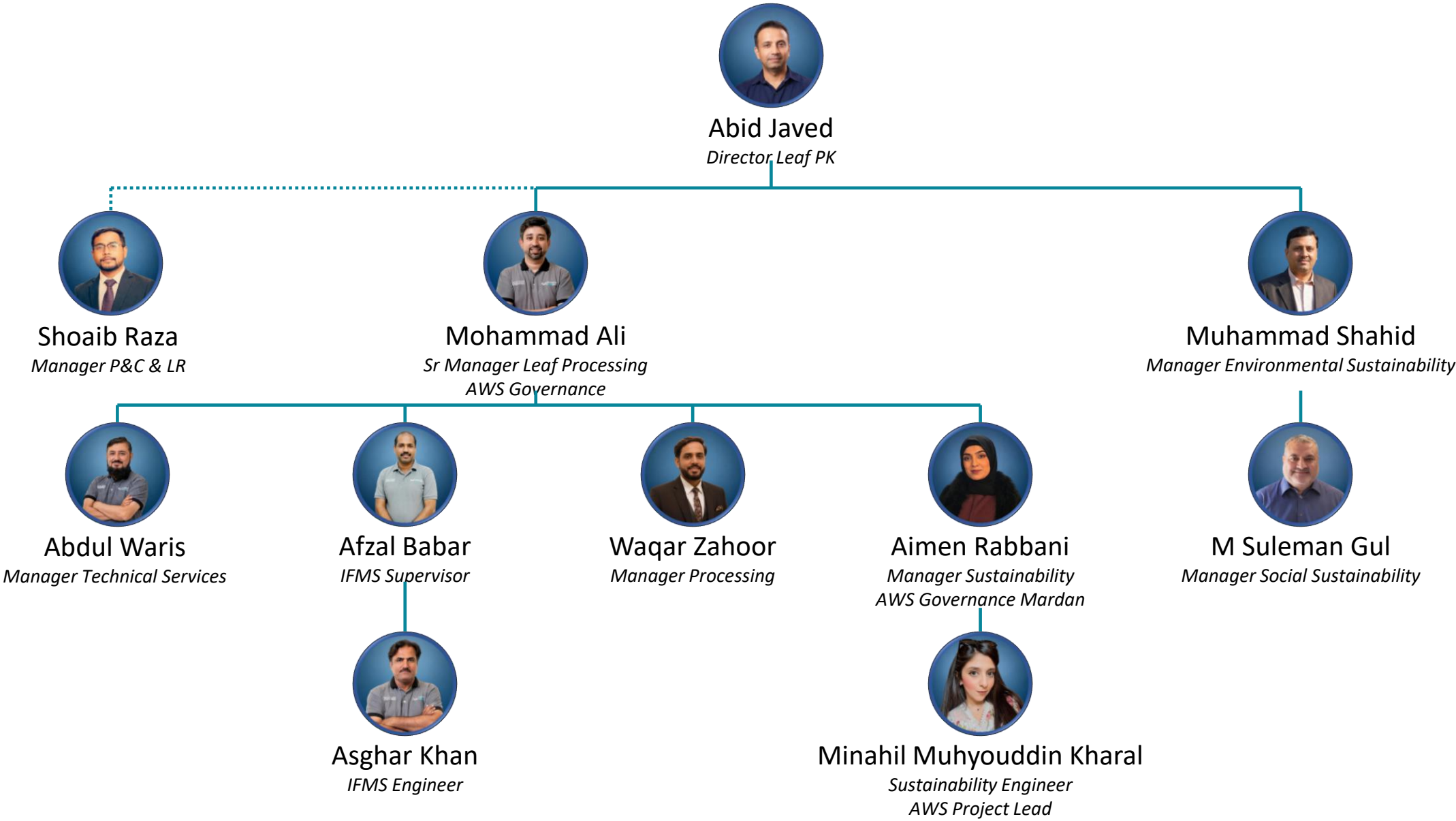
Abid Javed
Director Leaf PK

In Philip Morris Pakistan Limited (Mardan plant), the **internal governance** for **water management** involves several key positions **responsible** and **accountable** for water management activities as well as compliance obligations with **water-related laws** and **regulations** within our premises.

Our water-related internal governance team is committed to ensuring responsible and sustainable use of our water resources, compliance with relevant standards, laws and regulations, as well as mitigation and prevention of potential water-related risks within our premises.

The **organizational chart** of the water-related internal governance team well as their **roles** and **responsibilities** are illustrated below:

PMPKL GLT Mardan



With Special Support From

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PMPKL Mardan's Commitment to water stewardship and AWS outcomes, signed by Abid Javed, Director Leaf, Pakistan, is illustrated below and available both in English and Urdu.

1st February, 2026

PMPKL Water Stewardship Commitment

Philip Morris Pakistan Limited ("PMPKL"), as a result of its commitment to good water stewardship, undertakes to implement following measures at its Green Leaf Threshing plant situated at 22nd KM Mardan Swabi Road - Mardan:

1. Endorse, sustain and support the Alliance for Water Stewardship ("AWS") principles and 5 outcomes: i) good water governance, ii) sustainable water balance, iii) good water quality, iv) good conservation of important areas related to water, and v) safe water, sanitation and hygiene;
2. Engage and involve stakeholders in an open and transparent way;
3. Comply with any legal and regulatory requirements related to water;
4. Respect water-related rights, including ensuring appropriate access to safe water, sanitation, and hygiene for all persons at Site;
5. Support and coordinate with stakeholders (internal and external) for implementation of plans and policies, including working together to meet the right to water and sanitation;
6. Implement the AWS standard in alignment with existing catchment sustainability plans;
7. Improve and continually adapt the actions and plans for water stewardship of the Site in order to mitigate shared water related risks;
8. Implement and disclose progress on water stewardship programs to achieve improvements in AWS water stewardship outcomes;
9. Maintain the organizational capacity required to successfully implement the AWS Standard, through necessary resources required to accomplish the implementation and maintenance of requirements of the AWS Standard i.e., improving water quality, water sanitation and hygiene, reduce water wastage, etc.;
10. Disclose relevant information related to water.



Director Leaf, Pakistan

Abid Javed

1 فروری 2026

بی ایم پی کے ایل واٹر اسٹیورڈ شپ کا عزم

فلپ مورس پاکستان لمیٹڈ ("بی ایم پی کے ایل") پانی کی اچھی دیکھ بھال کے عزم کے نتیجے میں، 22 ویں کلو میٹر مردان صوبائی روڈ - مردان میں واقع اپنے گرین لیف تھرسنگ پلانٹ میں مندرجہ ذیل اقدامات پر عمل درآمد کا عہد کرتا ہے:

1. الائنس فار واٹر اسٹیورڈ شپ ("اے ڈبلیو ایس") کے اصولوں اور 5 نتائج کی توثیق، برقرار اور حمایت: (1) اچھی پانی کی حکمرانی، (2) یائیدار پانی کا توازن، (3) پانی کا اچھا معیار، (4) پانی سے متعلق اہم علاقوں کا اچھا تحفظ، اور (5) صاف پانی، صفائی ستھرائی اور حفظان صحت؛

2. اسٹیک ہولڈرز کو کھلے اور شفاف طریقے سے شامل کریں؛

3. پانی سے متعلق کسی بھی قانونی اور ریگولیٹری تقاضوں کی تعمیل کریں؛

4. پانی سے متعلق حقوق کا احترام کریں، بشمول سائٹ پر تمام افراد کے لئے محفوظ پانی، صفائی ستھرائی اور حفظان صحت تک مناسب رسائی کو یقینی بنانا؛

5. منصوبوں اور پالیسیوں کے نفاذ کے لئے اندرونی اور بیرونی اسٹیک ہولڈرز کے ساتھ تعاون اور رابطہ کریں، بشمول پانی اور صفائی ستھرائی کے حق کو پورا کرنے کے لئے مل کر کام کرنا؛

6. موجودہ کیمپنٹ یائیداری کے منصوبوں کے مطابق اے ڈبلیو ایس معیار کو نافذ کریں؛

7. مشترکہ پانی سے متعلق خطرات کو کم کرنے کے لئے سائٹ کے پانی کی دیکھ بھال کے اقدامات اور منصوبوں کو بہتر بنانا اور مسلسل ڈھلانا؛

8. اے ڈبلیو ایس واٹر اسٹیورڈ شپ کے نتائج میں بہتری حاصل کرنے کے لئے واٹر اسٹیورڈ شپ پروگراموں پر پیش رفت کا انکشاف کریں؛

9. اے ڈبلیو ایس اسٹیورڈ کے کامیاب نفاذ کے لئے درکار تنظیمی صلاحیت کو برقرار رکھنا، بشمول ضروری وسائل کے ذریعے اے ڈبلیو ایس اسٹیورڈ کی ضروریات کے نفاذ اور دیکھ بھال کو پورا کرنا، یعنی پانی کے معیار کو بہتر بنانا، پانی کی صفائی اور حفظان صحت کو بہتر بنانا، پانی کے ضیاع کو کم کرنا وغیرہ؛

10. پانی سے متعلق متعلقہ معلومات کا انکشاف کریں۔

ڈائریکٹر لیف، پاکستان

عابد جاوید

Water-related internal governance and stewardship

Roles and responsibilities



Director Leaf	- Ensures implementation of AWS procedure and prompt response to complaints - Ensures that AWS Commitment is in place - Sponsor of the project
Sustainability Manager	- Ensures Environment, Health and Safety compliance and governance within the organization - Main sponsor of sustainability projects - Promotion of sustainability best practices within the organization - Share water challenges with site leadership team
Sustainability Engineer	- Leads Alliance for Water Stewardship Team - Consolidation of gathered evidence and preparation for Audit - Development, review and evaluation of WSP - Ensures compliance with legal, PMI requirements and AWS Standard Requirements - Ensures that water balance, KPIs are in place - Liaises with regulators, internal and external stakeholders - Reports disclosure - Identifies opportunities for improvement and initiatives targeting 5 main outcomes - Identifies and ensure that water related improvements and initiatives are done as per WSP - Ensures that any water related incident are investigated and actions are taken to mitigate and prevent recurrence - Coordinates the preparation of water related meetings and workshops - Sites that are allowed to - Interacts with institutional stakeholders for water related project in the catchment area
IFMS Engineer	- Executes site water balance and identifies WEI/KPIs - Ensures legal compliance (work permit, drinking water sampling, etc.) - Ensures that the wastewater treatment plant and /or other water related infrastructures are running effectively and efficiently - Leads investigation of water and wastewater related non-conformities - Works with the all departments to identify water-related improvement actions - Cooperates with the Sustainability Department in the water glidepath preparation

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Water-related internal governance and stewardship

Roles and responsibilities



<i>Project Engineer / IFMS Supervisor</i> <i>(IFMS or LEAF are responsible where Project Engineer is not established)</i>	• <i>Prepares project business case</i> • <i>Prioritizes projects and ensures budget approval</i> • <i>Leads project execution to be within the agreed schedule</i> • <i>Coordinates contractor activities</i>
<i>Internal Communications</i>	• <i>Leads internal communications masterplan</i> • <i>Coordinates with Sustainability and Project department in the preparation of water related internal communications, campaigns and events</i>
<i>External Affairs</i>	• <i>Leads External Communication with key stakeholders (industrial & institutional)</i> • <i>Support the preparation of water related webinars and external workshops</i> • <i>Engages institutional stakeholders for water-related project in the catchment area</i> • <i>Liaises with regulators and external stakeholders (industrial and institutional) - EA actively collaborates with EHS (communication to the authorities, charity contribution, social contribution, etc.)</i> • <i>Coordinates external communication activities through socials and corporate website</i>
<i>AWS Leaf Representative</i>	• <i>Ensures that Manufacturing process water consumption is under control</i> • <i>Leads water related overconsumptions investigation and prepares dedicated action plan</i> • <i>Identifies water-related improvement actions in Manufacturing processes</i> • <i>Define Manufacturing Equipment Water settings and ensure to be under control</i> • <i>Support water related improvement actions in Manufacturing processes</i> • <i>Collaborates with IFMS and Sustainability department regarding water-related topics (consumption, overconsumption, leakages, incidents, etc.)</i>
<i>Corporate Digital Executive (optional)</i>	• <i>Coordinates external communication activities through socials and corporate website</i>

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Roles and responsibilities



This document must be reviewed annually or in any case of change.

<i>Version</i>	<i>Responsible</i>	<i>Effective date</i>	<i>Reason of revision</i>
<i>1.0</i>	<i>Jovan Piljevic</i>	<i>June 2025</i>	<i>Document creation</i>
<i>1.1</i>	<i>Manahil Tariq</i>	<i>September 2025</i>	<i>Document Application on PMPKL with R&R for site</i>
<i>1.2</i>	<i>Minahil Muhyouddin Kharal</i>	<i>Sepetember 2026</i>	<i>Change of responsible personnel</i>

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