

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)  
Revised 08/2023  
OMB Control Number: 3046-0049  
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT**  
CONSOLIDATED REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

OFS COMPANY ID  
AU77101

EMPLOYER NAME

PHILIP MORRIS INTERNATIONAL INC

ADDRESS

677 Washington Boulevard, Suite 1100

CITY/TOWN

STAMFORD

STATE

CT

ZIP CODE

06901

**SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION** (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)**

133435103

**SECTION E – EMPLOYER FILING ELIGIBILITY**

YES (Employer Is Eligible to File)  NO (Employer Is Not Eligible to File)  EMPLOYER NO LONGER IN BUSINESS

**SECTION F – FEDERAL CONTRACTOR DESIGNATION** (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor)  YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor)  YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

**SECTION G – NAICS INFORMATION**

551112 - Offices of Other Holding Companies

**SECTION H – WORKFORCE DEMOGRAPHIC DATA**

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	1	6	0	0	0	0	0	2	0	2	0	0	0	11
First/Mid-Level Officials and Managers	5	0	20	2	5	0	0	0	8	3	0	0	0	0	43
Professionals	10	8	32	5	14	0	0	2	33	4	9	0	0	1	118
Technicians	1	0	1	3	1	0	0	0	1	2	0	0	0	0	9
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	4	3	1	1	0	0	0	6	3	1	0	0	1	20
Craft Workers	0	0	4	7	0	0	0	0	1	0	0	0	0	0	12
Operatives	0	0	1	9	0	1	0	0	3	9	0	0	0	0	23
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	1	0	3	1	0	0	0	0	1	0	0	0	0	0	6
<b>CURRENT 2022 REPORTING YEAR TOTAL</b>	<b>17</b>	<b>13</b>	<b>70</b>	<b>28</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>55</b>	<b>21</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>242</b>
<b>PRIOR 2021 REPORTING YEAR TOTAL</b>	<b>13</b>	<b>11</b>	<b>39</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>35</b>	<b>6</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>132</b>

**SECTION I – WORKFORCE SNAPSHOT PERIOD**

12/4/2022 - 12/17/2022

**SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS** (optional)

Not Applicable

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
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**SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION**

**EMPLOYER IDENTIFICATION**

OFS COMPANY ID  
AU77101

EMPLOYER NAME  
PHILIP MORRIS INTERNATIONAL INC

ADDRESS

677 Washington Boulevard, Suite 1100

CITY/TOWN

STAMFORD

STATE

CT

ZIP CODE

06901

**CERTIFICATION COMMENTS (optional)**

Company is expanding its business, due to which there were significantly more new employee hirings in 2022. The company also made an acquisition in 2022. These factors together resulted in the increase.

**CERTIFICATION STATEMENT**

*"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."*

**Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.**

**DATE OF CERTIFICATION**

12/11/2023 2:33 PM [EST]

**EMPLOYER'S CERTIFYING OFFICIAL**

Name of Employer's Certifying Official

Ana Rexha

Title of Certifying Official

Payroll Lead - US

Email Address of Certifying Official

ana.rexha@pmi.com

Telephone Number of Certifying Official

347-574-0836

**PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING**

Name of Primary POC

Ana Rexha

Title and Employer of Primary POC

Payroll Lead - US  
PMI Global Services Inc.

Email Address of Primary POC

ana.rexha@pmi.com

Telephone Number of Primary POC

347-574-0836

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
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**SECTION A – TYPE OF REPORT**  
HEADQUARTERS REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

OFS COMPANY ID  
AU77101

EMPLOYER NAME

PHILIP MORRIS INTERNATIONAL INC

ADDRESS

677 Washington Boulevard, Suite 1100

CITY/TOWN

STAMFORD

STATE

CT

ZIP CODE

06901

**SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION** (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

AU77101

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

PHILIP MORRIS INTERNATIONAL INC

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

677 Washington Boulevard, Suite 1100

CITY/TOWN

STAMFORD

STATE

CT

ZIP CODE

06901

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)**

133435103

**SECTION E – EMPLOYER FILING ELIGIBILITY**

YES (Employer Is Eligible to File)  NO (Employer Is Not Eligible to File)  EMPLOYER NO LONGER IN BUSINESS

**SECTION F – FEDERAL CONTRACTOR DESIGNATION** (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor)  YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor)  YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

**SECTION G – NAICS INFORMATION**

551112 - Offices of Other Holding Companies

**SECTION H – WORKFORCE DEMOGRAPHIC DATA**

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	1	3	0	0	0	0	0	0	0	2	0	0	0	6
First/Mid-Level Officials and Managers	4	0	10	0	4	0	0	0	5	2	0	0	0	0	25
Professionals	10	6	15	0	5	0	0	1	19	2	7	0	0	1	66
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	4	0	1	0	0	0	0	3	1	1	0	0	0	10
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	1	0	3	1	0	0	0	0	1	0	0	0	0	0	6
<b>CURRENT 2022 REPORTING YEAR TOTAL</b>	15	11	31	2	9	0	0	1	28	5	10	0	0	1	113
<b>PRIOR 2021 REPORTING YEAR TOTAL</b>	12	10	25	1	5	0	0	1	27	4	9	0	0	1	95

**SECTION I – WORKFORCE SNAPSHOT PERIOD**

12/4/2022 - 12/17/2022

**SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS** (optional)

Additional ASM information: Vectura, Inc. was acquired and though their registered business address in 2022 is same as the HQ address, their employee information has not been included in the HQ data as we have filed their information under a separate establishment, which will reflect in the consolidated report for Philip Morris International Inc.

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**SECTION A – TYPE OF REPORT**  
ESTABLISHMENT REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

OFS COMPANY ID  
AU77101

EMPLOYER NAME

PHILIP MORRIS INTERNATIONAL INC

ADDRESS

677 Washington Boulevard, Suite 1100

CITY/TOWN

STAMFORD

STATE

CT

ZIP CODE

06901

**SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION** (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

PQ79971

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

Vectura, Inc.

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

677 Washington Boulevard, Suite 1100

CITY/TOWN

STAMFORD

STATE

CT

ZIP CODE

06901

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)**

271613428

**SECTION E – EMPLOYER FILING ELIGIBILITY**

YES (Employer Is Eligible to File)  NO (Employer Is Not Eligible to File)  EMPLOYER NO LONGER IN BUSINESS

**SECTION F – FEDERAL CONTRACTOR DESIGNATION** (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor)  YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor)  YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

**SECTION G – NAICS INFORMATION**

541715 - Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)

**SECTION H – WORKFORCE DEMOGRAPHIC DATA**

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	0	0	3	0	1	0	0	0	0	0	0	0	0	0	0	4
Professionals	0	0	2	0	2	0	0	0	0	4	1	0	0	0	0	9
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CURRENT 2022 REPORTING YEAR TOTAL</b>	0	0	6	0	3	0	0	0	5	1	0	0	0	0	0	15
<b>PRIOR 2021 REPORTING YEAR TOTAL</b>																

**SECTION I – WORKFORCE SNAPSHOT PERIOD**

12/4/2022 - 12/17/2022

**SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS** (optional)

Additional ASM information: Vectura, Inc. was acquired and though their registered business address in 2022 is same as the HQ address, their employee information has not been included in the HQ data so as to avoid double counting them, and we have filed their information under a separate establishment, which will reflect in the consolidated report for Philip Morris International Inc.

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**SECTION A – TYPE OF REPORT**  
ESTABLISHMENT REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

OFS COMPANY ID  
AU77101

EMPLOYER NAME

PHILIP MORRIS INTERNATIONAL INC

ADDRESS

677 Washington Boulevard, Suite 1100

CITY/TOWN

STAMFORD

STATE

CT

ZIP CODE

06901

**SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION** (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

KT68953

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

DC Office

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

1399 New York Ave NW, Suite 400

CITY/TOWN

WASHINGTON

STATE

DC

ZIP CODE

20005

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)**

030494952

**SECTION E – EMPLOYER FILING ELIGIBILITY**

YES (Employer Is Eligible to File)  NO (Employer Is Not Eligible to File)  EMPLOYER NO LONGER IN BUSINESS

**SECTION F – FEDERAL CONTRACTOR DESIGNATION** (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor)  YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor)  YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

**SECTION G – NAICS INFORMATION**

551114 - Corporate, Subsidiary, and Regional Managing Offices

**SECTION H – WORKFORCE DEMOGRAPHIC DATA**

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	2	0	0	0	0	0	0	2	0	0	0	0	0	4
First/Mid-Level Officials and Managers	1	0	1	0	0	0	0	0	0	2	0	0	0	0	0	4
Professionals	0	2	8	1	2	0	0	0	0	7	1	2	0	0	0	23
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CURRENT 2022 REPORTING YEAR TOTAL</b>	<b>1</b>	<b>2</b>	<b>11</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>32</b>
<b>PRIOR 2021 REPORTING YEAR TOTAL</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>20</b>

**SECTION I – WORKFORCE SNAPSHOT PERIOD**

12/4/2022 - 12/17/2022

**SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS** (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
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**SECTION A – TYPE OF REPORT**  
ESTABLISHMENT REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

OFS COMPANY ID  
AU77101

EMPLOYER NAME

PHILIP MORRIS INTERNATIONAL INC

ADDRESS

677 Washington Boulevard, Suite 1100

CITY/TOWN

STAMFORD

STATE

CT

ZIP CODE

06901

**SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION** (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

KT68771

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

Triaga Inc.

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

1900 Stantonsburg Road Southeast

CITY/TOWN

WILSON

STATE

NC

ZIP CODE

27893

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)**

872201911

**SECTION E – EMPLOYER FILING ELIGIBILITY**

YES (Employer Is Eligible to File)  NO (Employer Is Not Eligible to File)  EMPLOYER NO LONGER IN BUSINESS

**SECTION F – FEDERAL CONTRACTOR DESIGNATION** (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor)  YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor)  YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

**SECTION G – NAICS INFORMATION**

312230 - Tobacco Manufacturing

**SECTION H – WORKFORCE DEMOGRAPHIC DATA**

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	6	2	0	0	0	0	1	1	0	0	0	0	10
Professionals	0	0	7	4	5	0	0	1	3	0	0	0	0	0	20
Technicians	1	0	1	3	1	0	0	0	1	2	0	0	0	0	9
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	3	0	1	0	0	0	1	2	0	0	0	1	8
Craft Workers	0	0	4	7	0	0	0	0	1	0	0	0	0	0	12
Operatives	0	0	1	9	0	1	0	0	3	9	0	0	0	0	23
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CURRENT 2022 REPORTING YEAR TOTAL</b>	<b>1</b>	<b>0</b>	<b>22</b>	<b>25</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>10</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>82</b>
<b>PRIOR 2021 REPORTING YEAR TOTAL</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16</b>

**SECTION I – WORKFORCE SNAPSHOT PERIOD**

12/4/2022 - 12/17/2022

**SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS** (optional)

No Comments Provided