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IT | Find your future in our future

# Welcome

Thank you for your interest in the exceptional **technology opportunities** within Philip Morris International (PMI)

At PMI, we've chosen to make history by doing something incredible. We want to change society and the world by totally transforming our business. We're dreaming big and disrupting our company from the inside out—building our future on smoke-free products with the power to deliver a smoke-free future.

In PMI Information Technology (IT), we believe with huge change comes huge opportunity. And accelerating PMI's vision means we get to dream big too.

Today's PMI is evolving into a science and technology-based, consumer-facing, multi-category company—and IT is a vital partner in helping to lead the way. As we look ahead, we're zeroing in on where and how IT can continue to drive impact, value and growth by creating the conditions necessary to support a business with increasing complexity, more and more categories to serve and evolving strategic priorities.

It's a fantastic time to be part of something meaningful — and we welcome you to join us in driving this change.

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# About PMI

We are a company with a vision

Philip Morris International is one of the world's leading international tobacco companies, headquartered in the United States and listed on the New York Stock Exchange (NYSE: PM). We are building our future on replacing cigarettes with smoke-free products that—while not risk-free—are a far better choice than cigarette smoking. It's the biggest shift in our history. And it's the right one for our consumers, our company, our shareholders and society.

To achieve this dramatic change, we have hundreds of scientists, engineers and other experts developing less-harmful alternatives to cigarettes at our two research facilities in Switzerland and Singapore. They are part of PMI's most valuable resource: our multifaceted and multigenerational workforce, with close to 70,000 employees. Coming from every corner of the planet and living a culture of openness, belonging and respect.

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# Making PMI a digital leader to deliver our smoke-free future

IT as a strategic partner to unleash the possibilities technology can deliver

IT is an essential driver of PMI's success. And our team members provide the infrastructure, technology platforms, information security and digital capabilities crucial to growing our business and serving our customers. Cutting-edge technologies such as Cloud, APIs, Artificial Intelligence and Machine Learning are helping us drive PMI's global shift toward a Business-to-Consumer strategy.

With unique and transformative IT projects matching all levels of skill and ambition, we've taken on the spirit of a start-up, with the freedom to shape and define our digital future—but with the support and scope of a vast global business. Our environment is fast-paced and highly collaborative. So, as part of PMI IT, you'll be counted upon to bring new ideas to life.

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# Our goal is to be the fastest learning IT organization in the world

We invest significantly in developing our people

From mentoring to technical certifications, stretch roles, soft skills development and executive education, we help our people develop the skills they need to do their best work and create their own unique impact. As a part of PMI IT, you'll have the opportunity to drive change in a global industry that is transforming itself, while investing in a greater You.

We're redefining the big picture of well-being and personal development. Work-life balance, mental health and psychological safety are consistent parts of our daily routine. We seek the best professionals, but recognize them as parents, caregivers, family and community members. We look after each other and care for our people.

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## Diverse and innovative thinking

A smoke-free world does not exist without innovation. And different ways of thinking are key to innovate.

It's our differences, much more than our similarities, that will stimulate and generate innovation. For that reason, inclusion and diversity strategies are key for our transformation, as they welcome a variety of skill sets, backgrounds and experiences.

We must aspire to surround ourselves with a diverse team to access the breadth and depth of thinking and sensitivities necessary to succeed. Diversity is about race, ethnicity, religion, gender, gender identity, age, sexual orientation, physical ability, skills, ways of thinking and more. It is about everyone – valuing our differences and our common humanity. Because we are stronger together.

We need a workforce that is reflective of our consumers as well. They come from every corner of the world and have wide-ranging religious and sexual beliefs.

They are in every stage of life. They choose to live their lives in different ways. And in order to truly understand what they want, our workforce must share the same thinking and sensitivities as the people who are using our products.

As such, our commitment to diversity and inclusion is something that we are proud to champion. Our goal of reaching 40% of women in management by 2022 became a reality in May 2022. We acknowledge that we still have a long way to go on our diversity, equity, and inclusion journey. With this in mind, our next gender representation target is to reach 35% of women in senior roles by 2025. We hold great pride in becoming the first multinational company to be globally EQUAL-SALARY certified, confirming we pay women and men equally for equal work everywhere we operate.

Our intention? Build a place where you can belong.

# Where do you fit in?

With disruptive innovation driving our enterprise (4,600 patent registrations and counting), in conjunction with our new consumer-centric core, the potential for what we can achieve today and tomorrow knows no bounds.

Our ongoing success is reliant on the way in which we constantly strive for improvement and excellence.

Bring your most ambitious ideas to your role, and you will:

- Invest yourself personally in the PMI story and become infectiously enthusiastic about our journey. In return, you will enjoy the opportunity to pursue limitless career paths within the business, along with a competitive benefits package.
- Understand that your personal growth is a key component to support our Transformation and that you are accountable for that. In return, we will give you the support and equipment you need to explore the newest technologies and cutting-edge solutions.

- Be part of an inclusive and diverse workplace, creating a sense of community and inspiring others to follow.
- Bring the future into the now, making it clear, tangible and part of your day-to-day decisions and interactions. This is your chance to help deliver our smoke-free and beyond nicotine future. In which your work could help accelerate the end of cigarettes.



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## What next?

Many companies seek to change the world, but few have PMI's bold vision and commitment to doing what's necessary to accomplish this goal. If your ambition matches ours and you're ready to be part of a team that's dreaming big and committed to delivering innovative solutions that will make history, join us! And find your future in our future.

Please, visit [www.pmi.com/careers/overview](http://www.pmi.com/careers/overview) for additional information about our career paths and follow this [link](#) to see our latest IT roles.

  
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