



GRI content index 2024

Philip Morris International has reported the information cited in this GRI content index for the period from January 1, 2024, to December 31, 2024 with reference to the GRI Standards. This Index cross-references our company's nine most material topics and three emerging topics outlined in our [Sustainability Materiality Report 2021](#) with applicable GRI Standards and UN Global Compact Principles.

| PMI priority ESG topics | GRI Standard(s) |
|---|--|
| Product health impact | 416: Consumer health and safety (2016) |
| Climate | 302: Energy (2016); 305: Emissions (2016) |
| Sales, marketing, and consumer communications | 417: Marketing and labeling |
| Innovation in healthcare and wellness | n/a |
| Business integrity | 205: Anti-corruption; 206: Anti-competitive behavior |
| Diversity and inclusion | 405: Diversity and equal opportunity |
| Materials and product eco-design | 301: Materials |
| Post-consumer waste | 306: Waste (2020) |
| Socioeconomic well-being of tobacco-farming communities | 414: Supplier social assessment; 408: Child labor |
| Biodiversity | 304: Biodiversity |
| Water | 303: Water and effluents |
| Human capital | 401: Employment; 404: Training and education |

This content index should be read in conjunction with PMI [Integrated Report 2024](#), the Philip Morris International Inc. (PMI) [Form 10-K for the year ended December 31, 2024](#), PMI [2025 Proxy Statement](#), and additional sustainability-related communications available on www.pmi.com/sustainability. Current and future responses are made available on PMI.com.



GRI content index 2024

| Code | Disclosure title | UNGC Principles | Location of information in PMI Integrated Report 2024 | Location of information in other PMI published materials | Additional information |
|---------------------------------------|--|-------------------|--|---|---|
| 2 - GENERAL DISCLOSURES (2021) | | | | | |
| 2-1 | Organizational details | | About PMI (pg. 2) Back cover | PMI 2024 Form 10-K (pgs. 1-7) PMI About us | |
| 2-2 | Entities included in the organization's sustainability reporting | | About this report at a glance (pg. 2) About this report (pg. 205) | | |
| 2-3 | Reporting period, frequency and contact point | | About this report (pg. 205) | | PMI Integrated Report 2024 has been published the week following the issuance of the PMI 2025 Proxy Statement to ensure sustainability information is available for investors ahead of our Annual General Meeting. |
| 2-4 | Restatements of information | | | | Where data has been restated from previous reports, it is noted in an appropriate footnote in the report. |
| 2-5 | External assurance | | About this report (pg. 205) Independent assurance report (pgs. 195-197) | Verification statements: 2024 Scope 1&2 GHG Emissions ; 2024 Scope 3 GHG Emissions Assurance statements: 2024 EHS Assurance Statement | |
| 2-6 | Activities, value chain, and other business relationships | 3, 4, 5, 6, 8, 10 | About PMI (pg. 2) Our global footprint (pgs. 8-9) Governance and management (pgs. 30-39) Managing our supply chain sustainably (pgs. 167-173) | PMI Value Chain Transformation | |
| 2-7 | Employees | 6 | Our global footprint (pgs. 8-9) Performance metrics: PMI's workforce at year-end 2024 (pg. 186) | About Us (PMI.com) | We do not break regional workforce data down by gender. |
| 2-8 | Workers who are not employees | 6 | Performance metrics: PMI's workforce at year-end 2024 (pg. 186) | | Typically, contractors are involved in specific projects (e.g., machine installation or construction), facility management (e.g., building maintenance), logistics (e.g., transportation or administration), or services (e.g., canteens or medical centers on PMI premises). |
| 2-9 | Governance structure and composition | | Governance and management (pgs. 32-33) | PMI 2025 Proxy Statement (pgs. 5-17, 21-33) | |
| 2-10 | Nomination and selection of the highest governance body | | | PMI 2025 Proxy Statement (pgs. 18-22) | |
| 2-11 | Chair of the highest governance body | | | PMI 2025 Proxy Statement (pg. 7) | |



GRI content index 2024

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|------|---|-----------------|---|--|--|
| 2-12 | Role of the highest governance body in overseeing the management of impacts | | Governance and management (pgs. 32-33) About this report (pg. 205) | PMI Statement of Purpose PMI 2025 Proxy Statement (pgs. 5-17) | PMI's Board of Directors and its committees oversee all aspects of our business. The Nominating and Corporate Governance Committee advises the Board on corporate governance and sustainability matters and oversees our sustainability strategies and performance. |
| 2-13 | Delegation of responsibility for managing impacts | | Governance and management (pgs. 32-33, 34-35) | PMI 2025 Proxy Statement (pgs. 5-17) | We describe our management approach for each priority material sustainability topic under specific sections throughout our integrated report. |
| 2-14 | Role of the highest governance body in sustainability reporting | | Governance and management (pgs. 32-33) About this report (pg. 205) | PMI 2025 Proxy Statement (pg. 13-14) | PMI's Board of Directors and its committees oversee all aspects of our business. The Nominating and Corporate Governance Committee advises the Board on corporate governance and sustainability matters and oversees our sustainability strategies and performance. |
| 2-15 | Conflicts of interest | | | PMI Corporate Governance Overview | The most recent updates to PMI's Corporate Governance Guidelines are available on PMI.com. |
| 2-16 | Communication of critical concerns | | | PMI 2025 Proxy Statement (pg. 3) | We continuously engage in an extensive shareholder outreach program during which we seek input on a range of matters, including sustainability programs. |
| 2-17 | Collective knowledge of the highest governance body | | | Board of Directors (PMI.com) | Our Board is the governing body for PMI and is a team of seasoned advisors who help oversee the company's full range of activities. Led by its Chairman, the Board is responsible for the oversight of corporate policies, strategic direction, and management. The Board is regularly informed of the company's performance, future plans, and significant issues affecting our business. |
| 2-18 | Evaluation of the performance of the highest governance body | | | PMI 2025 Proxy Statement (pgs. 18-19) | In evaluating the suitability of individuals for Board membership, the Board's Nominating and Corporate Governance Committee takes into account, amongst others, the individual's general understanding of the various disciplines relevant to the success of a large publicly traded company in today's general global business environment. |
| 2-19 | Remuneration policies | | Sustainability Index (pgs. 36-37) | PMI 2025 Proxy Statement (pgs. 37-71) | |
| 2-20 | Process to determine remuneration | | | PMI 2025 Proxy Statement (pgs. 37-71) | |
| 2-21 | Annual total compensation ratio | | | PMI 2025 Proxy Statement (pg. 68) | We report CEO: median employee ratio, as required by the applicable US Securities laws, but not the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual). |



GRI content index 2024

| Code | Disclosure title | UNGC Principles | Location of information in PMI Integrated Report 2024 | Location of information in other PMI published materials | Additional information |
|------|--|-----------------|--|--|--|
| 2-22 | Statement on sustainable development strategy | | Message from our Chief Executive Officer (pgs. 6-7) | PMI Statement of Purpose | |
| 2-23 | Policy commitments | | Uphold business ethics and integrity (pgs. 162-163) | PMI Code of Conduct PMI Statement of Purpose PMI Human Rights Commitment | |
| 2-24 | Embedding policy commitments | | Anchoring sustainability at the core of our strategy (pgs. 26-27) Foster an empowered and inclusive workplace (pgs. 90-103) Improve the quality of life of people in our supply chain (pgs. 104-119) Uphold business ethics and integrity (pgs. 162-163) Respect human rights (pgs. 164-166) Manage our supply chain sustainably (pgs. 167-173) | PMI Code of Conduct PMI Statement of Purpose | We describe our management approach for each priority material ESG topic under specific sections throughout our integrated report. |
| 2-25 | Processes to remediate negative impacts | | Anchoring sustainability at the core of our strategy (pgs. 26-27) Foster an empowered and inclusive workplace (pgs. 90-103) Improve the quality of life of people in our supply chain (pgs. 104-119) Uphold business ethics and integrity (pgs. 162-163) Respect human rights (pgs. 164-166) Manage our supply chain sustainably (pgs. 167-173) | PMI Code of Conduct | |
| 2-26 | Mechanisms for seeking advice and raising concerns | | Uphold business ethics and integrity (pgs. 162-163) Respect human rights (pgs. 164-166) | PMI Code of Conduct | |



GRI content index 2024

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|------|--------------------------------------|-----------------|--|---|--|
| 2-27 | Compliance with laws and regulations | | Uphold business ethics and integrity (pgs. 162-163) Respect human rights (pgs. 164-166) | | We publicly disclose material legal proceedings in PMI's periodic filings with the U.S. Securities and Exchange Commission, including on forms 10-K and 10-Q, as mandated by U.S. Securities Laws and related regulations. These filings are available to the public on the U.S. Securities and Exchange Commission's website. |
| 2-28 | Membership associations | 1, 8 | | PMI Stakeholder engagement | We describe relevant partnerships and membership associations for each priority material sustainability topic throughout our integrated report. |
| 2-29 | Approach to stakeholder engagement | | | PMI Overview of our engagement principles PMI Stakeholder engagement | |
| 2-30 | Collective bargaining agreements | 3 | Performance metrics: Foster an empowered and inclusive workplace (pg. 184) | PMI ALP Code PMI Code of Conduct | |

| Code | Disclosure title | UNGC Principles | Location of information in PMI Integrated Report 2022 | Location of information in other PMI published materials | Additional information |
|-----------------------------------|--------------------------------------|-----------------|---|--|---|
| 3 - MATERIAL TOPICS (2021) | | | | | |
| 3-1 | Process to determine material topics | | Anchoring sustainability at the core of our strategy (pgs. 26-27) | PMI Sustainability Materiality Report 2021 Renewing our sustainability materiality assessment in 2024 | We completed a comprehensive sustainability materiality assessment in 2024, aligned with the EU Corporate Sustainability Reporting Directive (CSRD), the results of which will inform our strategy for 2025 and beyond. |
| 3-2 | List of material topics | | About this report (pg. 205) | PMI Sustainability Materiality Report 2021 | |
| 3-3 | Management of material topics | | Connectivity and trade-offs (pg. 35) | | We describe our management approach for each priority material sustainability topic under specific sections throughout our integrated report. |

Note: In this report and in related communications, the term "materiality," "material," and similar terms, when used in the context of economic, environmental, and social topics, are defined in the referenced sustainability standards, and are not meant to correspond to the concept of materiality under the U.S. securities laws and/or disclosures required by the U.S. Securities and Exchange Commission.



GRI content index 2024

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|-------------------------------------|--|------------------------|--|---|--|
| 205 - ANTI-CORRUPTION (2016) | | | | | |
| 205-1 | Operations assessed for risks related to corruption | 10 | | | All operations are part of our global enterprise risk assessment. |
| 205-2 | Communication and training about anti-corruption policies and procedures | 10 | Uphold business ethics and integrity (pgs. 162-163) | | We report on the percentage of eligible employees and senior leaders that have completed the certification process for our Code of Conduct in PMI Integrated Report 2024 (pg. 162). |
| 205-3 | Confirmed incidents of corruption and action taken | 10 | | | We publicly disclose material legal proceedings in PMI's periodic filings with the U.S. Securities and Exchange Commission, including on forms 10-K and 10-Q, as mandated by U.S. Securities Laws and related regulations. These filings are available to the public on the U.S. Securities and Exchange Commission's website. |

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|---|---|------------------------|--|---|--|
| 206 - ANTI-COMPETITIVE BEHAVIOR (2016) | | | | | |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 10 | | | We publicly disclose material legal proceedings in PMI's periodic filings with the U.S. Securities and Exchange Commission, including on forms 10-K and 10-Q, as mandated by U.S. Securities Laws and related regulations. These filings are available to the public on the U.S. Securities and Exchange Commission's website. |



GRI content index 2024

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|-------------------------------|--|-----------------|---|--|--|
| 301 - MATERIALS (2016) | | | | | |
| 301-1 | Materials used by weight or volume | 7, 8, 9 | Reduce post-consumer waste (pgs. 75-76, 85-86) Performance metrics: Reduce post-consumer waste (pg. 183) | | We report our total plastic footprint based on plastic purchased, split by packaging, filters, devices and other items in PMI Integrated Report 2024 (pg. 76). For our packaging materials, we report the proportion of different materials used and their weight in tons in PMI Integrated Report 2024 (pgs. 85-86) and the proportion of recyclable and renewable materials used in PMI Integrated Report 2024 (pgs. 85-86). |
| 301-2 | Recycled input materials used | 7, 8, 9 | Performance metrics: Reduce post-consumer waste (pg. 183) | | Not applicable for smoke-free product consumables and combustible cigarettes due to nature of the products. We are exploring recycled content for our packaging and electronic smoke-free devices and seek to report in future reports. |
| 301-3 | Reclaimed products and their packaging materials | 7, 8, 9 | Performance metrics: Reduce post-consumer waste (pg. 183) | | Our post-consumer waste programs primarily relate to smoke-free electronic devices and consumables. At this stage in our journey our reporting is focused on the availability of these services (number of markets and percentage of shipment volume covered by markets with programs in place) rather than weight and volume of reclaimed materials. |



GRI content index 2024

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|----------------------------|--|-----------------|--|--|---|
| 302 - ENERGY (2016) | | | | | |
| 302-1 | Energy consumption within the organization | 7, 8, 9 | Tackle climate change (pgs. 123-129) Performance metrics: Tackle climate change (pg. 188) | PMI CDP Corporate Questionnaire 2024 | We do not sell any electricity, heating, cooling, or steam. Types of energy included in the energy consumption: fuel, electricity, district heating and renewable energy. |
| 302-2 | Energy consumption outside of the organization | 7, 8 | Tackle climate change (pgs. 130-134) Performance metrics: Tackle climate change (pg. 188) | PMI CDP Corporate Questionnaire 2024 | |
| 302-3 | Energy intensity | 8 | Performance metrics: Tackle climate change (pg. 188) | PMI CDP Corporate Questionnaire 2024 | Types of energy included in the energy intensity ratio: fuel, electricity, district heating and renewable energy. |
| 302-4 | Reduction of energy consumption | 7, 8, 9 | Tackle climate change (pgs. 120-135) | PMI CDP Corporate Questionnaire 2024 | |
| 302-5 | Reductions in energy requirements of products and services | 7, 8, 9 | | | We currently report on the lifecycle carbon footprint of certain products in PMI Integrated Report 2024 (pg. 80). The energy requirements of our devices is one of several criteria considered as part of our product eco-certification aims and will be reported on in coming years as deemed relevant. |

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|---|---|-----------------|---|--|--|
| 303 - WATER AND EFFLUENTS (2018) | | | | | |
| 303-1 | Interactions with water as a shared resource | | Preserve nature (pgs. 136-137, 146-151) | PMI CDP Corporate Questionnaire 2024 | |
| 303-2 | Management of water discharge-related impacts | | | PMI CDP Corporate Questionnaire 2024 | |
| 303-3 | Water withdrawal | | Performance metrics: Preserve nature (pg. 190) | PMI CDP Corporate Questionnaire 2024 | Operational water usage data is included in PMI Integrated Report 2024 (pg. 190). Additional detail, including disclosure on water in our value chain can be found in our annual CDP Water Security submissions. |
| 303-4 | Water discharge | | Performance metrics: Preserve nature (pg. 190) | PMI CDP Corporate Questionnaire 2024 | |
| 303-5 | Water consumption | | Performance metrics: Preserve nature (pg. 190) | PMI CDP Corporate Questionnaire 2024 | |



GRI content index 2024

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|----------------------------------|---|-----------------|---|--|--|
| 304 - BIODIVERSITY (2016) | | | | | |
| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | | | | Biodiversity was identified as an emerging topic in our 2021 sustainability materiality assessment. In 2022, we published a dedicated brochure (available here) on our strategy and are in the process of developing KPIs for this topic. |
| 304-2 | Significant impacts of activities, products and services on biodiversity | | Preserve nature (pgs. 139-141) | PMI CDP Corporate Questionnaire 2024 | |
| 304-3 | Habitats protected or restored | | Preserve nature (pgs. 139-141) | PMI CDP Corporate Questionnaire 2024 | |
| 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | | | | |



GRI content index 2024

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|-------------------------------|---|-----------------|---|--|---|
| 305 - EMISSIONS (2016) | | | | | |
| 201-2 | Risks and opportunities due to climate change | 7, 8 | Tackle climate change (pgs. 120-135) | PMI CDP Corporate Questionnaire 2024 PMI TCFD Report 2022 | |
| 305-1 | Direct (Scope 1) GHG emissions | 7, 8 | Performance metrics: Tackle climate change (pg. 188) | PMI CDP Corporate Questionnaire 2024 2024 Greenhouse Gas Verification Statement scope 1&2 | IPCC Fifth Assessment Report (AR5 – 100 year) |
| 305-2 | Energy indirect (Scope 2) GHG emissions | 7, 8 | Performance metrics: Tackle climate change (pg. 188) | PMI CDP Corporate Questionnaire 2024 2024 Greenhouse Gas Verification Statement scope 1&2 | IPCC Fifth Assessment Report (AR5 – 100 year) |
| 305-3 | Other indirect (Scope 3) GHG emissions | 7, 8 | Performance metrics: Tackle climate change (pg. 189) | PMI CDP Corporate Questionnaire 2024 2024 Greenhouse Gas Verification Statement scope 3 | IPCC Fifth Assessment Report (AR5 – 100 year) |
| 305-4 | GHG emissions intensity | 8 | Performance metrics: Tackle climate change (pg. 188) | PMI CDP Corporate Questionnaire 2024 | We report intensity for scope 1+2 and scope 1+2+3 as well as reduction in CO ₂ intensity of tobacco curing. |
| 305-5 | Reduction of GHG emissions | 7, 8, 9 | Tackle climate change (pgs. 120-35) | PMI CDP Corporate Questionnaire 2024 | |
| 305-6 | Emissions of ozone-depleting substances (ODS) | 7, 8, 9 | | | Not applicable due to the nature of our business; we do not produce, import, or export ODS. |
| 305-7 | Nitrogen oxides, sulfur oxides, and other significant air emissions | 7, 8, 9 | | | Local affiliates currently undertake spot measurements to ensure compliance with legal limits, but we do not have global reporting system in place to calculate total pollutant levels. |



GRI content index 2024

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| 306 - WASTE (2020) | | | | | |
| 306-1 | Waste generation and significant waste-related impacts | | Preserve nature: Reducing waste (pgs. 151-152) Reduce post-consumer waste (pgs. 74-87) | | |
| 306-2 | Management of significant waste-related impacts | | Preserve nature: Reducing waste (pgs. 151-152) | | |
| 306-3 | Waste generated | | Preserve nature: Reducing waste (pgs. 151-152) | | |
| 306-4 | Waste diverted from disposal | | Performance metrics: Preserve nature (pg. 191) | | |
| 306-5 | Waste directed to disposal | | | | |

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| 401 - EMPLOYMENT (2016) | | | | | |
| 401-1 | New employee hires and employee turnover | | Performance metrics: Foster an empowered and inclusive workplace (pg. 184) | | |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 6 | | | We aim to design a minimum global core set of benefits for employees. We are currently coordinating efforts globally and will seek to report in alignment with these standards, where relevant and feasible, moving forward. |
| 401-3 | Parental leave | 6 | Foster an empowered and inclusive workforce (pg. 102) | | We will seek to report in alignment with these standards, where relevant and feasible, moving forward. |

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| 404 - TRAINING AND EDUCATION (2016) | | | | | |
| 404-1 | Average hours of training per year per employee | | Performance metrics: Foster an empowered and inclusive workplace (pg. 184) | | We report these figures for our overall workforce without breaking data down by gender. |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | 6 | Foster an empowered and inclusive workforce (pgs. 97-99) | | |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | | Performance metrics: Foster an empowered and inclusive workplace (pg. 192) | | We report these figures for our overall workforce without breaking data down by gender. |



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| 405 - DIVERSITY AND EQUAL OPPORTUNITY (2016) | | | | | |
| 405-1 | Diversity of governance bodies and employees | 6 | Board of Directors and Company Management (pg. 32) Foster an empowered and inclusive workplace (pgs. 99-101) Performance metrics: Foster an empowered and inclusive workplace (pg. 185) Performance metrics: PMI's workforce at year-end 2024 (pg. 186) | PMI 2025 Proxy Statement (pgs. 18-19, 23-31) | |
| 405-2 | Ratio of basic salary and remuneration of women to men | 6 | Foster an empowered and inclusive workplace (pg. 100) | | |

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| 408 - CHILD LABOR (2016) | | | | | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | 5 | Improve the quality of life of people in our supply chain (pgs. 112-113) | | |

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| 412 - HUMAN RIGHTS ASSESSMENT (2016) | | | | | |
| 412-1 | Operations that have been subject to human rights reviews or impact assessments | 1, 2, 3, 4, 5, 6 | Respect human rights (pgs. 164-166) | | |
| 412-2 | Employee training on human rights policies or procedures | 1, 2, 3, 4, 5, 6 | Respect human rights (pgs. 164-166) | | |
| 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | 1, 2, 3, 4, 5, 6 | Manage our supply chain sustainably (pgs. 167-173) | PMI Responsible Sourcing Principles | All our suppliers are required to adhere to PMI's Responsible Sourcing Principles (RSP), which cover human rights aspects. |



GRI content index 2024

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| 414 - SUPPLIER SOCIAL ASSESSMENT (2016) | | | | | |
| 414-1 | New suppliers that were screened using social criteria | 1, 2, 3, 4, 5, 6 | Manage our supply chain sustainably (pgs. 167-17) | | We initiate screening of all critical suppliers within one reporting period of their classification as critical. |
| 414-2 | Negative social impacts in the supply chain and actions taken | 1, 2, 3, 4, 5, 6 | Improve the quality of life of people in our supply chain (pgs. 104-119) Manage our supply chain sustainably (pgs. 167-173) | | |

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| 416 - CUSTOMER HEALTH AND SAFETY (2016) | | | | | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | | Maximize the benefits of smoke-free products (pgs. 42-62) Nicotine science (pgs. 156-157) | | PMI continues to invest in the development and rigorous scientific assessment of a portfolio of smoke-free products of which net revenues represented 38.7 percent of PMI's adjusted net revenues in 2024. |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | | Conduct R&D responsibly and transparently (pgs. 165-166) Sustain product reliability (pgs. 167-168) | PMI 2024 Form 10-K (pgs. 127-141) | Our material contingencies are described in note 18 to the consolidated financial statements of our annual report on form 10-K, in accordance with the applicable U.S. Securities laws. |

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| 417 - MARKETING AND LABELING (2016) | | | | | |
| 417-1 | Requirements for products and service information and labeling | | Maximize the benefits of smoke-free products: Marketing and selling our products responsibly (pgs. 56-60) | PMI Marketing Standards | |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | | Performance metrics: Maximize the benefits of smoke-free products (pg. 181) | | We report on number of violations by PMI employees of our Marketing Code resulting in substantiated cases of misconduct. |
| 417-3 | Incidents of non-compliance concerning marketing communications | | Performance metrics: Maximize the benefits of smoke-free products (pg. 181) | | |