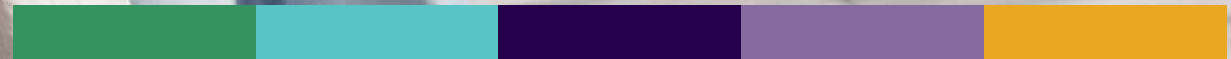
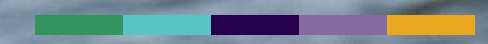




Corporate Responsibility Report 2022



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Letter From Our CEO

PMI Worldwide (PMI) is on a mission to revolutionize the way people enjoy food and beverages everywhere. In 2021, we grew our business around the world by delighting consumers with innovative, functional solutions. Despite continued disruptions to society and global supply chains this year, PMI delivered record business results and unprecedented corporate responsibility achievements.

In 2021, PMI was acquired by HAVI, a global privately-owned company that provides services in supply chain, sourcing, and consumer engagement to leading brands. This milestone in our company's growth unites our shared values and provides new collaboration to deliver best-in-class services to our customers. I am incredibly proud of our achievements at PMI and excited to work with the HAVI team to seize opportunities for future growth and innovation.

One corporate priority we share with HAVI is sustainability. Both companies are deeply committed to lowering our environmental footprint and delivering sustainable innovations to our customers. PMI made some important breakthroughs in sustainability this year, most notably achieving our goal to eliminate traditional plastic polybags from our product shipments and more than doubling the volume of recycled materials we procured. In fact, we were one of the first companies to market with products featuring 90% recycled stainless steel when they hit stores in early 2022. Many more will follow for Stanley and our customers.

We also celebrated important achievements for people and communities this year. Our suppliers had record performance in their social compliance audits, with more than 85% of PMI's spend now with values-led suppliers achieving the highest performance against our Code of Conduct. We also continued to exceed our commitment to donate 1% of the prior year's net income in cash, in part by supporting our employees with a new matching donation program.

I am constantly inspired by my colleagues at PMI who remain committed to our value to “Create a Better World” in everything they do. Our people are the heart of our success. As we grow and face evolving global pressures, we will continue to do everything we can to support our employees in meeting their objectives.

As our business grows, so does our responsibility and our influence. We are proud of our accomplishments and we recognize there is much more to do. We look forward to further collaboration with HAVI, with our industry peers, and with our suppliers. Together – and focused on the future – we can protect the planet and support our people alongside our business objectives.

Bob Keller
CEO, PMI Worldwide



I am constantly inspired by my colleagues at PMI who remain committed to our value to “Create a Better World” in everything they do.

About Our Business

PMI Worldwide is a global leader in designing, marketing, and manufacturing food and beverage solutions for busy lifestyles. Our flagship Stanley® and Aladdin® brands have been sold throughout the world for more than 100 years. In addition to our owned brands, PMI creates durable food and beverage containers for some of the world’s leading brands and retailers. PMI is a business unit of HAVI, a global privately-owned company that provides services in supply chain, sourcing, and consumer engagement to leading brands.

PMI’s mission is to revolutionize the way people enjoy food and beverage everywhere. We take a customer-centric approach rooted in our global values. We have more than 1,000 employees in five countries who are driven by a passion for responsible consumption. They are committed to creating a better world while producing beautiful, reusable, and functional products built for a lifetime of wild imagination.

Our Values

Create a better world.

Go big.

One team.

Own it.

Win and celebrate.



Corporate Responsibility at PMI

Corporate responsibility at PMI Worldwide is embedded in the values that drive our company. We expect our sustainability and social responsibility goals to be as ambitious as our expectations for our company's financial performance. Our durable products set the stage for our commitments: to be stewards of the natural environment, to support and inspire our workforce, and to serve our communities.

We operationalize our corporate responsibility strategy the same way we do all aspects of our business, with our values front and center. We emphasize accountability by integrating consistent principles throughout our businesses. We build deep relationships with our customers, suppliers, and other stakeholders to drive more meaningful outcomes. We prioritize measurement and transparency to hold ourselves accountable to each other and to our customers.

Our corporate responsibility performance is formally evaluated and managed at multiple levels in the organization, guided by internal and external goals. Several individuals, including members of our global executive leadership team, are compensated and incentivized based on key performance indicators representing our corporate responsibility performance. Informally, every employee is accountable for helping achieve our leading value – Create a Better World.

Our durable products set the stage for our commitments: to be stewards of the natural environment, to support and inspire our workforce, and to serve our communities.



Products

PMI creates beautiful, functional, and durable products that are intended to last a lifetime. Each product is designed to help consumers eliminate the need for single-use disposable drinkware or food packaging. But we don't stop there. We aim to continuously improve the sustainability of our products and our packaging.



Products

Increasing Recycled Materials

As part of our environmental goals, PMI set a target that at least 25% of materials procured for PMI products will be recycled content by 2025. This target spans four primary materials – stainless steel, durable plastics, ceramic, and glass – all of which have different properties, production processes, and availability of qualified recycled alternatives. Raw materials currently represent the largest source of emissions associated with our products. Recycled content eliminates much, but not all, of the emissions associated with extraction and production of material.

In 2021, we more than doubled the volume of recycled materials we procured compared to the prior year when we introduced the target, primarily through the implementation of recycled plastics. For example, Stanley's new IceFlow™ Jugs and Tumblers feature insulation made of recycled plastics from discarded fishing nets, a small contribution to helping our waters avoid plastic waste.

Building on our experience with recycled plastics, this year we successfully identified and vetted new suppliers, tested technical applications, and implemented material certifications for our first products in recycled stainless steel and recycled ceramic. Our product development, engineering, and supply chain teams are increasingly focused on building reliable, certified, and cost effective solutions. Products featuring these materials will be available starting in 2022.

111%

111% increase in volume of recycled content materials procured over prior year

5M

More than 5 million units of reusable single wall cups delivered with 50% recycled polypropylene



Products

Optimizing Packaging

We aim to minimize the amount of packaging materials used for our products while maximizing incorporation of sustainable content and optimizing for logistics.

In 2021, we achieved our goal to eliminate conventional plastic polybags on PMI merchandise shipments across our businesses. In most cases, we were able to eliminate the polybag completely or replace it with a paper wrap. In a few limited cases, we implemented a bag made partly of bio-based materials to provide additional safety measures until we are able to fully eliminate or replace the bags. Since we began this transition, we have avoided more than 85 million polybags.

As our e-commerce business grows, we are also focused on optimizing packaging that protects merchandise while delighting consumers and lowering impacts on the planet. In early 2022, we introduced new packaging for our Stanley 40 oz Quenchers that delivers one piece of packaging from factory to home. This change reduces costs, increases efficiency of transportation and distribution, and lowers the amount of corrugate used by more than 40% as compared to default generic packaging.

100%

100% of active units transitioned to ship without conventional polybags across PMI brands

290

More than 290 metric tons of plastic avoided in 2021 through polybag elimination effort



Supply Chain

PMI Worldwide seeks and rewards suppliers that share our values and high expectations for social and environmental responsibility. Our supply chain commitments are guided by the PMI Code of Conduct which sets forth supplier requirements for ethics, social and environmental compliance, health and safety, and transparency. Our major suppliers, representing more than 90% of spend, are also expected to align with our environmental goals and standards and to perform at the highest levels of supply chain labor standards.



Supply Chain

Reducing Our Supply Chain Environmental Footprint

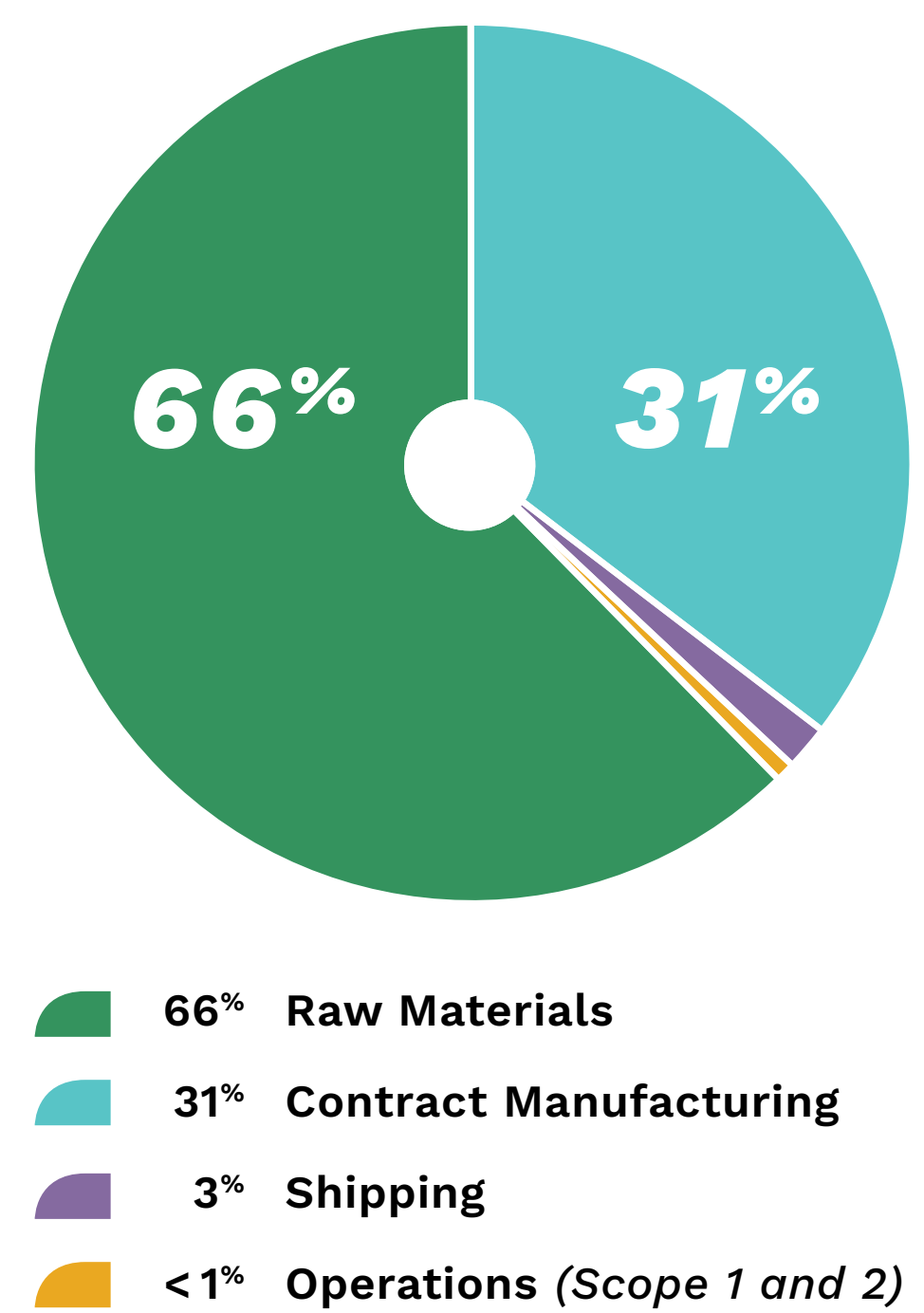
PMI has a long-term commitment to reduce greenhouse gas emissions in our supply chain. Specifically, we have set a science-aligned emissions reduction goal to reduce emissions by 50% by 2030 from a 2018 baseline. As a designer of consumer goods, most of our environmental footprint is emissions associated with raw materials and manufacturing.

Greenhouse Gas Emissions

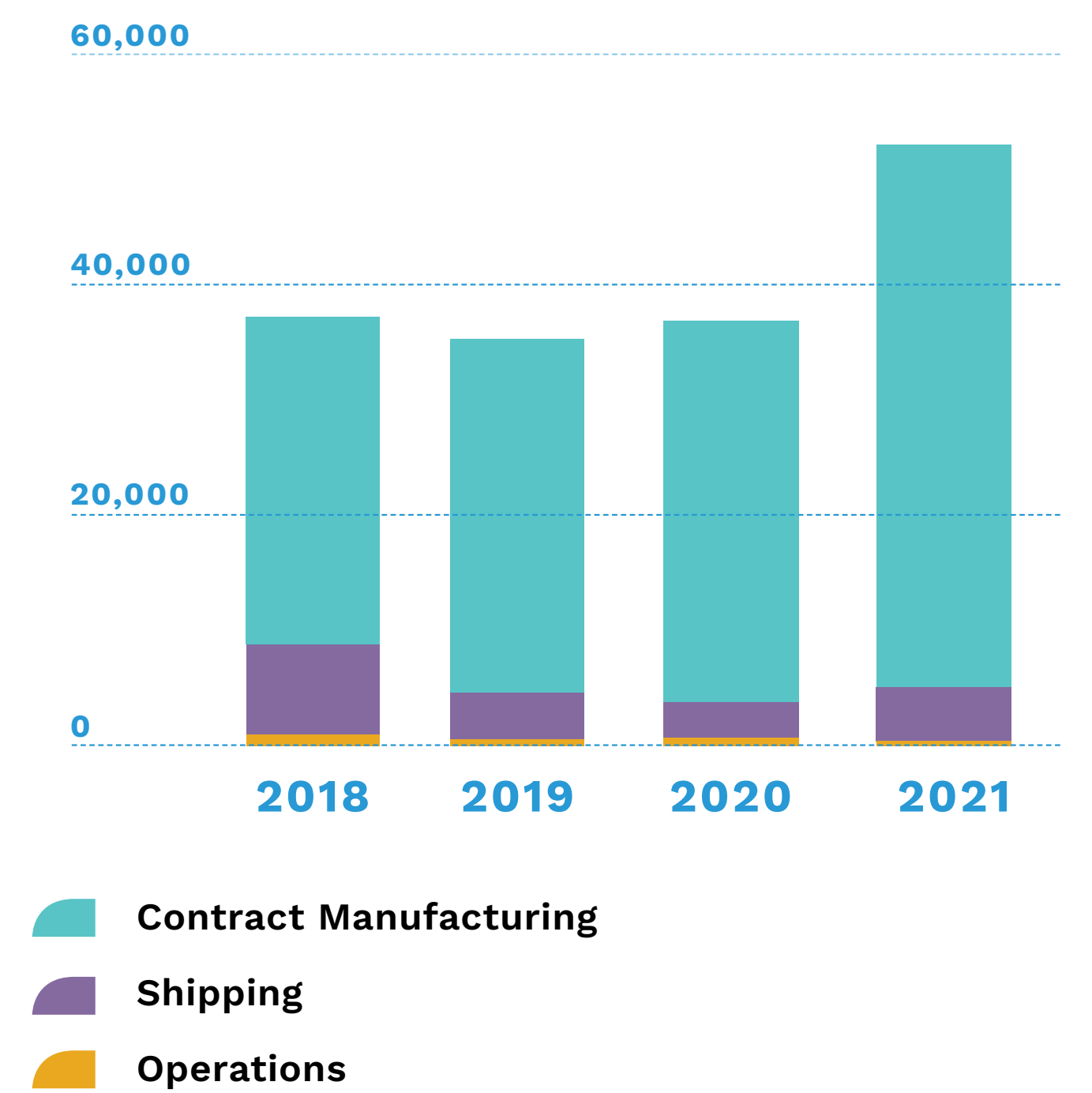
In 2021, PMI's greenhouse gas emissions from our direct operations (scopes 1 and 2) decreased by 29% year over year and by 52% from the 2018 baseline. This reduction was primarily driven by the sourcing of 100 percent renewable electricity for our largest operated factory in Brazil.

At the same time, our total greenhouse gas emissions from operations, manufacturing, and transportation (including scopes 1, 2, and 3; excluding raw materials), increased by 41% year over year. This change is largely due to business growth and partially due to COVID rebound effects from 2020. This overall emissions increase was partially reduced by improved energy efficiency and increased renewable electricity across our supplier base. While absolute emissions increased in most factories, two-thirds of our leading factories reduced or held flat their per unit emissions from energy use in 2021. Overall, PMI's emissions per 10,000 units from manufacturing decreased by 10%.

2021 Greenhouse Gas Emissions



Annual Greenhouse Gas Emissions (mt CO₂e) excluding Raw Materials



Scope 3 Emissions

We have set targets to address our largest emissions categories: manufacturing and raw materials. Our target specific to manufacturing commits that factories representing at least 85% of PMI's annual spend will have multi-year environmental improvement plans in place by the end of 2022. These improvement plans are focused on energy efficiency and renewable electricity investments, with the intention to have factories set their own science-aligned emissions reduction targets. As of the end of 2021, all factories in scope have participated in two rounds of environmental planning with assistance from PMI. Starting in 2022, all factories will receive sustainability scores as part of their frequent performance reviews, establishing sustainability as a key performance indicator alongside Code of Conduct compliance, quality, price, lead time, and other factors.

We also have a target to increase the amount of recycled content in our product portfolio. This target was set to reduce the environmental impact of materials and keep valuable materials in circulation. It also provides reductions in our emissions. Learn more in the Products section.

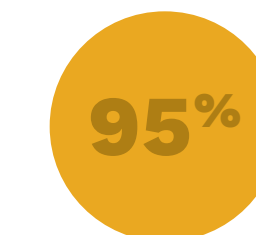
Transparency and Partnerships

We also made strides this year to strengthen the quality, completeness, and transparency of our emissions accounting. We underwent the first independent verification of our greenhouse gas footprint and expanded the emissions categories included in our disclosures. This year's greenhouse gas emissions inventory has been expanded to incorporate emissions associated with raw materials, other purchased goods and services, and capital goods. We also worked with our new parent company, HAVI, to unite our approaches to sustainability and benefit from each business unit's expertise.

This year, our Stanley brand was proud to become a founding member of the Outdoor Industry Association Climate Action Corps. This group of more than 100 outdoor companies is intended to tackle the climate crisis through clear industry objectives and collaboration. As part of this effort, we partner with others in the industry to drive progress in areas of shared interest and to report regularly on our performance.



10% decrease in emissions per 10,000 units from manufacturing



95% of spend with factories providing monthly environmental data



3.7 million kilowatt hours of solar electricity generated by contract factories



Supply Chain Improving Social Compliance

PMI works closely with our suppliers to ensure that our high standards for social compliance are consistently achieved. Factories are closely monitored by PMI staff and are routinely audited by independent parties. Factories must also report monthly metrics on key issues to ensure that performance is maintained to our expectations. We regularly review and evaluate factories on social responsibility alongside quality, price, lead time, and other traditional performance characteristics.

In 2021, we set an ambitious internal goal to raise the performance of our top factories to the highest levels of achievement on our Code of Conduct. As of the end of the year, more than 85% of PMI's spend was with factories that had achieved "A" grades on their social compliance audits. These factories demonstrate exceptional management, prioritize the well-being of their employees, and are dedicated to health and safety.

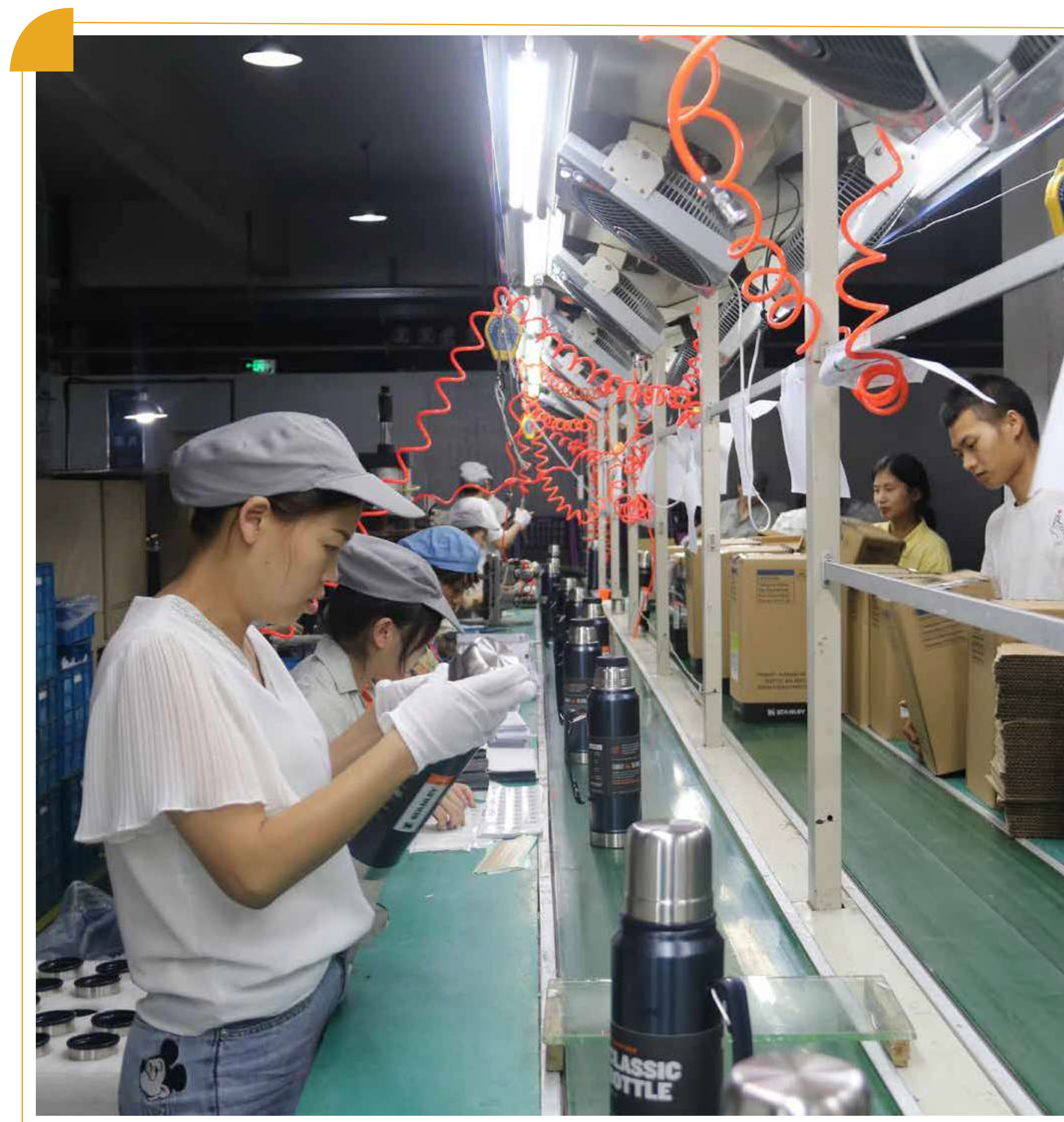
We are proud of our strong relationships with these suppliers and the continuous improvement they have demonstrated. We will continue partnering with our largest suppliers to sustain and improve their high performance as we increasingly push for performance elevation across the rest of our supplier base.

100%

100% of suppliers screened using strict social criteria that go beyond legal requirements

A

More than 85% of PMI spend is with factories achieving A grades on social compliance audit



Supply Chain

Elevating Diversity in Our Supplier Network

PMI believes creating a more inclusive supply chain brings new ideas, capabilities, and innovations to our business and the world, thereby contributing to economic growth and market expansion. In late 2020, we introduced our supplier diversity commitment to expand our network of relationships with certified businesses that are at least 51 percent owned and operated by women, persons with disabilities, minorities, veterans, and/or LGBTQ+ persons.

This year, we implemented supplier diversity considerations into our sourcing process for major contracts by identifying and recruiting organizations with diverse leadership and considering diversity in our evaluations. We also integrated diversity data into our procurement and financial systems to better analyze and report our performance.

In 2021, our spending with certified diverse suppliers and socio-economically disadvantaged small businesses in the United States decreased. We recognize that there is more we can do to ensure that our supplier base reflects the world around us. As we expand our sourcing partnerships and grow our business, we will continue to seek diverse partners and hold ourselves accountable to progress.



Culture and Inclusion

Everyone at PMI shares a common vision to develop high-quality, sustainable products for our customers. We believe in a workplace culture of inclusivity and respect and that differing perspectives, cultures, and experiences enrich our performance. Our best work is accomplished together, as One Team.



Culture and Inclusion

Fostering Culture and Growth

PMI fosters a culture of innovation, teamwork, and employee fulfillment throughout our values-centered company. We strive to support our more than 1,000 employees around the world with flexibility and empowerment. We lead with empathy, a quality that has driven our strategy for adapting to our workplaces' changing dynamics.

To be an inclusive organization requires a commitment to continuously evolve our culture. As we navigate the ongoing pandemic and societal shifts, we have learned that work, life, and the world are inseparable. We've moved away from "work-life balance" to "work-life integration," knowing that employees need to feel genuinely connected to and supported by the business.

Despite the ongoing challenges of the pandemic, we continue to prioritize inspiring a culture of purpose, creating a sense of belonging, and building a path for growth at PMI. We recognize each employee has unique personal and professional goals. We do our best to help them succeed by offering flexibility, robust benefits, mentoring, development opportunities, and performance feedback focused on growth.

Our vision for continued learning and leadership development is to build robust employee and manager learning forums including information, workshops, online content, and tools. We provide comprehensive learning experiences that channel new ideas, promote lifelong learning and curiosity, grow leaders from within, and align talent with evolving business needs to better serve our customers and communities. All of these actions prioritize inclusion.

This year, PMI was also proud to be recognized as the winner of the Cigna 2021 Health and Well-Being Award. This award recognizes our company's focus on our employees' physical, emotional, environmental, social, and financial well-being. We promoted mental health services and discussed emotional well-being at staff meetings, supported our employees with multiple flexibility options, and hosted two highly participatory health and well-being challenges.

We also continue to prioritize our company value to Win and Celebrate, where we create space to recognize our employee's successes through informal monthly "bell-ringing," formal quarterly "Thumbs Up Awards," and formal annual awards tied to delivery, impact, and PMI's five core values.

We lead with empathy, a quality that has driven our strategy for adapting to our workplaces' changing dynamics.



Culture and Inclusion Increasing Representation and Inclusion

We believe that diversity of people and perspectives is critical to PMI’s success. We strive to integrate diversity, inclusion, and belonging throughout our employee’s journeys. We are always learning how to move beyond intention to action.

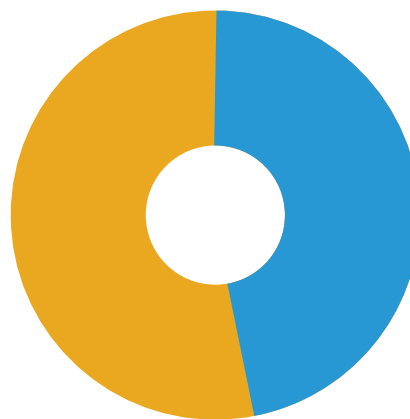
One focus area continues to be increasing representation and inclusion across the company through a dedicated focus on recruitment and engagement. We have added resources to access and identify candidates bringing new and diverse backgrounds to PMI. We are also expanding our internship and campus programs to build a more diverse pipeline. This effort helps expand on our commitment to culture add, not culture fit.

We create and cultivate programs and networks intended to support our team members and build a more dynamic, inclusive culture. Our StrongHer initiative focused on women’s empowerment has created new and robust conversations on unconscious bias, gender equity, and leadership across PMI. We have expanded our internal mentorship program aimed to support growth and development and cultivate emerging voices. We are also bringing back our regular energizers, which are fun ways to connect with other team members, try new things, and celebrate PMI.

PMI is also focused on cultivating inclusive brands. This year, our Stanley team created, delivered, and executed a new strategic brand and business plan. Stanley’s new strategic plan places inclusion at its core, with a particular focus on representation in all aspects of the brand, business, people, and community leadership. Our plan educates, guides, and measures team progress in the delivery of a more diverse, inclusive, and welcoming community around product creation, content creation, and business execution. Stanley has made purposeful strides in increasing BIPOC and female representation among internal talent – the product designers, photographers, and artists that create products and content for the brand. Stanley also meaningfully partners with organizations that seek to increase representation in the outdoors, for example through content collaborations with Outdoor Afro and The Venture Out Project.

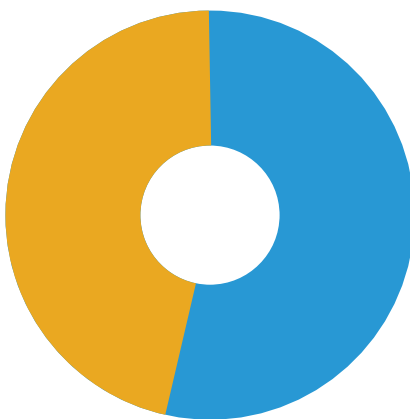
Building a more inclusive company and more inclusive brands is a journey. We recognize that there is always room to grow, improve, and influence.

Global Employees



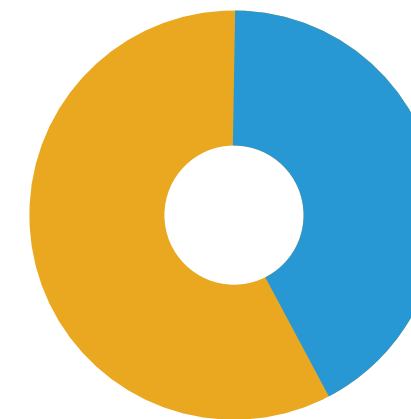
53% Female 47% Male

**Global Leadership
(Director and Above)**



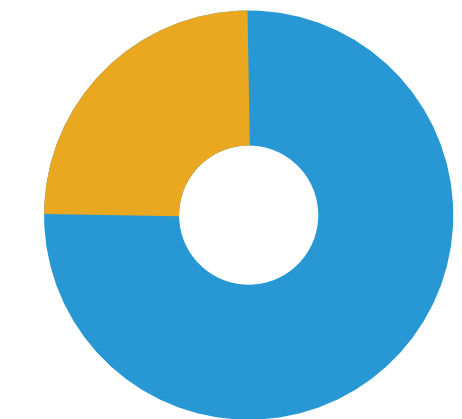
46% Female 54% Male

U.S. Employees



57% Female 43% Male

U.S. Employees



27% Non-White 73% White



Community

PMI has a longstanding commitment to give back to the communities in which we live and work and to support causes important to our employees. We do this through a mix of corporate philanthropy, product donations, volunteering, and cause activations. We aim to partner with values-centered organizations that create meaningful impact for their teams, their communities, and society.



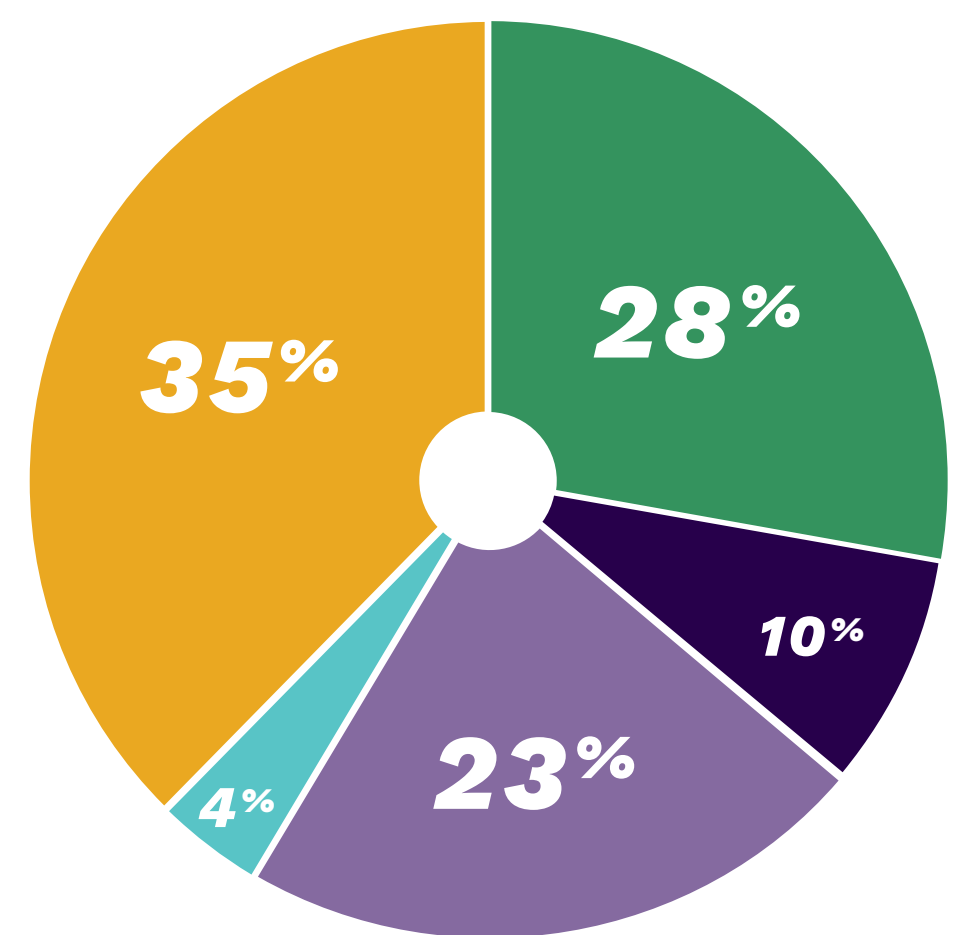
Community Giving Back Around the World

We continue to surpass our commitment to donate 1% of the prior year’s net income in cash. And, as our business grows, so does our funding. In 2021, we built deeper relationships with our partners focused on nature conservation, outdoor connections, and food security. We also invested in social services in the cities and regions our employees call home.

This year, we launched our first matching donations program for employees based in the United States and Europe. This program allocated financial resources to more than 100 organizations that would otherwise not have received the funding. Almost 50% of eligible employees participated in the first year of the program.

While our efforts to volunteer together have been limited by the ongoing pandemic, many of our offices around the world found ways to deliver services and supplies to communities in need through food drives, clean-ups, and remote engagements with families and seniors. We frequently match dollars raised and supplies, such as food and basic necessities, donated by employees to support local communities.

**2021 Financial Donations
by Giving Category (Global)**



- 28% Nature Conservation
- 10% Outdoor Connections
- 23% Food Security
- 4% Employee Matching Donations
- 35% Community Services

1.1%

1.1% of prior year’s net income before taxes donated to non-profit organizations

160

More than 160 organizations received financial donations, matching donations, and/or product donations

80k

More than 80,000 products donated to non-profit organizations



About This Report

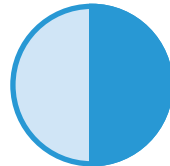
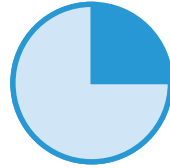
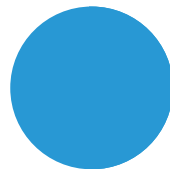
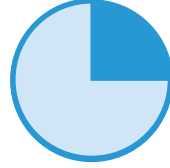
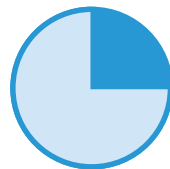
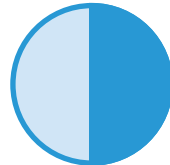
We are committed to providing an annual account of our performance and progress in key areas of corporate responsibility. This report represents our impacts, progress, and results towards achieving continuous improvement in our environmental and social performance. We are also committed to the continued improvement, accuracy, and completeness of our social and environmental reporting.

Our reporting is informed by the various frameworks used to guide and evaluate company performance. These include, but are not limited to, the Global Reporting Initiative (GRI), CDP, Sustainability Accounting Standards Board (SASB), Taskforce for Climate-related Financial Disclosure (TCFD), United Nations Sustainable Development Goals (SDGs), and others.

Unless otherwise stated, data in this report represents the company's fiscal year 2021, which equates to the calendar year 2021. Data represents the business and activities of PMI Worldwide and does not include other entities within HAVI.

About This Report

Sustainability Dashboard

Pillar	Target	Progress	2021 Results
<h3>Champion Reusability</h3>	<p>1 PMI will partner with customers, retailers, and industry to identify and solve barriers to reusable adoption through innovation and collaborative solutions.</p>		<p>In 2021, we continued to develop and release new products that provide transportable solutions for consumers, in particular around hydration. Many of these products expanded our brands into new and different markets, likely extending accessibility to reusable solutions. We also collaborated with large food and beverage service customers to identify potential solutions to challenges related to personal mug adoption at point of sale.</p>
<h3>Sourcing Sustainable Materials</h3>	<p>1 All material procured for use in PMI-developed products will include at least 25% recycled content by 2025.</p>		<p>We more than doubled the volume of recycled materials procured for our products in 2021 as compared to 2020. We introduced our first product featuring recycled ocean-bound plastics and prepared for recycled stainless steel and recycled ceramic to hit the market in early 2022.</p>
	<p>2 PMI will eliminate conventional plastic polybags from merchandise shipments by 2021.</p>		<p>All conventional plastic polybags have been eliminated as of the end of 2021. While most products have transitioned to no wrap or a paper wrap for shipping, a limited number of products now use a bag made partly of bio-based materials due to food contact safety restrictions. We are actively exploring solutions to a few remaining on-shelf plastic polybags intended to protect delicate parts at retail.</p>
	<p>3 All paper fiber procured for use in primary and secondary packaging will include at least 50% recycled content and/or achieve sustainability certification by 2025.</p>		<p>As part of our efforts to reduce packaging materials, we evaluated the packaging of our most popular products with an aim to reduce corrugate use. We also conducted a rough baseline of current paper use for primary and secondary packaging.</p>
<h3>Reduce GHG Emissions in our Supply Chain</h3>	<p>1 PMI aims to reduce absolute Scope 1, 2, and 3 greenhouse gas (GHG) emissions by 50% by 2030 from a 2018 base year.</p>		<p>We reduced Scope 1 and 2 emissions in 2021 by 52% compared to 2018 baseline due primarily to increased renewable electricity usage in our South America factories. Scope 3 emissions from manufacturing and transportation increased by 43% compared to 2018 due primarily to business growth. In 2021, we expanded our greenhouse gas emissions accounting to include raw materials, capital goods, and non-merchandise purchased goods and services.</p>
	<p>2 Factories cumulatively representing at least 85% of annual spend will have environmental improvement plans in place by 2022.</p>		<p>We kicked off environmental improvement plans with factories representing more than 90% of spend. These factories have prepared investment plans and are working to set 3-5 year emissions reduction targets.</p>

About This Report

Data Table 1

	2018 ¹	2019 ¹	2020 ¹	2021 ¹
EMISSIONS²				
Scope 1 Emissions (metric tons CO ₂ e) ³	0	0	0	0
Scope 2 Emissions (metric tons CO ₂ e) ⁴	982	581	660	467
Total Scope 1 and 2 Emissions	982	581	660	467
Percentage Change Scope 1 and 2 Year to Year		(41%)	14%	(29%)
Percentage Change Scope 1 and 2 from Baseline Year (2018)		(41%)	(33%)	(52%)
Scope 3 Emissions (metric tons CO₂e)				
Purchased Goods and Services: Manufacturing ⁵	28,333	30,785	33,253	46,999
Purchased Goods and Services: Raw Materials ⁵			58,921	101,798
Purchased Goods and Services: Other Goods & Services ⁵				4,414
Upstream Transportation and Distribution	6,238	3,172	2,038	3,200
Downstream Transportation and Distribution	1,560	785	980	1,482
Capital Goods				797
Fuel-related Activities	107	67	74	18
Waste	1,731	1,299	1,289	1,510
Business Travel	338	349	152	231
Commuting	1,048	595	661	548
Upstream Leased Assets		182	99	33
Total Scope 3 Emissions included in 2030 Target⁶	36,131	34,742	36,271	51,681
Percentage Change Scope 3 Year to Year		(4%)	4%	42%
Percentage Change Scope 3 from Baseline Year (2018)		(4%)	0%	43%
Manufacturing Emissions per 10,000 production units ⁷	2.93	2.69	3.30	2.98
ELECTRICITY				
Total electricity, including owned and contract operations, allocated to PMI (kWh) ⁸	37,377,051	42,911,118	45,797,922	59,882,147
Percentage of electricity from renewable sources ⁹	1.98%	2.17%	1.75%	7.01%
Total electricity generated by contract suppliers from renewable sources (kWh) ¹⁰	1,310,571	3,444,663	2,801,765	3,710,804
RECYCLED MATERIALS				
Percentage of material procured that is recycled content			1.15%	1.73%

¹ PMI's fiscal year runs from January 1 to December 31. All data reflects the fiscal year unless otherwise noted.

² Greenhouse gas emissions are measured and calculated according to the principles in "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard," as well as referencing IPCC and US EPA guidelines.

³ PMI currently has no Scope 1 emissions. During the 2020 independent verification of our greenhouse gas footprint, we determined to move previously reported Scope 1 emissions to Scope 2 based on greenhouse gas accounting standards.

⁴ 2021 Scope 2 emissions from electricity includes corporate offices, owned factories, and home office energy use due to remote work associated with COVID. Home office energy was estimated by applying country-specific average home office energy consumption estimates to the number of employees who worked remotely for a portion of the year. Our primary factory in Brazil sources renewable electricity. In 2021, we received official documentation for this procurement and removed the emissions associated with this factory accordingly.

⁵ Purchased Goods and Services is reported in three sub-categories for transparency. Manufacturing is currently included in our science-aligned emissions reduction goal. Raw materials will be incorporated in a restatement of the goal anticipated in late 2022. Raw Materials and Other Goods & Services are being reported for the first time for 2021.

⁶ PMI's current greenhouse gas emissions reduction goal for Scope 3 includes "Purchased Goods and Services: Manufacturing," "Upstream Transportation and Distribution," and "Downstream Transportation and Distribution." Future iterations of this goal will also include "Purchased Goods and Services: Raw Materials." The baseline year is 2018.

⁷ Manufacturing emissions per unit is a calculation of total manufacturing emissions divided by the number of units produced, normalized by a factor of 10,000.

⁸ Total electricity includes the electricity consumed for all PMI operations, including offices, owned factories, and our largest contract factories. For contract factories, electricity use has been adjusted to reflect only the amount of electricity properly allocated to PMI production.

⁹ Electricity from renewable sources includes the electricity generated by on-site solar electricity systems for all owned and contract factories, adjusted to reflect the amount of electricity properly allocated to PMI production. It also includes zero emissions renewable electricity generated for our factory in Brazil.

¹⁰ Total electricity generated by contract suppliers from renewable sources includes the electricity generated by on-site solar electricity systems for contract factories. This data point is not adjusted for PMI business allocation.

About This Report

Data Table 2

	2018 ¹	2019 ¹	2020 ¹	2021 ¹
SOCIAL COMPLIANCE				
Percentage of active factories achieving A grade or B grade		94%	97%	97%
Percentage of spend with factories achieving A grade		4%	10%	>85%
Percentage of factories improving social compliance grade		25%	9%	21%
WORKFORCE²				
Female, percentage of U.S. workforce		57%	56%	57%
Female, percentage of China Asia Pacific workforce		70%	70%	71%
Female, percentage of leadership (<i>director and above</i>)		51%	46%	46%
BIPOC and Multiracial, percentage of U.S. workforce		29%	26%	27%
SUPPLIER DIVERSITY				
Percentage of U.S. spend with certified diverse suppliers ³		1.4%	1.7%	0.9%
COMMUNITY ENGAGEMENT				
Financial charitable donations as percentage of prior year's net income		1.3%	1.3%	1.1%

¹ PMI's fiscal year runs from January 1 to December 31. All data reflects the fiscal year unless otherwise noted.

² In 2020, we introduced a new, global human resources system, in part to increase data access and transparency. As a result, 2019 data represents workforce composition as of August 2020. 2020 data reflects workforce as of December 31, 2020. 2021 data represents workforce as of March 1, 2022.

³ Certified diverse suppliers include those holding nationally-recognized certifications as being at least 51 percent owned and operated by women, persons with disabilities, minorities, veterans, and/or LGBTQ persons, or socio-economically disadvantaged small businesses.



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