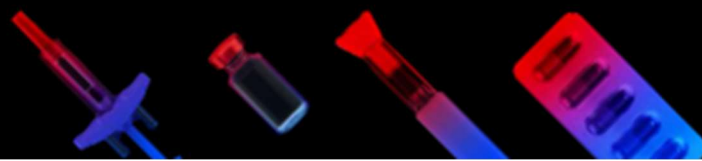


UN SDGs & IRIS+ Metric Alignment



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PCI Impact Category	#	Metric Title	UN SDGs	IRIS+ Metric
Carbon Footprint	1	Scope 1 GHG Emissions: Amount of greenhouse gasses (GHG) in metric tons of carbon dioxide equivalent (MTCO2e) emitted from sources that are owned or controlled by the company. According to the Greenhouse Gas Protocol reporting standard, Scope 1 emissions include generation of electricity, heat, or steam; physical or chemical processing; transportation of materials, products, waste, and employees; and fugitive emissions. PCI's direct emissions sources include Stationary, Mobile Combustion, and Refrigerants, calculated in accordance with the GHG Protocol methodology.	SDG 9: Resilient Infrastructure SDG 13: Climate Action	Greenhouse Gas Emissions: Direct (Scope 1) (OI4112)
	2	Scope 2 GHG Emissions: Amount of greenhouse gasses (GHG) in metric tons of carbon dioxide equivalent (MTCO2e) emitted from the generation of purchased electricity consumed by the company and other indirect emissions sources. According to the Greenhouse Gas Protocol reporting standard, Scope 2 emissions include electricity that is purchased or otherwise brought into the organizational boundary of the company. PCI estimates its Scope 2 GHG Emissions using both a location-based and market-based emissions methodology. Location based carbon emissions are determined based on the energy intensity of the grid; this calculation does not factor in company specific renewable energy mixes. Market based emissions are calculated based on the actual energy sources procured by the company, using a company's renewable energy mix.	SDG 9: Resilient Infrastructure SDG 13: Climate Action	Greenhouse Gas Emissions: Indirect (Scope 2) (OI9604)

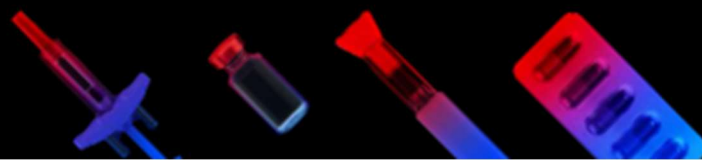


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	3	Scope 3 GHG Emissions: Amount of greenhouse gasses (GHG) emitted as the result of activities from assets not owned or controlled by the reporting organization, but that the organization indirectly impacts in its value chain, during the reporting period. Scope 3 emissions include all sources not within an organization's Scope 1 and 2 boundary. The Scope 3 emissions for one organization are the Scope 1 and 2 emissions of another organization. Scope 3 emissions, also referred to as value chain emissions, often represent the majority of an organization's total GHG emissions. Scope 3 includes indirect emissions such as the extraction and production of purchased materials and fuels, transport-related activities in vehicles not owned or controlled by the reporting entity, electricity-related activities (e.g., Transition and Distribution (T&D) losses) not covered in Scope 2, outsourced activities, waste disposal, and other sources.	SDG 9: Resilient Infrastructure SDG 13: Climate Action	—
Waste Management	4	Total Hazardous Waste: The total weight of hazardous waste in metric tons generated by company activities. Hazardous waste is capable of having a harmful effect on human health or the environment (e.g. hazardous chemicals, electronic waste, corrosive, and toxic metals, etc.).	SDG 12: Responsible Consumption	Waste Produced: Hazardous Waste (OI1346)
	5	Total Non-Hazardous Waste: The total weight of non-hazardous waste in metric tons generated by company activities. Non-hazardous wastes include all other wastes that do not fit the definition of hazardous wastes, including wastes that are insoluble, do not react with other materials, or do not decompose (e.g. agricultural waste).	SDG 12: Responsible Consumption	Waste Produced: Non-Hazardous Waste (OI7442)
	6	Percent Waste Recycled: Percent of waste (non-hazardous) that is disposed of via recycling during the reporting period. This metric is calculated by the equation: Weight of Non-Hazardous Waste Recycled / Total Weight of Non-Hazardous Waste.	SDG 12: Responsible Consumption	Waste Disposed: Recycled/Reused (OI2535)

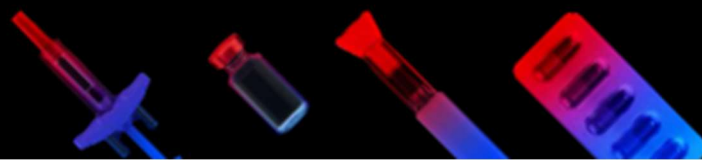


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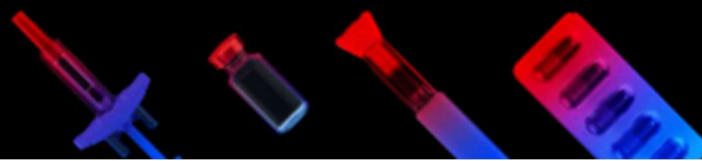
	7	Percent Waste Sent to Landfill: Percent of non-hazardous waste that is sent to landfill during the reporting period. This metric is calculated by the equation: Weight of Non-Hazardous Waste Sent to Landfill / Total Weight of Non-Hazardous Waste.	SDG 12: Responsible Consumption	Waste Disposed: Landfill (OI4483)
Water Conservation	8	Total Water Withdrawn: Volume of all water drawn from surface water, groundwater, seawater, or a third party for any use by the organization during the reporting period.	SDG 6: Clean Water and Sanitation	Water Withdrawn (OI0263)
Energy Efficiency	9	Energy Consumed: Total amount of energy consumed (in megawatt-hours) from both renewable and non-renewable sources at the organization's operating facilities during the reporting period.	SDG 7: Affordable and Clean Energy	—
	10	Percent Renewable Energy Consumed: Percent energy consumed from renewable sources, including: wind turbine, solar, biomass, methanization, geothermal energy, and hydraulics in kilowatt-hours. This metric is calculated by the equation: Total electricity consumed from renewable sources / Total electricity consumed. As of the reporting period, PCI only purchases renewable energy and does not consume on-site renewable energy.	SDG 7: Affordable and Clean Energy	—
	11	Total Energy Purchased: Total amount of energy purchased (in megawatt-hours) from both renewable and non-renewable sources at the organization's operating facilities during the reporting period.	SDG 7: Affordable and Clean Energy	Energy Purchased: Total (OI8825)
	12	Percent Renewable Energy Purchased: Percent electricity purchased from renewable sources, including: wind turbine, solar, biomass, methanization, geothermal energy, and hydraulics (in megawatt-hours), in kilowatt-hours. This metric is calculated by the equation: Total electricity purchased from renewable sources / Total electricity purchased.	SDG 7: Affordable and Clean Energy	Energy Purchased: Renewable (OI3324)
Labor and Human Rights	13	Percent Employees Trained in Business Ethics: Percentage of total assigned employees (permanent full-time and part-time who are required by PCI to take the training) who complete Global Ethics and Business	SDG 8: Decent Work and Economic Growth	—



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		Conduct Training, including training on business ethics issues and training on preventing discrimination and human rights violations.		
Employee Health and Safety	14	Lost Time Incident Rate: The number of lost time incidents per 100 employees (working 40 hours per week for 50 weeks per year).	SDG 8: Decent Work and Economic Growth	Occupational Injuries (OI3757)
Inclusive Culture	15	Organizational Diversity - Minority: Percentage of total full-time and part-time employees who voluntarily identify as an underrepresented minority, according to the prevailing definition set by the national government of the country in which the site is located.	SDG 10: Reduced Inequalities	Total Permanent Employees (OI8869) & Permanent Employees: Minorities/Previously Excluded (OI3236)
	16	Organizational Diversity - Female: Percentage of total full-time and part-time employees voluntarily identifying as female.	SDG 5: Gender Equality	Total Permanent Employees (OI8869) & Permanent Employees: Female (OI2444)
	17	Leadership Diversity - Minority: Percentage of PCI leaders (manager level and above) voluntarily identifying as an underrepresented minority, according to the prevailing definition set by the national government of the country in which the site is located. This data is only reported for PCI US sites.	SDG 10: Reduced Inequalities	Full-time Employees: Minorities/Previously Excluded Managers (OI3140)
	18	Leadership Diversity - Female: Percentage of PCI leaders (manager level and above) voluntarily identifying as female.	SDG 5: Gender Equality	Full-time Employees: Female Managers (OI1571)
	19	Board Diversity - Female: Percentage of members on the Board of Directors voluntarily identifying as female.	SDG 5: Gender Equality	Board of Directors: Female (OI8118)
	20	Board Diversity - Minority: Percentage of members on the Board of Directors voluntarily identifying as racially diverse, or from an underrepresented minority, such as including Black or African American, Asian, Latinx, Middle Eastern/North African, Indigenous Peoples, two or more races.	SDG 10: Reduced Inequalities	Board of Directors: Historically Marginalized (OI6696)
Community Impact	21	Total Employee Volunteer Hours: Number of hours volunteered by employees through PCI for charitable purposes during the reporting period.	—	Community Service Hours Contributed (OI8429)





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Sustainable Procurement	22	ESG in the Supply Chain: Percentage of top 80% of suppliers (out of total spend) who have active scorecards on EcoVadis; percentage whose scorecards are >50.	SDG 12: Responsible Consumption	Supplier Organizations: Total (PI9566) & Supplier Organizations: SME (PI9495)
	23	Supplier Diversity: Percentage of spend on diverse suppliers who satisfy the criteria of a diverse business, including: small business (SBE), woman-owned business (WBE), veteran-owned business (VET), women-owned small business (WOSB), historically underutilized business zone (HUBZONE), small disadvantaged business (SC-SDB), and/or minority-owned business (MBE).	SDG 10: Reduced Inequalities	Supplier Organizations: Total (PI9566) & Supplier Organizations: SME (PI9495)

