



PHILIP MORRIS ČR

PRESS RELEASE

The collective labour agreement of Philip Morris ČR a.s. and the employee representatives was extended

Praha, 6th June 2023. On Thursday 1st June 2023, the managers of Philip Morris ČR a.s. and trade unions representing the company's employees concluded negotiations on a new collective labour agreement for the next three years, i.e., until 30th June 2026. The new contract provides employees with conditions in the scope of the previous agreement. With the benefits offered, Philip Morris ČR a.s. continues to rank among the most attractive employers in the region and in the whole Czechia.

"It is said that the most valuable asset of any company is its employees. For us, they are always in the first place and the agreement concluded between the company and the trade unions illustrates this very well. Our employees will be able to continue to rely on the company's strong background, and at the same time they will be able to draw on the advantages and benefits that they are used to. I am convinced that thanks to this we will be able to achieve the goals that lie ahead of us as part of the transformation of the company," said Joseph Gruber, director of the P&C department of Philip Morris ČR a.s.

Philip Morris ČR a.s. is known for its open and inclusive approach to employees. It is repeatedly evaluated by the EQUAL SALARY certification, which demonstrates an equal approach in the remuneration of women and men in the same positions without distinction. At the same time, it emphasizes equal access in parenting, openness, diversity, and well-being. The new collective agreement provides employees with existing benefits, such as contributions for summer and winter vacations in the amount of 1.6 times the monthly salary, bonuses for work and life anniversaries, a compensatory contribution in case of temporary incapacity for work, or a contribution to supplementary pension insurance.

Kontakt pro média:

Klára Jirovcová Pospíšilová

Manažerka komunikace

Klara.JirovcovaPospisilova@pmi.com

Philip Morris ČR a.s.

Philip Morris ČR a.s. is a subsidiary of Philip Morris International (PMI), a leading international tobacco company working to deliver a smoke-free future. In addition to traditional tobacco products, on the Czech market Philip Morris ČR a.s. distributes the IQOS ILUMA heating tobacco device and compatible TEREA tobacco refills, the lil SOLID tobacco heating device with Fiit tobacco refills, the IQOS VEEV e-cigarette and its VEEV refills, the VEEBA disposable-vapour device and other related accessories. Philip Morris ČR a.s., which has been operating in the Czech Republic since 1992 and employs more than 1,100 people, is listed on the Prague Stock Exchange (BCPP). At the same time, it owns a 99% business share in the subsidiary Philip Morris Slovakia s.r.o., registered in the Slovak Republic. For more than 30 years, the company has contributed to helping various charitable projects, including projects involving the support of social programs aimed at improving living conditions in local communities. You can find more information at www.philipmorris.cz, including the annual report for 2022.

Philip Morris International: Delivering a Smoke-Free Future

Philip Morris International (PMI) is a leading international tobacco company working to deliver a smoke-free future and evolving its portfolio for the long term to include products outside of the tobacco and nicotine sector. The company's current product portfolio primarily consists of cigarettes and smoke-free products. Since 2008, PMI has invested more than USD 10.5 billion to develop, scientifically substantiate and commercialize innovative smoke-free products for adults who would otherwise continue to smoke, with the goal of completely ending the sale of cigarettes. This includes the building of world-class scientific assessment capabilities, notably in the areas of pre-clinical systems toxicology, clinical and behavioral research, as well as post-market studies. In November 2022, PMI acquired Swedish Match – a leader in oral nicotine delivery – creating a global smoke-free champion led by the companies' IQOS and ZYN brands. The U.S. Food and Drug Administration (FDA) has authorized versions of PMI's IQOS Platform 1 devices and consumables and Swedish Match's General snus as Modified Risk Tobacco Products (MRTPs). As of March 31, 2023, PMI's smoke-free products were available for sale in 78 markets, and PMI estimates that approximately 18.5 million adults around the world had already switched to IQOS and stopped smoking. Smoke-free products accounted for approximately 35% of PMI's total 2023 first-quarter net revenues. With a strong foundation and significant expertise in life sciences, PMI announced in February 2021 its ambition to expand into wellness and healthcare areas and, through its Vectura Fertin Pharma business, aims to enhance life through the delivery of seamless health experiences. For more information, please visit www.pmi.com and www.pmscience.com.

Philip Morris ČR a.s.

Sídlo: Kutná Hora

Vítězná 1

PSČ 284 03

Česká republika

IČ: 14803534

DIČ: CZ 14803534

zapsaná v obchodním rejstříku

vedeném Městským soudem

v Praze, odd. B, vložka 627

kontaktní adresa:

Karlovo náměstí 10

120 00 Praha

Tel.: (+420) 266 702 111

www.philipmorris.cz