



Independent auditor's limited assurance report on Remuneration Report

To the shareholders of Philip Morris ČR a.s.

Limited assurance conclusion

Based on the engagement letter from 9 December 2025 and in accordance with requirements of section 121q of the Act No. 256/2004 Coll., on Capital Market Undertakings, as amended (the "Act"), we have conducted a limited assurance engagement over Remuneration Report for the year ended 31 December 2025 (the "Remuneration Report") of Philip Morris ČR a.s. (the "Company"). The Remuneration Report has been prepared in accordance with requirements of the section 121o of the Act.

The subject of our engagement was the completeness of disclosures in the Remuneration Report required by section 121p, article 1 of the Act. It is not the auditor's responsibility to verify the accuracy of the Remuneration Report or the information contained therein.

In our opinion, the requirements of section 121p(1) of the Act constitute suitable criteria for expressing a limited assurance conclusion.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that would cause us to believe that the Remuneration Report does not, in all material respects, contain the information required by section 121p(1) of the Act.

Basis for conclusion

We conducted our limited assurance engagement in accordance with the Act on Auditors and International Standard on Assurance Engagements 3000 (Revised) - Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ("ISAE 3000 (Revised)"), translated and issued by the Chamber of Auditors of the Czech Republic (together the "Assurance regulations").

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under the Assurance regulations are further described in the Auditor's responsibilities section of our report.

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Our independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code) as adopted by the Chamber of Auditors of the Czech Republic, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour and the independence and other ethical requirements of the Act on Auditors.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibilities of the Board of Directors

The Board of Directors is responsible for the preparation of the Remuneration Report in accordance with the applicable requirements of the Act. The Board of Directors is responsible for publishing the Remuneration Report on the Company's website and for ensuring free access to it for at least 10 years from the date of the general meeting at which the Remuneration Report was presented. The Board of Directors is also responsible for the preparation of financial data and non-financial information, as well as for the design, implementation, and maintenance of internal control systems and accounting records that are necessary to enable the preparation of a Remuneration Report that is free from material misstatement and complies with the relevant legal requirements.

Auditor's responsibilities

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the Remuneration Report does not, in all material respects, contain the information required by section 121p(1) of the Act, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements may arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Remuneration Report as a whole.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) we exercise professional judgement and maintain professional scepticism throughout the engagement.

Our responsibilities in respect of the Remuneration Report, include:

- identifying where omission of information required by section 121p(1) of the Act are likely to arise, whether due to fraud or error; and, and
- designing and performing procedures responsive to where material omissions of information are likely to arise in the Remuneration Report. The risk of not detecting a material omission resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence as to whether the Remuneration Report, in all material respects, contains the information required under section 121p(1) of the Act. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our assurance procedures included, in particular:

- obtaining an understanding of the resolution of the Company's general meeting on the remuneration policy for members of the Board of Directors and the Supervisory Board and other persons under section 121m(1) of the Act, as well as any resolutions of the Supervisory Board and other documents regulating the remuneration policy that are required to be disclosed in the Remuneration Report
- obtaining an understanding of the procedures adopted by the Board of Directors and the Supervisory Board to ensure compliance with the requirements of the remuneration policy, to prepare the Remuneration Report, and to assess the application of the applicable criteria in the preparation of the Remuneration Report
- the identification of persons pursuant to section 121m(1) of the Act for whom there is a requirement to disclose information in the Remuneration Report
- assessing whether the Remuneration Report contains all information as required by section 121p(1) of the Act for each person identified above.

Please note that the Remuneration Report was not within the scope of the audit of the consolidated and separate financial statements ("financial statements") and verification of the annual financial report pursuant to Act No. 563/1991 Coll. on Accounting, as amended. Within our assurance procedures, we did not audit or review the financial or non-financial information used in the preparation of the Remuneration report. However, within our procedures, we assessed whether the information disclosed in the Remuneration Report was not in significant conflict with our findings during the audit of the financial statements of the Company,

Restrictions of use and distribution

This report, including our conclusion, has been prepared solely to comply with the requirements of the Act and should not be used for any other purpose. The report relates solely to the Remuneration Report and must not be associated with the Company's financial statements as a whole.

The Management Board of the Company is responsible for publishing the Remuneration Report on the Company's website and for the reliability of information on the Company's website. The scope of our work does not include an assessment of these matters. Accordingly, we are not responsible for any changes that may have been made to the information which is the subject of our assessment or for differences, if any, between the information covered by our report and the information provided on the Company's website.



In connection with this report, we do not accept any liability resulting from contractual and non-contractual relationships (including for negligence) with entities other than the Company. The above does not relieve us of liability where such release is excluded by law.

27 April 2026

PricewaterhouseCoopers Audit, s.r.o.
represented by Partner

A handwritten signature in blue ink, appearing to be 'T. Bašta', written over a faint, light blue horizontal line.

Tomáš Bašta
Statutory Auditor, Licence No. 1966

REMUNERATION REPORT
of Philip Morris ČR a.s.
for the accounting period from January 1, 2025 to December 31, 2025

The remuneration report prepared by Philip Morris ČR a.s., with its registered office at Vítězná 1, Kutná Hora, postcode 284 03, identification number: 14803534, registered in the Commercial Register maintained by the Municipal Court in Prague, file no. B 627 (hereinafter referred to as “PMCR” or the “Company”), provides a complete overview of the remuneration and benefits in any form provided or payable during the accounting period from January 1, 2025 to December 31, 2025 to the persons referred to in Section 121m (1) of Act No. 256/2004 Coll., on Capital Market Undertakings, as amended (hereinafter referred to as the “Capital Market Undertakings Act”) (hereinafter referred to as “Persons with Significant Relationship to the Company”)

The following persons are the Persons with Significant Relationship to the Company:

Members of the Board of Directors of the Company:

- Fabio Costa, Chairperson of the Board of Directors
- Andrea Gontkovičová, Member of the Board of Directors until May 24, 2025
- Cemal Berk Temuroglu, Member of the Board of Directors
- Eugenia Panato, Member of the Board of Directors until December 31, 2025
- Petr Šebek, Member of the Board of Directors
- Serhan Kilic, Member of the Board of Directors

Members of the Supervisory Board of the Company:

- Tamara Milovanovic, Chairperson of the Supervisory Board until May 30, 2025
- Dimitrios Giannopoulos, Chairperson of the Supervisory Board as of June 1, 2025
- Prof. Alena Zemplerová, Member of the Supervisory Board
- Jan Kodaj, Member of the Supervisory Board
- Seamus Minihan, Member of the Supervisory Board
- Stanislava Juríková, Member of the Supervisory Board
- Tomáš Hilgard, Member of the Supervisory Board

I

Information on the total amount of remuneration
(Section 121p (1) (a) of the Capital Market Undertakings Act)

(Information on all remuneration provided by the Company to the Persons with Significant Relationship to the Company or payable in the accounting period from January 1, 2025 to December 31, 2025)

The total amount of remuneration and its individual components in the period from January 1, 2025 to December 31, 2025 correspond to the remuneration policy which was approved by the General Meeting as at April 30, 2024 and which is published on the Company’s website: <http://www.philipmorris.cz> in the section “For Shareholders” (hereinafter referred to as the “Remuneration Policy”).

The total amount of remuneration is determined in accordance with the Company’s long-term interests, i.e. with the Company’s business strategy and other values, and reflects the requirements of legal regulations as well as the principles of good corporate governance. It also supports the Company’s long-term performance, in particular by emphasising sustainability and effective risk management and taking into account shareholder requirements regarding the growth in the value of the Company’s shares and the achievement of business results that are economically favourable for the Company. This requirement is primarily reflected in the variable component of the remuneration of the Persons with Significant

Relationship to the Company, where the amount of the remuneration received by these persons is derived from the economic results achieved by Philip Morris International Inc. or its controlled companies, with the exception of PMCR (hereinafter referred to as the “PMI” or “PMI Group”), and the Company. The variable component of remuneration also depends on the performance of and fulfilment of objectives by the relevant Persons with Significant Relationship to the Company, and serves primarily to attract, retain and motivate these persons. The fixed component of remuneration is determined primarily on the basis of professional experience and responsibility of the Persons with Significant Relationship to the Company.

Performance criteria that apply to the assessment of the set Company’s objectives have also been reflected in the total remuneration amount. The criteria for assessing the set objectives are

- quantitative: the achievement of operating profit, cash flows, sales volume and market share; and
- qualitative: portfolio management, innovative approach, compliance with internal rules and procedures, diversity and management skills development.

The above criteria are set in accordance with the Company’s long-term interests, business strategy and other values. Their fulfilment has a direct impact on the Company’s economic results and thus contributes to the growth of the Company’s value. Each of these criteria has been assessed individually, and subsequently all criteria have been assessed in the aggregate, in accordance with the Remuneration Policy, and are reflected in the same way in the variable component of all Persons with Significant Relationship to the Company.

Similarly, as for the purposes of personal income tax on dependent activities, the amount of the total monthly remuneration paid to a particular Person with Significant Relationship to the Company in the year 2025 and specified in this Remuneration Report does not include the remuneration paid in January 2025 for the performance of office as a Member of the Board of Directors or Member of the Supervisory Board in December 2024. However, it does include the remuneration paid in January 2026 for the performance of office as a Member of the Board of Directors or Member of the Supervisory Board in December 2025.

In respect of benefits included in this Remuneration Report, the same approach as for the monthly remuneration is applied, i.e. the amount of benefits granted for the year 2025 does not include the benefits granted in December 2024 and settled with the monthly remuneration in January 2025 but does include the benefits granted in December 2025 and settled with the monthly remuneration in January of 2026.

The fixed component of the remuneration:

1) The fixed component includes, in the case of the Persons with Significant Relationship to the Company who are employees of Philip Morris International Inc. or its controlled companies, with the exception of PMCR:

(i) the salary (according to the employment agreement of the relevant Person with Significant Relationship to the Company);

(ii) remuneration for the performance of office (under the agreement on the performance of the office of the relevant Person with Significant Relationship to the Company): in the relevant accounting period, all members of the Board of Directors of the Company and members of the Supervisory Board of the Company, except for the members of the Supervisory Board elected by employees, waived the remuneration for the performance of their offices;

(iii) additional monetary remuneration:

- monetary benefits in connection with the relocation (one-off relocation contribution, allowance in the case of a change of the permanent residence address upon relocation in the amount based on the relevant salary grade of PMI, according to local conditions and the number of family members of the relevant person living with him/her in the common household, allowance for tuition fees for family members of employees as a result of relocation, reimbursement of rent and service charges, allowance for moving, transport, immigration matters, etc.);
- contributions on the occasion of working and personal anniversaries;
- allowance for meals and leisure activities (e.g. in the form of holiday allowance or education allowance);

- reimbursement of premiums of life and accident insurance, contribution to supplementary pension insurance;
- contribution to health care and preventive programmes within the framework of voluntary prevention and health care programmes with financial participation of the relevant Person with Significant Relationship to the Company;

(iv) non-monetary benefits: business car and telephone (including for private purposes).

2) The fixed component includes, in the case of the Persons with Significant Relationship to the Company who are employees of PMCR:

(i) the salary (according to the employment agreement of the relevant Person with Significant Relationship to the Company);

(ii) remuneration for the performance of office (under the agreement on the performance of the office of the relevant Person with Significant Relationship to the Company): in the relevant accounting period, all members of the Board of Directors of the Company and members of the Supervisory Board of the Company, except for the members of the Supervisory Board elected by employees, waived the remuneration for the performance of their offices;

(iii) additional monetary remuneration:

- monetary benefits in connection with the relocation (one-off relocation contribution, allowance in the case of a change of the permanent residence address upon relocation in the amount based on the salary grade of PMCR, according to local conditions and the number of family members of the relevant person living with him/her in the common household, rent allowance or reimbursement of rent, allowance for moving, transport, etc.);
- contributions on the occasion of working and personal anniversaries;
- allowance for meals and leisure activities (e.g. in the form of holiday allowance or education allowance);
- reimbursement of premiums of life and accident insurance;
- contribution to supplementary pension insurance;
- contribution to health care and preventive programmes within the framework of voluntary prevention and health care programmes with financial participation of the relevant Person with Significant Relationship to the Company;
- compensatory allowance for temporary work incapacity and nursing of a family member;
- severance payment and other benefits related to employment termination;

(iv) non-monetary benefits: business car and telephone (including for private purposes).

3) The fixed component of the remuneration includes, in the case of the Persons with Significant Relationship to the Company who are not employees of PMI or PMCR, an annual remuneration for the performance of office (according to the agreement on the performance of the office of the relevant Person with Significant Relationship to the Company).

The variable component of the remuneration:

4) The variable component includes, in the case of the Persons with Significant Relationship to the Company who are employees of PMI or PMCR:

- a one-off annual performance-based financial bonus;
- a bonus in the form of shares of Philip Morris International Inc.

The remuneration of the Persons with Significant Relationship to the Company who are not employees of PMI or PMCR includes the fixed component only.

Overview of components of the remuneration provided to members of the Board of Directors:

The total amounts of remuneration are stated before tax and relevant statutory levies.

Fabio Costa /Managing Director, responsible for the Czech Republic and Slovakia and Chairperson of the Board of Directors of the Company/:

received the fixed component of the remuneration in accordance with Sec. 1) above: the fixed monthly remuneration (salary) for 2025 in the total amount of CZK 11,244,301.52, additional monetary remuneration and other benefits in the total amount of CZK 3,582,512.24, and the variable component of the remuneration in accordance with Sec. 4) above: a one-off annual performance-based financial bonus for the year 2024 paid in 2025 in the amount of CZK 1,727,204.35, a bonus in the form of shares of Philip Morris International Inc. granted in 2022 and vested in 2025 in the value of CZK 560,260.08, and a share in the profit from the granted shares paid in 2025 in the amount of CZK 691,539.52. The total amount of the fixed and variable remuneration is CZK 17,805,817.71. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 83/17%.

Andrea Gontkovičová /Vice President External Affairs SSEA, CIS and MEA regions and Member of the Board of Directors of the Company until May 24, 2025/:

received for the period from January 1, 2025 to May 24, 2025 the variable component of the remuneration in accordance with Sec. 4) above: a one-off annual performance-based financial bonus for the year 2024 paid in 2025 in the amount of CZK 7,623,286.71, a bonus in the form of shares of Philip Morris International Inc. granted in 2022 and vested in 2025 in the value of CZK 10,826,265.28, and a share in the profit from the granted shares paid in 2025 in the amount of CZK 655,133.60. The total amount of the variable remuneration is CZK 19,104,685.59. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 0/100%.

Cemal Berk Temuroglu /Director Commercial Operations CZ, responsible for the Czech Republic and Member of the Board of Directors of the Company/:

received the fixed component of the remuneration in accordance with Sec. 2) above: the fixed monthly remuneration (salary) for 2025 in the total amount of CZK 4,294,861.00, additional monetary remuneration and other benefits in the total amount of CZK 170,575.00, and the variable component of the remuneration in accordance with Sec. 4) above: a one-off annual performance-based financial bonus for the year 2024 paid in 2025 in the amount of CZK 1,610,842.00 and a share in the profit from the granted shares paid in 2025 in the amount of CZK 132,757.00. The total amount of the fixed and variable remuneration is CZK 6,209,035.00. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 72/28%.

Eugenia Panato /Director Finance, responsible for the Czech Republic and Slovakia until July 31, 2025 and Member of the Board of Directors of the Company until December 31, 2025/:

Received for the period from January 1, 2025 to July 31, 2025 the fixed component of the remuneration in accordance with Sec. 1) above: the fixed monthly remuneration (salary) in the total amount of CZK 4,513,469.46, additional monetary remuneration and other benefits in the total amount of CZK 3,140,457.36 and the variable component of the remuneration in accordance with Sec. 4) above: a one-off annual performance-based financial bonus for the year 2024 paid in 2025 in the amount of CZK 1,751,995.67, and a share in the profit from the granted shares paid in 2025 in the total amount of CZK 67,185.20. The total amount of the fixed and variable remuneration is CZK 9,473,107.69. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 81/19%.

Petr Šebek /Director External Affairs, responsible for the Czech Republic and Member of the Board of Directors of the Company/:

received the fixed component of the remuneration in accordance with Sec. 2) above: the fixed monthly remuneration (salary) for 2025 in the total amount of CZK 5,834,375.00, additional monetary remuneration and other benefits in the total amount of CZK 306,043.00 and the variable component of the remuneration in accordance with Sec. 4) above: a one-off annual performance-based financial bonus for the year 2024 paid in 2025 in the amount of CZK 3,519,788.00, a bonus in the form of shares of Philip Morris International Inc. granted in 2022 and vested in 2025 in the total value of CZK 1,684,326.00, and a share in the profit from the granted shares paid in 2025 in the amount of CZK 315,748.00. The total amount of the fixed and

variable remuneration is CZK 11,660,280.00. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 53/47%.

Serhan Kilic /Director Manufacturing, responsible for the Czech Republic and Member of the Board of Directors of the Company/:

received the fixed component of the remuneration in accordance with Sec. 1) above: the fixed monthly remuneration (salary) for 2025 in the total amount of CZK 6,788,543.12, additional monetary remuneration and other benefits in the total amount of CZK 5,199,386.14 and the variable component of the remuneration in accordance with Sec. 4) above: a one-off annual performance-based financial bonus for the year 2024 paid in 2025 in the amount of CZK 1,103,873.51, a bonus in the form of shares of Philip Morris International Inc. granted in 2022 and vested in 2025 in the value of CZK 361,630.51, and a share in the profit from the vested shares paid in 2025 in the amount of CZK 241,802.80. The total amount of the fixed and variable remuneration is CZK 13,695,236.08. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 88/12%.

Overview of components of the remuneration provided to members of the Supervisory Board:

Tamara Milovanovic /Vice President Finance, responsible for the EU region and Chairperson of the Supervisory Board and Chairperson of the Audit Committee of the Company until May 30, 2025/:

received no performance from the Company for the period from January 1, 2025 to May 30, 2025.

Dimitrios Giannopoulos /Vice President Finance, responsible for the EU region and Chairperson of the Supervisory Board and Member of the Audit Committee of the Company as of June 1, 2025/:

received no performance from the Company for the period from June 1, 2025 to December 31, 2025.

Alena Zemplinerová /Member of the Supervisory Board of the Company/:

received the fixed component of the remuneration in accordance with Sec. 3) above: the remuneration for the performance of office under the agreement on the performance of the office in the amount of CZK 200,000.00. Ms. Alena Zemplinerová is not an employee of PMI or PMČR; the remuneration thus includes the fixed component only.

Jan Kodaj /Supervisor Technical Support and Member of the Supervisory Board of the Company elected by employees/:

received the fixed component of the remuneration in accordance with Sec. 2) above: the fixed monthly remuneration (salary) for 2025 in the total amount of CZK 1,450,267.00, remuneration for the performance of office in the total amount of CZK 200,000.00, and additional monetary remuneration and other benefits in the amount of CZK 68,208.00. The total amount of the fixed and variable remuneration is CZK 1,718,475.00. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 100/0%.

Stanislava Juríková /Member of the Supervisory Board and the Audit Committee of the Company and Chairperson of the Audit Committee of the Company as of June 1, 2025/:

received the fixed component of the remuneration in accordance with Sec. 3) above: the remuneration for the performance of office under the agreement on the performance of the office in the amount of CZK 400,000.00. Ms. Stanislava Juríková is not an employee of PMI or PMČR, the remuneration thus includes the fixed component only.

Tomáš Hilgard /Manager CCD, responsible for the Czech Republic and Member of the Supervisory Board of the Company elected by employees/:

received the fixed component of the remuneration in accordance with Sec. 2) above: the fixed monthly remuneration (salary) for 2025 in the total amount of CZK 2,460,836.00, remuneration for the performance

of office under the agreement on the performance of the office in the amount of CZK 200,000.00, and additional monetary remuneration and other benefits in the total amount of CZK 175,235.00 and the variable component of the remuneration in accordance with Sec. 4) above: a one-off annual performance-based financial bonus for the year 2024 paid in 2025 in the amount of CZK 210,355.00. The total amount of the fixed and variable remuneration is CZK 3,046,426.00. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 93/7%.

Seamus Minihan /EU Controller, responsible for the EU Region and Member of the Supervisory Board of the Company/: received no performance from the Company for the period from January 1, 2025 to December 31, 2025.

II

Information on remuneration provided or payable in the accounting period for which the remuneration report is prepared by persons/entities belonging to the same group as the Company

(Section 121p (1) (c) of the Capital Market Undertakings Act)

Information on the remuneration provided or payable in the relevant accounting period to the Persons with Significant Relationship to the Company pursuant to Section 121o (2) of the Capital Market Undertakings Act, which are to be specified in the remuneration report in accordance with Section 121p (1) (c) of the Capital Market Undertakings Act, reflects the data stated below. It includes the remuneration provided directly by Philip Morris International Inc. or its controlled companies, i.e. by the relevant employers of the relevant Persons with Significant Relationship to the Company (without this remuneration being re-invoiced to PMCR).

Persons with Significant Relationship to the Company – Members of the Board of Directors:

Fabio Costa /Managing Director, responsible for the Czech Republic and Slovakia and Chairperson of the Board of Directors of the Company/:

received from Philip Morris International Inc. or its controlled companies the variable component of the remuneration in accordance with Sec. 4) above: a one-off annual performance-based financial bonus for the year 2024 paid in 2025 in the amount of CZK 8,633,949.37, a bonus in the form of shares of Philip Morris International Inc. granted in 2022 and vested in 2025 in the total value of CZK 5,022,151.18. The total amount of the fixed and variable remuneration is CZK 13,656,100.55. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 0/100%.

Andrea Gontkovičová /Vice President Corporate Affairs SSEA, CIS and Member of the Board of Directors of the Company until May 24, 2025/:

received for the period from January 1, 2025 to May 24, 2025 from Philip Morris International Inc. or its controlled companies the fixed component of the remuneration in accordance with Sec. 1) above: the fixed monthly remuneration (salary) in the total amount of CZK 4,122,492.80, additional monetary remuneration and other benefits in the total amount of CZK 3,135,787.95, and the variable component of the remuneration in accordance with Sec. 4) above: a one-off annual performance-based financial bonus for the year 2024 paid in 2025 in the amount of CZK 3,811,071.73, a bonus in the form of shares of Philip Morris International Inc. granted in 2022 and vested in 2025 in the total value of CZK 1,993,578.00, and a share in the profit from the granted shares paid in 2025 in the amount of CZK 502,074.68. The total amount of the fixed and variable remuneration is CZK 13,565,005.16. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 54/46%.

Eugenia Panato /Director Finance, responsible for the Czech Republic and Slovakia until July 31, 2025 and Member of the Board of Directors of the Company until December 31, 2025/:

received from Philip Morris International Inc. or its controlled companies the fixed component of the remuneration in accordance with Sec. 1) above: the fixed monthly remuneration (salary) in the total amount of CZK 2,161,326.94, additional monetary remuneration and other benefits in the total amount of CZK 356,061.94 and the variable component of the remuneration in accordance with Sec. 4) above: a share in the profit from the granted shares paid in 2025 in the amount of CZK 15,853.38. The total amount of the fixed and variable remuneration is CZK 2,533,242.26. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 99/1%.

Serhan Kilic /Director Manufacturing, responsible for the Czech Republic and Member of the Board of Directors of the Company/:

received from Philip Morris International Inc. or its controlled companies the variable component of the remuneration in accordance with Sec. 4) above: a one-off annual performance-based financial bonus for the year 2024 paid in 2025 in the amount of CZK 1,536,971.95, a bonus in the form of shares of Philip Morris International Inc. granted in 2022 and vested in 2025 in the total value of CZK 1,608,632.29. The total amount of the variable remuneration is CZK 3,145,604.24. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 0/100%.

Persons with Significant Relationship to the Company – Members of the Supervisory Board of the Company:

Tamara Milovanovic /Vice President Finance, responsible for the EU region and Chairperson of the Supervisory Board and Chairperson of the Audit Committee of the Company until May 30, 2025/:

received for the period January 1, 2025 to May 30, 2025 from Philip Morris International Inc. or its controlled companies: the fixed component of the remuneration in accordance with Sec. 1) above: the fixed monthly remuneration (salary) in the total amount of CZK 3,757,517.57, additional monetary remuneration and other benefits in the total amount of CZK 457,153.56 and the variable component of the remuneration in accordance with Sec. 4) above: a one-off annual performance-based financial bonus for the year 2024 paid in 2025 in the amount of CZK 7,696,734.51, bonus in the form of shares of Philip Morris International Inc. granted in 2022 and vested in 2025 in the value of CZK 2,003,100.51 and a share in the profit from the granted shares paid in 2025 in the amount of CZK 197,325.82. The total amount of the fixed and variable remuneration is CZK 14,111,831.97. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 30/70%.

Seamus Minihan /EU Controller, responsible for the EU Region and Member of the Supervisory Board of the Company/:

received from Philip Morris International Inc. or its controlled companies: the fixed component of the remuneration in accordance with Sec. 1) above: the fixed monthly remuneration (salary) for 2025 in the total amount of CZK 8,831,473.38, additional monetary remuneration and other benefits in the total amount of CZK 1,131,325.94 and the variable component of the remuneration in accordance with Sec. 4) above: a one-off annual performance-based financial bonus for the year 2024 paid in 2025 in the amount of CZK 3,869,903.98, a bonus in the form of shares of Philip Morris International Inc. granted in 2022 and vested in 2025 in the value of CZK 2,868,253.34 and a share in the profit from the granted shares paid in 2025 in the amount of CZK 355,843.25. The total amount of the fixed and variable remuneration is CZK 17,056,799.89. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 58/42%.

Dimitrios Giannopoulos /Vice President Finance, responsible for the EU region and Chairperson of the Supervisory Board and Chairperson of the Audit Committee of the Company as of June 1, 2025/:

received for the period June 1, 2025 to December 31, 2025 from Philip Morris International Inc. or its controlled companies: the fixed component of the remuneration in accordance with Sec. 1) above: the fixed monthly remuneration (salary) in the total amount of CZK 4,008,965.63, additional monetary remuneration and other benefits in the total amount of CZK 1,000,962.13 and the variable component of the remuneration in accordance with Sec. 4) above: a share in the profit from the granted shares paid in 2025 in the amount of CZK 126,087.70. The total amount of the fixed and variable remuneration is CZK 5,136,015.46. The ratio of the fixed and the variable components of the remuneration (% expression of the variable component to the fixed component of the remuneration) is: 98/2%.

III

Overview of the annual change to the total amount of remuneration (Section 121p (1) (b) of the Capital Market Undertakings Act)

Overview of the annual change to the total amount of remuneration for the five most recent accounting periods following the date of admission of shares to trading on the European regulated market, in relation to each Person with Significant Relationship to the Company:

In millions of CZK

Total amount of all remuneration provided to individual Persons with Significant Relationship to the Company	Accounting period					Annual change in millions of CZK	Annual change in %
	2021	2022	2023	2024	2025		
Fabio Costa	N/A ⁵	N/A ⁵	N/A ⁵	7.05 ²	31.46	24.41	346.24
Andrea Gontkovičová	25.68	30.06	38.50	39.79	32.67 ¹	-7.12	-17.89
Cemal Berk Temuroglu	N/A ⁵	1.40 ⁴	5.03	5.60	6.21	0.61	10.89
Eugenia Panato	N/A ⁵	N/A ⁵	N/A ⁵	10.07	12.01	1.94	19.27
Petr Šebek	5.15	7.10	8.66	9.61	11.66	2.05	21.33
Serhan Kilic	N/A ⁵	N/A ⁵	N/A ⁵	7.36 ²	16.84	9.48	128.80
Tamara Milovanovic	N/A ⁵	N/A ⁵	1.94 ³	16.28	14.11 ¹	-2.17	-13.33
Dimitrios Giannopoulos	N/A ⁵	N/A ⁵	N/A ⁵	N/A ⁵	5.14 ¹	N/A	N/A
Prof. Alena Zemplinerová	0.20	0.20	0.20	0.20	0.20	0.00	0.00
Jan Kodaj	N/A ⁵	N/A ⁵	1.33 ³	1.61	1.72	0.11	6.83
Seamus Minihan	N/A ⁵	N/A ⁵	8.44 ³	15.25	17.06	1.81	11.87
Stanislava Juríková	0.40	0.40	0.40	0.40	0.40	0.00	0.00
Tomáš Hilgard	2.17	0.47	2.07 ³	2.87	3.05	0.18	6.27

¹ The total amount of remuneration for the year 2025 relates, in the case of the respective Person with Significant Relationship to the Company, to his/her term of office lasting only for a part of the accounting period of the year 2025, i.e. it does not cover the whole year 2025. This may result in a negative annual change to the total amount of remuneration, or in a significant increase in the total remuneration for the year 2026 as compared to the preceding accounting period.

² The total amount of remuneration for the year 2024 relates, in the case of the respective Person with Significant Relationship to the Company, to his/her term of office lasting only for a part of the accounting period of the year 2024, i.e. it does not cover the whole year 2024. This may result in a significant increase in the total remuneration for the year 2025 as compared to the preceding accounting period.

³ The total amount of remuneration for the year 2023 relates, in the case of the respective Person with Significant Relationship to the Company, to his/her term of office lasting only for a part of the accounting period of the year 2023, i.e. it does not cover the whole year 2023. This may result in a significant increase in the total remuneration for the year 2024 as compared to the preceding accounting period.

⁴ The total amount of remuneration for the year 2022 relates, in the case of the respective Person with Significant Relationship to the Company, to his/her term of office lasting only for a part of the accounting period of the year 2022, i.e. it does not cover the whole year 2022. This may result in a significant increase in the total remuneration for the year 2023 as compared to the preceding accounting period.

⁵ During the said accounting period, the respective person did not hold the office of a member of the Board of Directors or Supervisory Board of the Company and was therefore not a Person with Significant Relationship to the Company.

IV

Number of shares or share options provided or offered (Section 121p (1) (d) of the Capital Market Undertakings Act)

The Company does not pay remuneration in the form of Company shares or share options to Persons with Significant Relationship to the Company. Accordingly, no shares or share options were offered or provided to any Persons with Significant Relationship to the Company during the relevant accounting period. For the sake of completeness, the Company notes that during the relevant accounting period, no shares or similar securities representing an interest in the Company were held by any Persons with Significant Relationship to the Company (nor were there any options or comparable investment instruments whose value would be related to shares or similar securities representing an interest in the Company and to which any Persons with Significant Relationship to the Company would be parties or which would be executed for the benefit of any Persons with Significant Relationship to the Company).

V

Information on the exercise of the Company's right to request the return of the variable component of remuneration or a part thereof (Section 121p (1) (e) of the Capital Market Undertakings Act)

Neither the Company nor the PMI Group has any rules set on the basis of which Persons with Significant Relationship to the Company could be required to return any previously paid variable components of their remuneration or any parts thereof.

VI

Information on deviations from the procedure of implementation of the remuneration policy set out in the Remuneration Policy and on deviations from the Remuneration Policy (Section 121p (1) (f) of the Capital Market Undertakings Act)

In the relevant accounting period, the Company did neither deviate from the procedure of implementation of the remuneration policy set out in the Remuneration Policy nor from the Remuneration Policy itself.

VII

Information on the annual change to the Company's financial and non-financial key performance indicators (Section 121p (2) of the Capital Market Undertakings Act)

There was no change to the Company's financial and non-financial performance indicators in the relevant accounting period.

VIII

Annual change to the average remuneration of the Company's employees

In accordance with Section 121p (2) of the Capital Market Undertakings Act, the annual change to the average remuneration of the Company's employees (excluding Persons with Significant Relationship to the Company), recalculated per employee with specified weekly working hours, for at least the last five accounting periods following the date of admission of the shares to trading on a regulated market.

	Average remuneration in CZK	Annual change to average remuneration in CZK	Annual change to average remuneration in %
2021	651,075	71,058	12.25
2022	809,594	158,519	24.35
2023	914,496	104,902	12.96
2024	1,043,421	128,925	14.10
2025	1,156,421	113,000	10.83

In Kutná Hora, on April 27, 2026

Philip Morris ČR a.s.

Fabio Costa

Chairperson of the Board of Directors of the Company

Philip Morris ČR a.s.

Maurizio Lionetti

Member of the Board of Directors of the Company