



PHILIP MORRIS ČR

In Prague, 18 February 2020

PRESS RELEASE

Philip Morris ČR a.s. achieves the prestigious Top Employers Czech Republic 2020 certification

It is the sixth time that Philip Morris ČR a.s. has achieved the prestigious international Top Employers Czech Republic 2020 certification, awarded by the Top Employers Institute. This certification is granted exclusively to companies that have fulfilled strict conditions in HR management and development, and undergone an international audit.

"Being awarded for sixth time in the row as Top Employer in Czech Republic makes all of us in PM ČR extremely proud. It also makes me feel very responsible to continue offering outstanding practices in all aspects of HR such as Talent Acquisition and Onboarding, Talent and Organizational Development, Inclusion and Diversity and Culture to name a few. This is a fantastic achievement that shows our commitment and the impact our People strategies have in driving our Transformation efforts for a Smoke Free future," says Dimitrios Karampis, Director People & Culture CZ, SK & HU.

Only companies that meet the strict criteria set by the Top Employers Institute in HR management and development and are also subject to an independent audit can obtain the certificate. This ensures that the certificate is a true image of the company's corporate culture in the field of employee care.

Areas that are evaluated include: talent strategy, on-boarding, workforce planning, learning & development, performance management, leadership development, career & succession management, compensation & benefits and culture.

Dimitrios Karampis, Director People & Culture CZ, SK & HU says that *"To meet our goals, we want to continue to attract new talents and strengthen our position as a competitive and sought-after employer. We have an important position in the labour market in the Czech Republic and, for example, in the Central Bohemian Region, where we have factory in Kutná Hora, we are among the largest employers."*

In addition to six certifications in a row as the top employer in the Czech Republic, Philip Morris ČR a.s. was the very first company in the Czech Republic awarded by prestigious EQUAL-SALARY certification. The certification is granted by the Swiss EQUAL-SALARY Foundation in cooperation with the University of Geneva and the consulting company PwC as an independent confirmation of equal pay for men and women in the same positions. The certificate is valid for 3 years, during which the certified companies must submit two monitoring reports.

"An integral part of our corporate policies is that we do not accept any discrimination in the workplace. As far as remuneration is concerned, we know that this is something that is difficult to prove. We have therefore decided to make an independent and objective assessment to see if we really do what we believe in. At the same time, we want to be seen as a great company to work for to our current and future employees, regardless of gender," says Dimitrios Karampis, Director People & Culture CZ, SK & HU.

Philip Morris ČR a.s.
Seat: Kutná Hora
Vítězná 1
284 03
Czech Republic

ID: 14803534
Tax ID: CZ 14803534
registered in the Commercial Register
kept by the Municipal Court
in Prague, Sec. B, insert 627
contact address:
Karlov náměstí 10
120 00 Praha
Tel.: (+420) 266 702 111
www.philipmorris.cz



PHILIP MORRIS ČR

Philip Morris ČR a.s.

Philip Morris ČR a.s., an affiliate of Philip Morris International Inc., is the largest manufacturer and distributor of tobacco products and also a limited risk distributor of the smoke-free tobacco products HEETS, IQOS devices and related accessories in the Czech Republic, and is listed on the Prague Stock Exchange (Burza cenných papírů Praha). The company, which has been present in the country since 1992, employs more than 1,000 people across the Czech Republic. Philip Morris ČR a.s. has a 99% interest in Philip Morris Slovakia s.r.o. registered in the Slovak Republic. Over the past 27 years, Philip Morris ČR a.s. has supported numerous charitable projects, including the development of social programs aimed at improving living conditions in local communities. For more information, see www.philipmorris.cz.

Philip Morris International: Delivering a Smoke-Free Future

Philip Morris International (PMI) is leading a transformation in the tobacco industry to create a smoke-free future and ultimately replace cigarettes with smoke-free products to the benefit of adults who would otherwise continue to smoke, society, the company and its shareholders. PMI is a leading international tobacco company engaged in the manufacture and sale of cigarettes, as well as smoke-free products and associated electronic devices and accessories, and other nicotine-containing products in markets outside the United States. In addition, PMI ships a version of its IQOS Platform 1 device and its consumables authorized by the U.S. Food and Drug Administration to Altria Group, Inc. for sale in the United States under license. PMI is building a future on a new category of smoke-free products that, while not risk-free, are a much better choice than continuing to smoke. Through multidisciplinary capabilities in product development, state-of-the-art facilities and scientific substantiation, PMI aims to ensure that its smoke-free products meet adult consumer preferences and rigorous regulatory requirements. PMI's smoke-free IQOS product portfolio includes heat-not-burn and nicotine-containing vapor products. As of December 31, 2019, PMI estimates that approximately 9.7 million adult smokers around the world have already stopped smoking and switched to PMI's heat-not-burn product, available for sale in 52 markets in key cities or nationwide under the IQOS brand. For more information, please visit www.pmi.com and www.pmiscience.com.

Philip Morris ČR a.s.

Seat: Kutná Hora
Vítězná 1
284 03
Czech Republic

ID: 14803534
Tax ID: CZ 14803534
registered in the Commercial Register
kept by the Municipal Court
in Prague, Sec. B, insert 627

contact address:
Karlovo náměstí 10
120 00 Praha
Tel.: (+420) 266 702 111
www.philipmorris.cz