



PHILIP MORRIS ČR

In Kutná Hora, on February 8, 2017

PRESS RELEASE

Philip Morris ČR a.s. certified as one of the Top Employers Czech Republic 2017

Philip Morris ČR a.s. has been awarded for the third consecutive year a prestigious international certification from the Top Employers Institute (TEI) for its exceptional offerings. This certification is granted exclusively to companies that have fulfilled a strict set of criteria set by the TEI in HR management and development and undergone an international audit.

“Every new generation of employees comes with new expectations. This is why we continuously work on further improving of our superior working environment in order to offer the best possible conditions, so that each employee can use his potential to the fullest. We also believe that attractive job opportunities, local and international career development for talents, and open work environment, is the key to employee motivation. The Top Employers certificate for the third consecutive year is a proof that Philip Morris ČR a.s. provides such environment,” said Metin Ozer, HR Director of Philip Morris ČR a.s.

Crucial to the Top Employers Certification is the completion of a stringent research process, and meeting the required standard in order to achieve Certification. To further reinforce the validity of the process, all answers were independently audited, meaning this research has verified Philip Morris ČR a.s.'s outstanding employee conditions and earned them a coveted spot among a choice group of certified Top Employers.

The Top Employers Institute assessed Philip Morris ČR a.s.'s employee offerings on the following criteria:

- Talent Strategy
- Workforce Planning
- On-Boarding
- Learning & Development
- Performance Management
- Leadership Development
- Career & Succession Management
- Compensation & Benefits
- Culture

David Plink, CEO at the Top Employers Institute commented: *“Optimal employee conditions ensure that people can develop themselves personally and professionally. Our comprehensive research concluded that Philip Morris ČR a.s. provides an outstanding employment environment, and offers a wide range of creative initiatives, from secondary benefits and working conditions, to performance-management programmes that are well thought out, and truly aligned with the culture of their company.”*

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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 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 approximately 1,100 people across the Czech Republic and its portfolio comprised seven brands in 2015. Philip Morris ČR a.s. has a 99% interest in Philip Morris Slovakia s.r.o. registered in the Slovak Republic. Over the past 25 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 Inc. (“PMI”)

PMI is the world’s leading international tobacco company, with six of the world’s top 15 international brands and products sold in more than 180 markets. In addition to the manufacture and sale of cigarettes, including *Marlboro*, the number one global cigarette brand, and other tobacco products, PMI is engaged in the development and commercialization of Reduced-Risk Products (“RRPs”). RRP is the term PMI uses to refer to products that present, are likely to present, or have the potential to present less risk of harm to smokers who switch to these products versus continued smoking. Through multidisciplinary capabilities in product development, state-of-the-art facilities, and industry-leading scientific substantiation, PMI aims to provide an RRP portfolio that meets a broad spectrum of adult smoker preferences and rigorous regulatory requirements. For more information, see www.pmi.com and www.pmiscience.com.