



PHILIP MORRIS ČR

In Prague, 18 February 2019

PRESS RELEASE

Philip Morris ČR a.s. achieves the prestigious Top Employers Czech Republic 2019 certification

It is the fifth time that Philip Morris ČR a.s. has achieved the prestigious international Top Employers Czech Republic 2019 certification, awarded by the Top Employers Institute (TEI) for providing exceptional working conditions to employees. Only those organizations which meet the strict TEI conditions in human resources management and development and undergo independent audits successfully achieve the certification.

"The fact that we achieved certification status for the fifth time in a row makes us very pleased and at the same time motivates us to keep among the top choices for potential candidates. That is especially true in this time, when our company is undergoing a historical transformation toward a smokeless future. It is important for us to attract and retain employees and create an attractive work environment in which they can further develop on an international level. It will take the best co-workers to accomplish our mission. At the same time, we want to cultivate such a corporate culture that will set an example for other companies," says Andrea Gontkovičová, Commercial Development Director at Philip Morris ČR a.s.

Companies which achieve the Top Employers Certification status must meet certain conditions and undergo a rigorous assessment process that is unified all over the world. This includes determining whether the employment environment created by the company meets demanding criteria in the following areas:

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

In order to be as objective as possible within the entire certification process, all replies, data and processes submitted by the company undergoing the process are also subject to an independent audit. This ensures that the certificate is a true image of the company's corporate culture in the field of employee care.

CEO David Plink says that *"We believe that the 2019 Certified organisations demonstrate exceptional employee conditions and encourage the development of these practices by putting their people first. These companies help enrich the world of work with their outstanding dedication to HR excellence and because of this, they are recognised as an employer of choice."*

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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 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: Building 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, smoke-free products and associated electronic devices and accessories, and other nicotine-containing products in markets outside the U.S. 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 heated tobacco and nicotine-containing vapor products. As of Dec. 31, 2018, PMI estimates that approximately 6.6 million adult smokers around the world have already stopped smoking and switched to PMI's heated tobacco product, which is currently available for sale in 44 markets in key cities or nationwide under the IQOS brand. For more information, see our PMI www.pmi.com and PMIScience www.pmiscience.com websites.