



PHILIP MORRIS ČR

In Prague on February 1st, 2018

PRESS RELEASE

Philip Morris ČR a.s. certified as one of the Top Employers Czech Republic 2018

Philip Morris ČR a.s. has been awarded for the fourth consecutive year a prestigious international certification Top Employers Czech Republic 2018 from the Top Employers Institute (TEI) for its exceptional offerings. This certification is granted exclusively to companies that have fulfilled a strict conditions set by the TEI in HR management and development, and undergone an international audit.

"This year's Top Employers Czech Republic 2018 certificate is further proof of our commitment to being a great employer. It is especially relevant now, because our company is changing dramatically by building its future on smoke-free products and our employees remain the key to our success. It reiterates our dedication and priority in Philip Morris ČR a.s. to attract, support, and retain people in a challenging and rewarding environment, where they can develop their skills across teams, business areas and geographies," said Dimitrios Karampis, HR Director of Philip Morris ČR a.s.

Companies that are awarded Top Employers Certification must meet certain standards and complete a stringent research process every year, which is standardised throughout the world, in order to achieve the certification. 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

Certification recognizes employers that create optimal conditions for their employees to develop, both professionally and personally. To further reinforce the validity of the process, a third party independently audits all answers, data and processes, provided by the analyzed company, meaning this research has verified company's outstanding employee conditions and earned them a coveted spot among a choice group of certified Top Employers.

David Plink, CEO of Top Employers Institute commented: *"From our research, we have seen how the Philip Morris ČR a.s. put the development of its people first and is continuously working to optimise its HR and people development practises. Now that it has received the Top Employers Czech Republic certification, the company can rightfully consider itself at the top of an exclusive group of best employers. An achievement it can truly be proud of."*

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 more than 1 000 people across the Czech Republic and its portfolio comprised six brands in 2017. 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 ČR a.s.

Sídlo: Kuthná 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

Philip Morris International Inc. (“PMI”)

We are a leading international tobacco company engaged in the manufacture and sale of cigarettes and other nicotine-containing products in markets outside the United States of America. We're building our future on smoke-free products that are a much better choice than continuing to smoke cigarettes. Through multidisciplinary capabilities in product development, state-of-the-art facilities and scientific substantiation, we aim to ensure that our smoke-free products meet adult consumer preferences and rigorous regulatory requirements. Our vision is that these products ultimately replace cigarettes to the benefit of adult smokers, society, our company and our shareholders. For more information, see www.pmi.com and www.pmiscience.com.