



PMI FLEET SAFETY POLICY

Philip Morris International employees are our most important resource, their safety, and the safety of those affected by the Company's business activities is one of our principal responsibilities. The Company's goal is to achieve zero preventable Fleet safety accidents and to protect employees and other road users, the Company's assets, reputation, and the environment. We ensure our commitments through implementation of an effective Fleet Safety Management program.

Philip Morris International Senior Management is fully committed to minimizing the risk of injury and death resulting from traffic accidents and minimizing the impact of environmental pollution.

All PMI Affiliates are required to:

- Communicate fleet safety responsibilities and accountabilities to all employees.
- Provide specific vehicle safety training including safe eco-driving
- Set safety as a criteria for driver and vehicle selection.
- Ensure vehicle safety features are appropriate for the working environment.
- Ensure vehicle safety features are fitted, operational and used in all Company vehicles.
- Ensure that implementation of Fleet safety Telematics technology is aligned with Data Privacy Protection requirements
- Implement vehicle maintenance procedures to ensure vehicles are safe for use on the road.
- Ensure the integration of safe and sustainable driving practices into route planning
- Investigate accidents and implement Corrective\ preventive measures to avoid recurrences.
- Review fleet safety performance and include improvement measures in business plans.
- Enable replacement of legacy vehicles with low-emission vehicles to support Fleet Carbon Neutrality goals wherever possible

All Company personnel are required to:

- Comply with all applicable vehicle and driver safety legislation
- Respect safe driving behavior rules
- Promote a socially responsible image to the public and our customers

This Fleet Safety Policy is executed through the implementation of the PMI Fleet Safety Management Program. This Program provide minimum standard requirements in all aspects of fleet safety (based on ISO 39001: 2012) and will be reviewed periodically and amended as required.

- The Program elements are PMI auditable standards and all PMI Affiliates in scope are audited periodically as a part of regular continues improvements cycles.
- Any non-conformances will be brought to the appropriate level of management for prompt attention and resolution.

This policy is communicated to all employees and, on request, to all other persons who may be affected by it.

Approved by Senior Vice President, Operations PMI