



Philip Morris ČR a.s. Announces Key Leadership Changes: Fabio Costa Elected as the New Chairman of the Board of Directors, Serhan Kilic as Director of the Kutná Hora Plant

Kutná Hora, August 1, 2024. **At the Board of Directors meeting held on July 31, 2024, Philip Morris ČR a.s. made significant management changes. Effective August 1, 2024, Managing Director Fabio Costa will assume the role of Chairman of the Board of Directors. Additionally, the production plant in Kutná Hora will now be led by Serhan Kilic.**

At its meeting, the Board of Directors first took note of the resignation of the Chairperson of the Board of Directors, Andrea Gontkovičová, and Board Member Tamás Szabados. Fabio Costa, the current Managing Director of the company, was then appointed as the new substitute member until the next Annual General Meeting of Shareholders in 2025. Fabio Costa was also elected as the new Chairman of the Board of Directors with effect from August 1, 2024. Andrea Gontkovičová continues as a member of the Board of Directors.

"I very much appreciate the trust of the members of our management team, and I am confident that our collaboration will further accelerate the transformation towards a smoke-free future. I would also like to thank Andrea and Tamás on behalf of the entire Board of Directors for their outstanding contribution to the significant expansion of smoke-free alternatives in the Czech, Slovak and Hungarian markets and wish them both every success in their future work," said Fabio Costa, the new Chairman and Managing Director of Philip Morris ČR a.s.

The Board of Directors also noted the resignation of Board Member Manuel A.V.G. Marques and appointed Serhan Kilic as a substitute member until the next Annual General Meeting of Shareholders in 2025. Serhan Kilic was also appointed as the Director of the Kutná Hora production plant. *"On behalf of the entire Board of Directors, I extend our heartfelt gratitude to Manuel A.V.G. Marques. Under his leadership, the Kutná Hora plant has reached record production volumes, while advancing safety and sustainability in production, and laying the groundwork for the upcoming production of smoke-free products. We are confident that Serhan Kilic, with his extensive international experience in manufacturing excellence, will continue this successful trajectory"* adds Fabio Costa.

Fabio Costa was appointed Managing Director of Philip Morris CR a.s. on June 1, 2024, after four years leading PMI's global strategy, where he was responsible for key strategic partnerships, among other things. He also led a number of initiatives aimed at accelerating our transformation, both in product and commercial areas. Fabio Costa holds an MBA from Darden GSB and two master's degrees in engineering from Turin and Chicago. He has been Chairman of the Board of Directors of Philip Morris ČR a.s. since August 1, 2024.

Serhan Kilic joined PMI in 2019 as Manager Open+ Deployment in Karawang, Indonesia, and then over the next two years led the deployment of Open+ (i.e. integrated manufacturing system) at PMI manufacturing affiliates in Eastern Europe and Asia. Most recently, he worked as the Head of the Centre of Excellence Loss Elimination. Serhan Kilic has a broad knowledge of project engineering and management and has had over 14 years of extensive experience in managing production efficiency across various international organizations such as Procter & Gamble, Kraft Foods, or Mondelez International. Serhan Kilic has degree on Electrical and Electronic Engineering from the Middle East Technical University (METU) in Ankara, Turkey.

Composition of the Board of Directors of Philip Morris ČR a.s., as of August 1, 2024:

- **Fabio Costa - Chairman of the Board of Directors and Managing Director**
- **Andrea Gontkovičová** - Member of the Board of Directors
- **Serhan Kilic** - Member of the Board of Directors and Director Manufacturing
- **Eugenia Panato** - Member of the Board of Directors and Director Finance
- **Petr Šebek** - Member of the Board of Directors and Director External Affairs
- **Berk Temuroglu** - Member of the Board of Directors and Director Commercial Operations



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Philip Morris ČR a.s.

Philip Morris ČR a.s. is a subsidiary of Philip Morris International (PMI), a leading international tobacco company working to deliver a smoke-free future. In addition to traditional tobacco products, on the Czech market Philip Morris ČR a.s. distributes the *IQOS ILUMA* heating tobacco device and compatible *TEREA* tobacco and *LEVIA* non-tobacco consumables, the *lil SOLID* tobacco heating device with *Fiit* tobacco consumables, the *VEEV ONE* e-cigarette, *VEEV NOW* disposable-vapour device and other related accessories. Philip Morris ČR a.s., which has been operating in the Czech Republic since 1992 and employs more than 1,100 people, is listed on the Prague Stock Exchange (BCPP). At the same time, it owns a 99% business share in the subsidiary Philip Morris Slovakia s.r.o., registered in the Slovak Republic. For more than 30 years, the company has contributed to helping various charitable projects, including projects involving the support of social programs aimed at improving living conditions in local communities. You can find more information at www.philipmorris.cz, including the annual report for 2023.

Philip Morris International: Delivering a Smoke-Free Future

Philip Morris International (PMI) is a leading international tobacco company, actively delivering a smokefree future and evolving its portfolio for the long term to include products outside of the tobacco and nicotine sector. The company's current product portfolio primarily consists of cigarettes and smoke-free products. Since 2008, PMI has invested over \$12.5 billion to develop, scientifically substantiate and commercialize innovative smoke-free products for adults who would otherwise continue to smoke, with the goal of completely ending the sale of cigarettes. This includes the building of world-class scientific assessment capabilities, notably in the areas of pre-clinical systems toxicology, clinical and behavioral research, as well as post-market studies. In 2022, PMI acquired Swedish Match – a leader in oral nicotine delivery – creating a global smoke-free champion led by the companies' IQOS and ZYN brands. The U.S. Food and Drug Administration has authorized versions of PMI's IQOS devices and consumables and Swedish Match's General snus as Modified Risk Tobacco Products and renewal applications for these products are presently pending before the FDA. As of June 30, 2024, PMI's smoke-free products were available for sale in 90 markets, and PMI estimates that 36.5 million adults around the world use PMI's smoke-free products. Smoke-free business accounted for approximately 38% of PMI's total first half 2024 net revenues. With a strong foundation and significant expertise in life sciences, PMI announced in February 2021 its ambition to expand into wellness and healthcare areas and, through its Vectura Fertin Pharma business, aims to enhance life through the delivery of seamless health experiences.

For more information, please visit www.pmi.com and www.pmiscience.com

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