



JTI Romania, Top Employer for the sixth year in a row

Bucharest, February 18, 2019: For the sixth year in a row, Top Employers Institute certified JTI as Top Employer Romania 2019 and Top Employer Europe 2019. This certification highlights JTI's excellent employment conditions. The prestigious Top Employers Institute assessed JTI Romania on the following criteria: Talent Strategy, Workforce Planning, Talent Acquisition, On Boarding, Training & Development, Learning & Development, Performance Management, Leadership Development, Career & Succession Management, Compensation & Benefits, and Culture.

Mark Rock, General Manager JTI Romania, Moldova & Bulgaria stated: "Top Employer's award is once more a recognition of our high-quality HR practices and confirms we have in JTI great values, which build a very strong culture. These values characterize how we live and work, how our employees relate to each other and to our business partners. This means not only to invest in quality programs for our people, but also to pursue a winning attitude, and ownership, to empowerment and engagement. We work better together, as 'One team'. We are also committed to quality and we always do the right thing, because we want sustainable success. We are proud to make a difference and to make things happen for more than 25 years now in Romania. We have now over 1,100 local employees and I take this occasion to thank each of them for living JTI's core values day by day, for their dedication and hard work."

JTI Romania is one of the 15 companies certified as Top Employer locally. JTI pays annually to the Romanian state budget about €800 million, considering that approximately 80% of the price of a cigarettes pack represents taxes – excise, VAT, other taxes.

Romania is one of 77 countries around the world where JTI has offices. During the annual ceremony in Amsterdam on February 15th, JTI was awarded Global Top Employer for the fifth consecutive year. The research conducted by the Top Employers Institute confirmed JTI's successful HR practices in 58 entities throughout 53 countries. Each year more than 1,400 companies take part in rigorous Top Employer process. JTI is 1 of only 14 companies worldwide recognized as a Global Top Employer.

Howard Parks, JTI's Senior Vice President of HR and Executive Committee member shared his views on why JTI consistently ranks amongst the world's best employers: "Above all, it's our employees who make JTI a Top Employer. Like investors, they truly care about the future success of our organization while we also believe that when they succeed, we succeed. By benchmarking our people-practices against the world's leading Top Employers, we always ensure that our organization remains an employer of choice for current and future employees."

JTI started its business in Romania in 1993, one of the first multinational companies to be established locally. JTI is actively involved in community life: the company is a partner of the International Theatre Festival in Sibiu, TIFF, Comedy Cluj and official sponsor of the Gigi Caciuleanu Romania Dance Company. As the most important Japanese investor in Romania, JTI supports the Japanese Garden in Herastrau Park, the Tea House within the National Museum of Art, and the Centre for Romanian-Japanese Studies within the Romanian-American University. "JTI Encounters", an event launched in 2000, has now been held uninterrupted for 20 years and has become a national cultural brand in contemporary dance.