

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

Bucharest, March 3, 2020 - JTI Romania is Top Employer for the seventh year in a row. This certification highlights JTI's excellent employment conditions and best-in-class HR practices, assessed by the Top Employers Institute.

Evgeny Nikolsky, General Manager JTI Romania, Moldova and Bulgaria stated: "I would like to dedicate this prestigious award to each and every one of our 1,200 employees. Above all, our employees are our best ambassadors and they make JTI a Top Employer. Due to their skills, hard work and engagement JTI can reach its objectives. The company counts on its employees for its business achievements and it cares about them in all the countries where JTI is present. The Top Employer award is a recognition that certifies not only what we have done right for our people, but also represents our commitment to continue to live our values, to invest in future leaders, to be a responsible company towards our employees and society".

"We are proud that our HR practices were again officially recognized by the prestigious Top Employers Institute. Due to our recruitment strategy, performance management, career development, training, and rewards, we are not only a successful company, but a great workplace with an extraordinary organizational culture. I feel we have a true JTI spirit, based on common sense, diversity, open mindedness, and the drive to improve day by day. Thus, JTI is a company where people can grow both professionally and personally, and can make the difference", added Vaida Vegelyte, People & Culture Director JTI Romania, Moldova and Bulgaria.

JTI Romania is one of the 18 elite companies certified as Top Employer locally. JTI pays to the Romanian state budget about 800 million Euro annually, considering that approximately 75 percent of the price of a cigarettes pack represents excise, VAT, and other taxes.

During the annual ceremony in Amsterdam on February 13th, 2020, JTI was awarded Global Top Employer. The research conducted by the Top Employers Institute confirmed JTI's successful HR practices in 63 offices throughout 58 countries. The HR Best Practice Survey encompasses over 100 questions which cover 600 'People Development' practices across ten topics: Talent Strategy, Workforce Planning, Talent Acquisition, Onboarding, Learning & Development, Performance Management, Leadership Development, Career & Succession Management, Compensation & Benefits, and Culture.

"We are very proud to have reached yet another milestone as a Global Top Employer and to welcome our Latin America colleagues on this journey", commented Howard Parks, JTI's Senior Vice President, People & Culture. "We always aim for continuous improvement and innovation in our people practices. That's how we will continue attracting and retaining the best talent, and how we will succeed in the long-term as a business."

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, musical tours in small cities across the country, and official sponsor of 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 21 years and has become a national cultural brand in contemporary dance. JTI Romania has developed since 1998 'Seniorii JTI' program, through which more than 40 elderly people receive a daily meal. In recent years, the company also sustains social projects across the country, aiming to support people in distress. JTI is a leading international tobacco and vaping company with operations in more than 130 countries. Headquartered in Geneva, Switzerland, JTI employs over 45,000 people. JTI is a member of the Japan Tobacco Group of Companies. For more information, visit www.jti.com.