

JTI continues to be Top Employer, even in this crisis

Bucharest, January 28, 2021 - JTI Romania was re-certified Top Employer for the eighth year in a row, being ranked in top three among the companies locally awarded. The Top Employers Institute assessed JTI peoples' practices and working culture, acknowledging the company's excellent employment conditions even in this unprecedented crisis.

Evgeny Nikolsky, General Manager JTI Romania, Moldova and Bulgaria stated: "It's an extraordinary accomplishment to receive such an award in these difficult times. During the pandemic, we have made our employees' safety and well-being central and managed to protect our 1,200 people from layoffs or technical unemployment. We contributed to the fight against this crisis by paying taxes, salaries and by working. We continued to invest in our people and our brands in Romania, and we are committed to do the same in the future. JTI continued to be a reliable partner for its employees, for the state budget and for the community, as a resilient company, with dedicated and professional people. I would like to thank all my colleagues in sales, in the factory and in the offices, for their commitment and engagement during these trying times".

"Since 1994, when we set our factory here, we continued to invest in production facilities and in our people. The factory was in 2009 the first Romanian company to receive *5S Best in class* certification, a main principle of Kaizen management system, based on continuous improvement. Thus, about 70% of the products manufactured in Bucharest are for export. JTI Manufacturing became a benchmark for its high-quality standards and professional people, being recognized within the group for excellence in execution and efficiency. I want to dedicate this award to JTI factory employees, alongside with a big "thank you" for their continuous dedication and hard work, in these challenging times", added Jamie Dunlop, Factory Lead, JTI Romania.

"This certification received in the actual context demonstrates once again that JTI is a great workplace. As we rely on our employees to achieve the business's objectives, they can rely on the company's practices, to reach their professional and personal development targets. 2020 was a very different year but we were prepared to face it, based on our high standards for people and culture. I am impressed by our employees' adaptability, resilience and commitment. This was a tough challenge, which also made us stronger and a better fit for the future. I would also like to send a message to our future employees: this award is an evidence that JTI offers great career opportunities ensuring our people can unlock their highest potential and abilities", said Vaida Vegelyte, People & Culture Director JTI Romania, Moldova and Bulgaria.

Globally, JTI has been recognised as one of only 16 Top Employers.

"The Top Employer certification is not an end in itself. For us, it is confirmation that we have always been on the right track by making our workplace a safe and flexible environment for all our employees, whether they are farmers, scientists, office or factory workers", commented Steve Dyer, JTI's Vice President, Global Talent Management.

The Top Employers Institute is the global authority on recognising excellence in People Practices. Through the Top Employers Institute Certification Program, participating companies can be validated, certified and recognised as an employer of choice. Established 30 years ago, the Top Employers Institute has certified 1,691 organisations in 120 countries/regions. These certified Top Employers positively impact the lives of over 7 million employees globally.

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 Sibiu International Theatre Festival, TIFF, SoNoRo Festival, musical tours in small cities across the country, and official sponsor of Gigi Caciuleanu Romania Dance Company. As one of the most important Japanese investors 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 become a national cultural brand in contemporary dance. Since 2000 the company supports JTI Scholarships for Journalists, being also partner in EuropaFM Scholarships and Internship 2.0. JTI Romania has developed since 1998 the 'Seniorii JTI' program, through which more than 40 elderly people receive a daily meal. The company also sustains social projects across the country, being partners of Samusocial, Ateliere fara frontiere, ARC and other NGOs, 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 44,000 people. JTI is a member of the Japan Tobacco Group of Companies. For more information, visit www.jti.com.