



JTI again awarded Global Top Employer

*Consistent high quality work environment now recognized in 35 countries
including four regions*

Geneva, February 26, 2016 - JTI (Japan Tobacco International) was once again certified Global Top Employer 2016 this year, sharing this privilege with a select group of eight companies, during an awards ceremony in Amsterdam yesterday.

JTI offices in a record thirty-five countries¹ across the European, Asia Pacific, the Middle East, and Americas regions were recognized by the Top Employers Institute for their consistency in creating a high quality work environment, two countries up from last year's already exceptional achievement. For the first time JTI was also awarded the number one employer in Asia Pacific and the number two employer in Europe.

Last week JTI's headquarters in Geneva, Switzerland, was recognized as the number one employer in Switzerland, in a ceremony in Düsseldorf.

"Our ever-widening international presence matched with our consistent practice of cultivating a work environment appreciated by employees, has again been recognized by Top Employer," says Howard Parks, JTI's Senior Vice President of Human Resources and Executive Committee member.

"Our efforts in applying a consistent gold standard of HR practices across all our regions has obviously played a strong part in achieving recognition in an increasing number of countries," adds Mr. Parks. "If you combine this with the results of a recent employee engagement survey where 95% of employees said they are willing to do more to make the company succeed, we clearly have a work environment we can be proud of."

"Out of 1,100 companies, eight have been certified as a Top Employer Global 2016. This exclusive worldwide certification that the company received for the second consecutive year

¹ Armenia, Austria, Azerbaijan, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, France, Georgia, Germany, Greece, Hungary, Iran, Ireland, Italy, Jordan, Kazakhstan, Lithuania, Malaysia, Moldova, Netherlands, Poland, Romania, Russia, Serbia, Spain, Sweden, Switzerland, Taiwan, Turkey, Ukraine, United Arab Emirates, United Kingdom, United States of America

underlines the excellence of JTI's employee value proposition across the globe," says David Plink, Top Employers Institute's CEO.

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About the Top Employers Global Certification

The Top Employers Global Certification is a program organized by the Top Employers Institute designed to recognize employers that globally create optimal conditions for their employees to develop professionally and personally. Topics examined for the certification include Talent Strategy, Workforce Planning, Learning and Development, Performance Management, and Leadership Development. Companies who have earned the Global seal have been certified as a continental Top Employer in at least three regions, in at least 25 countries and in the country where their global headquarters is based.

About JTI

JTI, a member of the Japan Tobacco Group of Companies, is a leading international tobacco manufacturer. It markets world-renowned brands such as Winston, Camel, Mevius and LD. Other global brands include Benson & Hedges, Silk Cut, Sobranie and Glamour. With headquarters in Geneva, Switzerland, and about 26,000 employees worldwide, JTI has operations in more than 120 countries. Its core revenue in the fiscal year ended December 31, 2015, was USD 10.3 billion. For more information, visit www.jti.com.