

JTI has been recognized as the best Employer in Russia

Moscow, February 1, 2021 – JTI Russia has been certified as the best employer in the country by the Top Employers Institute for the outstanding working conditions and people development.

JTI is a leading international investor and employer in Russia, that employs over 4,500 people. This latest certification once again acknowledges JTI's excellent working conditions, as well as the progress it has made to improve diversity and inclusion, such as with the launch of its leading global Family Leave Policy in Russia. This policy provides a unique opportunity for all employees who decide to become parents. Since January 1, 2021, JTI employees in Russia have equal opportunity regardless of gender, or whether our employees become a parent via adoption, custodianship or birth and other cases.

JTI (globally) has been recognized as one of only 16 Global Top Employers for the seventh consecutive year, after Top Employer Institute certified the Company in every region it operates*. The international certification highlights, among other things, the company's achievements in the area of equality and fair opportunities for women and men.

“The Top Employers Institute Certificate is an international benchmark and I am delighted that our company has reclaimed the top spot in a challenging year. Our people are our greatest asset, and this is what makes JTI unique and truly successful, – **said Tom Osborne, General Manager JTI Russia**. We care greatly about making JTI Russia an employer of choice and provide best in class working conditions and unique environment. This certification is the confirmation that we do the right thing; we will not stop here and plan more inspiring initiatives in the future.”

* JTI was certified in 64 countries in the following regions: Africa, Asia Pacific, Europe, Latin America, Middle East and North America.

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About Top Employer Institute

Top Employers Institute is the global authority on recognizing excellence in People Practices. The organization helps accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Program, participating companies can be validated, certified and recognized as an employer of choice. Established 30 years ago, Top Employers Institute has certified 1,691 organizations in 120 countries/regions. These certified Top Employers positively impact the lives of over 7 million employees globally.

About JTI

JTI is a leading international tobacco and vaping company with operations in more than 130 countries. It is the global owner of both Winston, the number two cigarette brand in the world, and Camel, outside the USA and has the largest share in sales for both brands. Other global brands include Mevius and LD. JTI is also a major player in the international vaping market with its brand, Logic and tobacco vapor brand, Ploom. Headquartered in Geneva, Switzerland, JTI employs over 44,000 people and was awarded Global Top Employer for the seventh consecutive year. JTI is a member of the Japan Tobacco Group of Companies. For more information, visit www.jti.com