

JTI, number one in Top Employers assessment for Romania

Bucharest, January 25 - JTI is placed first in the assessment undertaken by the Top Employers Institute for 23 certified companies in Romania. JTI was re-certified as Top Employer for the ninth year in a row, thus is recognised for years for the peoples` practices, working culture, and its excellent employment conditions.

Evgeny Nikolsky, General Manager JTI Romania, Moldova and Bulgaria: "This certification is yet another proof of our adaptability and capacity to find new ways of working in these challenging times, and commitment to do the right thing towards our employees and society. During this period, we put the safety of more than 1,200 employees at the center of our attention. At the same time, we have continued to share our success with the community, supporting the cultural sector, one of the most affected by pandemic. We have also continued to be a reliable partner for the State. Within the first nine months of 2021 we paid taxes amounting to more than Lei 4.2 bn, with about 20% more compared with the same period in 2020. If the regulatory framework and the fiscal policy will be predictable, and the contraband will be kept below 10%, we will be able to continue to increase our contribution".

"I am proud to work in a company that is the top employer in Romania. And even more proud to lead a factory, which is highly appreciated within the JTI group due to our products quality and excellence in execution. JTI Manufacturing is the first Romanian company to receive the *5S Best in class* certification, the main principle of the Kaizen management system, based on continuous improvement. About 75% of the products manufactured here in Bucharest go to export. Last year, we started an investment program of EUR 60 million to upgrade our production capacity and, as a result, our factory will play a key role in JTI's sourcing to the European Union Markets. All this is the result of outstanding efforts of our people, OneTeam spirit and commitment to achieve our targets and I want to take this opportunity to thank them all", added Jamie Dunlop, Factory Lead, JTI Romania.

"We have set ourselves ambitious goals regarding People & Culture practices and this award comes as a recognition that we have succeeded in achieving them. JTI Romania will continue to focus on employee wellbeing, personal and professional development, by adapting and improving the company's work environment, be that in the office or at home. These initiatives will reinforce JTI's status as a Top Employer in Romania. We are committed for the coming years to increase our support and engagement with people of talent. Our potential future colleagues are invited to reach their true potential, to benefit from our career opportunities at national and international level and, not least, to be part of our extraordinary working culture", said Vaida Vegelyte-Carvalho, People & Culture Director JTI Romania, Moldova and Bulgaria.

Globally, JTI has been recognized as one of only 11 Top Employers. The company is a Top Employer in 66 nations worldwide.

"It is an honor to once again be certified by Top Employers Institute. Our people are at the heart of everything we do, which is why we aim to offer them the best possible working environment. Giving our over 40,000 colleagues the opportunity to grow, and providing them with the optimal conditions and support to fulfil their potential, is of paramount importance to us," commented Howard Parks, JTI's Senior Vice President, People & Culture.

Top Employers Institute is the global authority on recognizing excellence in People Practices. Established 30 years ago, Top Employers Institute has certified 1,691 organizations, with a total 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 International Theatre Festival in Sibiu, TIFF, national musical tours, 'Coolsound' and 'A hand for the poet' projects, 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, SoSiSeSa and other NGOs, aiming to support inclusive programs and 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 40,000 people. JTI is a member of the Japan Tobacco Group of Companies. For more information, visit www.jti.com.