



MEDIA INFORMATION

For immediate release

JTI awarded #2 Top Employer in the Philippines

Recognition of JTI Philippines' continued commitment to employees across the country

Manila, Philippines, February 9, 2022 – JTI Philippines has been certified as Top Employer for 2022 marking the first time that it has received the prestigious national accreditation. JTI was in fact certified as the number two Top Employer in the country.

JTI's accreditation was based on a comprehensive analysis of its human resources environment by Top Employers Institute and its performance score was rated against an international standard. Top Employers Institute is the global authority on recognizing excellence in people practices, and notably commended JTI Philippines for its commitment to employee wellbeing through world-leading initiatives such as flexible working measures, market-leading approach to diversity & inclusion and its progressive family leave policy, as well as its rewards plan, recognition awards, and digital learning and development programs to ensure its people can move their career forward even during the pandemic.

The certification by Top Employers Institute cements JTI Philippines' reputation as an employer that puts people first.

"At JTI Philippines, people are valued for who they are and what they can bring. But it is the company's role to invest in our people so that they are best supported and developed for a rewarding career at JTI," said John Freda, GM JTI Philippines. "Putting our people first is at the heart of everything we do as we recognize that they are our greatest assets. With a spirit and culture where employees are empowered to realize our company ambition and live our values, we believe that everyone counts and has a role to play in our success in the Philippines. In a country where we have grown significantly in recent years, it is crucial that we strive to be the best we can be for our people and continue to nurture our talent at all levels of the organization for sustained business growth."

For JTI Philippines, this Top Employer 2022 certification is the latest addition to a list of awards recognizing its HR excellence and commitment to employee wellbeing in the country. In 2021, JTI was accredited by Investors in People for the third consecutive year and its factory was also

presented with the Outstanding Employer Award by the Philippine Economic Zone Authority (PEZA).

JTI has set itself ambitious goals for the coming years to benefit, support, and engage with current and future talent. The organization will continue to focus on employee wellbeing by adapting and improving the company's work environment, be that in the office or at home. Current employees will have access to numerous remote team building initiatives, focusing on a healthy work/life balance and personal development. Potential future employees, on the other hand, will be invited to take part in JTI's 'Make It Bright Challenge', where students compete for paid internships, which could lead to permanent positions and its 'Bright Start' initiative where a select group of students from socially vulnerable communities can get a college degree, while at the same time provide for their families and develop their careers in a multinational company through JTI Philippines. These programs, alongside its other world-leading initiatives, will reinforce JTI's status as a Top Employer.

Meanwhile, Top Employers Institute has certified JTI, with its global headquarters in Geneva, as one of only 11 'Global Top Employers', for the eighth consecutive year, acknowledging the company's continuing commitment and innovative approach to equality and wellbeing. On top of this global recognition, JTI was certified 3 years in a row in all six regions in which it operates: Asia Pacific, Europe, Middle East and Africa, North America, and Latin America. The company once again was certified as the number two Top Employer in the Asia Pacific region.

***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 Programme, participating companies can be 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.*

***JTI Philippines** is a leading international tobacco company with close to 40 branch offices across the country. It is the distributor of international brands Winston, Camel and Mevius, and local brands Mighty and Marvels. With its market headquarters and a global business services center in Taguig City, alongside its manufacturing facility in Malvar, Batangas, the company employs more than 4,500 people and has been awarded Top Employer and accredited by Investors in People for the third consecutive year.*

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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. Other global brands include Mevius and LD. JTI is also a major player in the international vaping market with its heated tobacco brand, Ploom, and e-cigarette brand, Logic. Headquartered in Geneva, Switzerland, the Company employs over 40,000 people and was awarded Global Top Employer for the seventh consecutive year. JTI is a member of the JT Group of Companies. For more information visit www.jti.com.