

MEDIA INFORMATION

For immediate release

JTI Declared Number One Top Employer 2020 in Africa

World-class dedication to the employee experience acknowledged for third consecutive year

Johannesburg, South Africa November 21, 2019 – JTI (Japan Tobacco International) has once again confirmed its status as an employer that puts people first by enhancing its status as a Top Employer on the continent.

Building on its successes over the past two years, JTI has been certified as the number one Top Employer in Africa, and has also retained its elite status of Top Employer Africa for the third consecutive year.

At a country level, the company was also certified in ten African countries – one more than the previous year.

Seven of these countries – Algeria, Egypt, Morocco, South Africa, Sudan, Tanzania and Tunisia – have been accredited for a third consecutive year, with Nigeria and Zambia achieving their second year of accreditation and one additional country for this year – Malawi.

This achievement not only validates JTI's approach to creating a positive environment for employees, but also provides a strong platform for growth and expansion in Africa and around the world.

What is Top Employer certification?

Top Employers Institute is the global authority on recognizing excellence in people practices.

Organisations certified as Top Employers dedicate themselves to providing the very best working environment for employees through their progressive 'people-first' HR practices. This global Certification Programme has certified and recognised more than 1 500 Top Employers in more than 118 countries across five continents.

What does Top Employer Certification mean for JTI?

With ambition to expand and grow in Africa and elsewhere, JTI's success will depend on its ability to attract new talent and retain high-performing individuals. Employees of the calibre sought by JTI will be looking for the assurance that Top Employer certification provides.

Mark Phillips, JTI Regional HR Vice President, who attended the ceremony, said:

This is a great moment for us at JTI. This Top Employer Award is a seal of excellence, a recognition of effort and commitment of the dedicated team who took it upon themselves to be the best they can be and to do the best possible for their people. This award is a milestone it is not a destination. It is a page in JTI's story in Africa, and like so many stories it is a telling. The telling of a journey that commenced with our first investment into Tunisia back in 1997 some 22 years ago.

David Plink, CEO at the Top Employers Institute, said: "Recognizing our regional Certified Top Employers 2020 is an extremely proud moment for us all. This level of certification showcases the dedication to the consistent application of HR excellence on a regional level – an impressive commitment to enriching the world of work. Congratulations!"

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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 45,000 people and was awarded Global Top Employer for the fifth consecutive year. JTI is a member of the Japan Tobacco Group of Companies. For more information, visit www.jti.com.

About the Top Employers Institute

Top Employers Institute is the global authority on recognizing excellence in people practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute certification programme, participating companies can be validated, certified and recognized as an employer of choice. Established more than 28 years ago, Top Employers Institute has certified over 1 500 organizations in 118 countries. These certified Top Employers positively impact the lives of over 6 000 000 employees globally.

Top Employers Institute. For a better world of work.

www.top-employers.com