



PRESS RELEASE

JTI is recognized Number One Employer in Russia

International Top Employers Institute ranked JTI Number One in Russia, Europe and Asia Pacific for the outstanding working conditions and people development

Moscow, February 20, 2018 – JTI (Japan Tobacco International) is awarded as the best employer in Russia and one of the best in the world by the working conditions and opportunities for people development, according to research of international Top Employer Institute (TEI).

JTI Russia and separately JTI Petro factory in Saint Petersburg were ranked number one employers in Russia amongst 18 companies, certified in 2018 by TEI. Also, for the fourth consecutive year, the international Top Employers Institute (TEI) recognized JTI as Global Top Employer highlighting outstanding employee conditions provided for JTI people in Europe, the Middle East and the Asia-Pacific region. Also, the company was for the first time recognized as the Top Employer in Africa and North America.

«Being the very best employer in Russia is a privilege, yet, this is not the end of the journey. Almost 4000 JTI employees in Russia are not just the main our asset and value. They are our true partners in business development. This is why we search for better solutions, taking care of our employees' professional growth, wellbeing and self-fulfillment», said **Dean Gilfillan**, General Manager of JTI Russia.

Krzysztof Kopec, Vice President of JTI manufacturing in Eastern Europe said:

«Behind our corporate success are the people, whose talent and dedication make JTI a fantastic place to work at. We strive to create an environment where employees are motivated and energized by doing work that is meaningful, challenging and which they

are passionate about, where opportunities are provided to learn, develop and grow careers”.

The Top Employers Institute assesses the HR quality at international companies against ten key parameters: general HR strategy, talent strategy, workforce planning, performance evaluation, recruitment and on-boarding strategy, career and succession management, leadership development, compensation and benefits, and culture. The Top Employers Institute’s 2018 study confirmed that 54 JTI offices across 50 countries meet the highest HR standards.

“It is great to see how JTI progresses in their results year after year. Our global certification process recognizes companies like JTI, who strive for better conditions for their employees. Aligning HR strategies on an international level, harmonizing employee conditions and setting global standards in leadership are all necessary steps,” says **David Plink**, CEO for the Top Employers Institute.

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About JTI

JTI (Japan Tobacco International), part of Japan Tobacco Group, is a leading international tobacco manufacturer. With headquarters in Geneva, Switzerland, and operations across 120 countries worldwide, JTI employs about 40,000 people representing over 100 nationalities. The headquarters of its parent company, Japan Tobacco Inc., is located in Tokyo, Japan.

JTI is the leader of Russia’s tobacco market with a share of 33,8¹. Its portfolio in Russia features international brands Winston, Mevius, Camel, Sobranie, Glamour and LD, as well as Russian Style, Peter I, Troika and electronic cigarette brand Logic Pro.

JTI is also one of the largest foreign investors in the Russian tobacco industry. As of the end of 2016, its total direct investment in the Russian economy reached 1.9 billion US dollars.

The company’s business in Russia is represented by JTI Russia, a sales division with offices in 68 regions across the country, and three production sites. They are the Petro factory – Russia’s largest producer of finished tobacco products – and two raw tobacco supplying plants in Lipetsk and in Leningrad Regions.

¹ Based on Nielsen data, December 2017

About the Top Employers Institute

The Top Employers Institute globally certifies excellence in the conditions that employers create for their people. Optimal employee conditions ensure that people develop themselves personally and professionally. This in turn enables companies to grow and to develop, always. Headquartered in the Netherlands, the company previously known as the CRF Institute has recognized Top Employers around the world since 1991.