



JTI Recognized as Third Top Employer in Europe

An Unrivalled Twenty-five Offices Certified Across Europe and Beyond

Geneva, March 12, 2014 – JTI (Japan Tobacco International) was recognized as the third Top Employer in Europe during an awards ceremony held yesterday in London. Twenty-fiveⁱ JTI offices across Europe and beyond were certified by the Top Employers Institute for their excellence in people management. The survey results were confirmed by an independent audit conducted by Grant Thornton.

“The number of JTI offices certified as Top Employers has more than doubled since last year”, says Jörg Schappei, Human Resources Senior Vice President at JTI. “We are proud to have received this recognition in an unrivalled number of countries. It is a testimony to the continuous efforts undertaken by our HR leads throughout the world to successfully attract, retain and engage our employees”, he adds.

JTI Bulgaria is among the recognized JTI offices in Europe. The recognition is based on the analyzing the procedures and practices in different fields: basic and additional perks, working environment, trainings, professional development, and corporate culture. JTI Bulgaria is the only company in the country certified as Top Employer 2014. In addition, it was recognized as Best Employer in the annual AON Hewitt survey "Best Employers in Bulgaria" in 2013.

Mr. Schappei explains how the harmonization of processes and tools has played an important role in supporting JTI's HR Policy: “Talent management – ensuring we have the right people in the right functions – is fundamental to our strategy. We set the highest standards for the company in terms of recruitment, training and development, and succession planning. In recent years, we have invested a significant amount of resources to ensure consistency and transparency in our HR practices. Our employees are at the core of this approach, which is supported by a dedicated, personalized online platform that serves as an efficient career and team management tool”.

JTI's newly appointed President and CEO, Thomas A. McCoy, says that HR strategies significantly affect how people in an organization feel, what they do and how they do it. It has an impact on their level of commitment and enthusiasm to achieve the company's mission and goals. "Our employees are our ambassadors. They build JTI's reputation as an employer of choice. The Top Employers certification is a tribute to their dedication and hard work", he concludes.

ⁱ Armenia, Austria, Azerbaijan, Belgium, Bulgaria, Czech Republic, Denmark, France, Georgia, Germany, Greece, Hungary, Italy, Kazakhstan, Lithuania, Moldova, Netherlands, Poland, Romania, Spain, Sweden, Switzerland, Taiwan, Ukraine and United Kingdom.

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JTI, a member of the Japan Tobacco Group of Companies, is a leading international tobacco manufacturer. It markets world-renowned brands such as Camel, Winston and Mevius (Mild Seven). Other global brands include Benson & Hedges, Silk Cut, Sobranie, Glamour and LD. With headquarters in Geneva, Switzerland, and about 27,000 employees worldwide, JTI has operations in more than 120 countries. Its core revenue in the fiscal year ended December 31, 2013, was USD 12.3 billion. For more information, visit www.jti.com.