



JTI recognized the top employer in Russia – international Top Employers Institute

Moscow, January 28, 2022 – JTI Russia has been certified as the best employer in the country by the Top Employers Institute for outstanding working conditions and people development. JTI globally has been recognized as a Global Top Employer for the eighth consecutive year.

JTI is a leading FMCG company, international investor with more than \$ 4.6 billion contributed to Russia over last twenty years and employing over 4,500 people in Russia. We continue to demonstrate our commitment to this market, creating more than 500 new jobs with the launch of Global business services centre (GBS) in St Petersburg in 2020 and innovative products production at the Petro factory in November 2021. This latest certification once again acknowledges JTI's excellent working conditions, as well as the progress it has made to improve diversity and inclusion. This includes the launch of JTI leading global Family Leave Policy in Russia, expanded well-being initiatives and new ways of working, such as flexible working measures, home office outfitting, and transfer to hybrid model of working when COVID-restrictions will be lifted, as well as other features of flexible approach.

JTI globally has been recognized as one of 11 Global Top Employers for the eight consecutive year, after Top Employer Institute certified the Company in all six regions in which it operates: North America, Latin America, Europe, Asia Pacific, Middle East, and Africa. The international certification highlights, among other things, the company's achievements in the area of equality and fair opportunities for all employees.

“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,” said Howard Parks, JTI's Senior Vice President, People & Culture.

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.

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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 is a leading international tobacco and vaping company with operations in more than 130 countries. Headquartered in Geneva, Switzerland, the Company employs over 40,000 people and was awarded Global Top Employer for the eighth consecutive year. JTI is a member of the JT Group of Companies. JTI Russia is a leading FMCG company by sales value and the leader of the Russian tobacco market with share of market of 40%*. In Russia, JTI portfolio includes the international brands such as Winston, LD, Mevius, Camel, Sobranie, as well as Russian brands Donskoy Tabak, Kiss, Play, Petr I, Troyka, and others. JTI is also a major player in the international reduced risk products** market with its heated tobacco brand, Ploom, and e-cigarette brand, Logic. JTI employs over 4,500 people in Russia. For more information visit www.jti.com.

* According to NielsenIQ retail audit, as of 01.07.2021. (© 2021, ООО “ЭЙ СИ НИЛЬСЕН”). It includes Donskoy Tabak, a part of JTI group of companies.

** Products with the potential to reduce the risks associated with smoking