

RESOLUTION OF THE BOARD OF DIRECTORS OF SOCOTAB FRANA SA

The undersigned, being the directors (the qualified majority of the directors) of Socotab Frana SA (the Company), hereby resolved to adopt the following resolution effective immediately:

Whereas the Company wishes to prioritise and embed sustainability across its business operations and supply chain;

Whereas the Company commits to the sustainable production and supply of tobacco and other agricultural crops in line with regulatory and customers' requirements;

Whereas the Company wishes to provide tools and establish a management structure to support the efforts on sustainability and supply chain due diligence,

NOW, THEREFORE, BE IT

resolved that the following Organization is established for governing the continuous improvement of the Company's impact:

Executive Team responsible for overall sustainability oversight and for demonstrating the corporate commitment to sustainability.

Group Sustainability Committee (GSSC), reports to the **Executive Team**, engaging management across territories and business functions, responsible for developing and maintaining the sustainability Vision and Mission, setting strategic sustainability priorities, supporting and guiding country level Sustainability Committees in delivery of the sustainability agenda, monitoring progress and performance, signing off on key deliverables and decisions, building capacity for governance through training.

Country Sustainability Committees (CSSCs) responsible for identifying country-level sustainability priorities and setting country targets, assessing and addressing impact and risks, monitoring progress and performance, maintaining and raising awareness and understanding of SCDD best practice, driving implementation of specific objectives via ad-hoc Project teams.

Sustainability Organization Charts and Terms of Reference for the Group and Country Steering Sustainability Committees are presented as Attachments 1 to 6 hereto.

FURTHER RESOLVED

That the Company (through the GSSC and the CSSCs) commits to reviewing the Sustainability strategy including related policies and procedures at least annually to reflect significant changes affecting its operational impact,

and

As part of its continuous improvement, the Company commits to enhancing its tools and information system for managing farm monitoring, capturing training activities, documenting and following up on stakeholder engagement and ensuring traceability.

In witness thereof, the undersigned, being the directors (the qualified majority of directors) of Socotab Frana SA, in their capacity of competent decision-makers for Socotab Frana SA and its subsidiaries Socotab EOOD, Socotab Yaprak Tutun Sanayi ve Ticaret A.S., Socotab DOOEL, Bitola and Socoterra DOOEL, Bitola have executed this resolution on 24 November 2022.



Sanja Fabrio

George C. Freeman III



Aurelio Manetti



Andreas von Planta



Jonathan R. Wertheimer