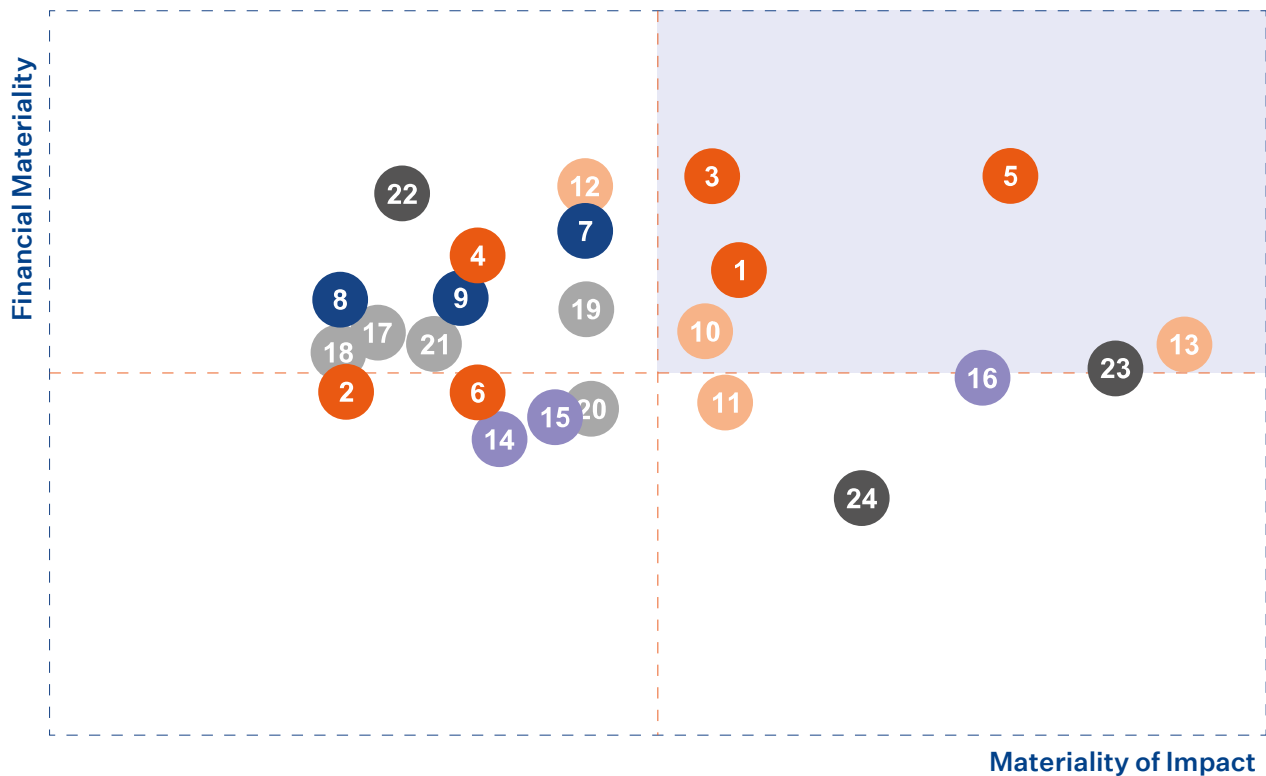


Materiality matrix



Corporate governance

- 1 Good governance and responsible leadership
- 2 Composition of the board of directors and board member remuneration
- 3 Legal framework and adjustment to regulatory changes
- 4 Systems for managing and controlling risk
- 5 Cybersecurity and data protection
- 6 Sustainable investment

Ethics

- 7 Ethics and anti-corruption
- 8 Communications and transparent reportin
- 9 Human rights

Responsible supply chain management

- 10 Responsible procurement and contracting practices
- 11 Circular economy and waste management
- 12 Safety and quality of products/services
- 13 Microeconomic and geopolitical climate

Climate change

- 14 GHG emissions
- 15 Energy consumption
- 16 Innovation and new sustainable technologies

Human capital

- 17 Employment practices
- 18 Training and development of human capital
- 19 Attracting and retaining talent
- 20 Diversity, equality and inclusion
- 21 Health, safety and well-being

Standing with society

- 22 Customer engagement
- 23 The importance of tobacco distribution as part of the Company's business
- 24 Socioeconomic impact on the local community