PYXUS

FISCAL YEAR 2025

SUSTAINABILITY REPORT

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ABOUT THIS
REPORT

This FY2025 Sustainability Report presents a comprehensive overview of Pyxus International, Inc.'s progress and performance across key environmental, social and governance (ESG) areas for the period spanning April 1, 2024, through March 31, 2025 ("fiscal year 2025," "FY2025" or "FY25"), unless otherwise specified.

Unless otherwise indicated, the base year for all target metrics presented in this report is fiscal year 2021 (FY2021). References to historical performance or targets are measured against this baseline to track progress over time. Certain numerical figures in this report have been rounded to the nearest whole number or decimal point.

Prepared in alignment with the Global Reporting Initiative (GRI) Standards and guided by the United Nations Sustainable Development Goals (SDGs), this report reflects our ongoing commitment to responsible business practices, transparent reporting and continuous improvement across our global operations.

The disclosures included herein are informed by our materiality assessment and stakeholder engagement processes and are intended to provide insight into the actions we have taken to advance our sustainability strategy and meet our sustainability targets.

For financial performance and related disclosures, please refer to Pyxus' Fiscal Year 2025 Annual Report on Form 10-K, filed with the U.S. Securities and Exchange Commission and available on the Investor Relations section of our website, pyxus.com.

Throughout this document, the terms "Pyxus," "the Company," "we," refer to Pyxus International, Inc. and its consolidated subsidiaries, unless otherwise noted. References to "materiality" and similar terminology are consistent with definitions provided by GRI Standards and do not reflect the concept of materiality as defined under U.S. securities laws or regulations.

Third-party Assurance

To support transparency and credibility in our sustainability disclosures, Pyxus engaged SGS, an independent third-party assurance provider, to verify select sustainability data for the FY2025 reporting period. This assurance process was conducted in accordance with internationally recognized standards, including ISO 14064-1:2018, International Standard on Assurance Engagements (ISAE) 3000 and SGS Sustainability Report Assurance (SRA) protocol.

SGS provided limited assurance of our global greenhouse gas emissions and verified key metrics related to water withdrawal, waste management, workplace lost-time injury rates, community support beneficiaries and employee compliance training.

Pyxus remains committed to expanding the scope and rigor of external assurance as part of our ongoing efforts to enhance data integrity and stakeholder confidence.

Cautionary Note Concerning Forward Looking Statement

This report contains "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. These statements include, but are not limited to, expectations regarding the achievement of Pyxus International's sustainability goals, the anticipated impact of our strategies and other plans, objectives, intentions and expectations.

Such statements should not be interpreted as guarantees of future performance or outcomes. Actual results may differ materially due to various factors, including inaccuracies in underlying assumptions or the emergence of known or unknown risks and uncertainties. These risks may include, without limitation, economic conditions, competitive dynamics, regulatory changes, technological developments and other factors affecting our operations, markets and products, many of which are beyond our control.

Pyxus does not undertake to update any forward-looking statements contained in this report, except as required by law. Readers are cautioned not to place undue reliance on these forward-looking statements. For a full discussion of the risks and other factors that may affect Pyxus' business, financial condition and results of operations, please refer to the "Risk Factors" and other disclosures contained in Pyxus' FY2025 Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission.

ABOUT
PYXUS

Pyxus International, Inc. is a global agricultural company headquartered in Morrisville, North Carolina, United States. With operations across five continents and a legacy spanning more than 150 years, we are a trusted provider of responsibly sourced, high-quality, sustainable and traceable products and ingredients to customers across 80 countries.

Our business is rooted in the leaf tobacco sector, where we purchase, process, pack, store and ship tobacco to manufacturers of consumer products worldwide. In addition to our leaf business, we also have investments in e-liquid and product flavoring; next generation product solutions; seed research, development and sales; and the production and processing of crops complementary to tobacco.

We contract with farmers in 15 principal sourcing locations, the majority of which are considered smallholders, cultivating crops on two hectares of land or less. In many countries, our operations provide our contracted farmers with crop inputs such as seed, fertilizer and sustainable curing fuel, as well as training and technical support throughout the crop cycle.

After the crop is harvested and cured, contracted farmers sell us their leaf tobacco. We process product in accordance with our customers' specifications in our wholly or jointly owned factories or third-party processing facilities strategically located in Argentina, Brazil, China, India, Indonesia, Jordan, North Macedonia, Malawi, Tanzania, Thailand, Turkey, United States and Zimbabwe.

Throughout the production process, our proprietary SENTRI® platform enables end-to-end traceability, offering visibility into each stage of the supply chain, reinforcing product integrity and compliance.

At Pyxus, we are committed to ethical business practices, operational excellence and long-term value creation for our stakeholders. Our approach integrates sustainability into every aspect of our operations, helping us transform people's lives so that together we can grow a better world.

OUR GLOBAL FOOTPRINT

15
Principal Sourcing Locations

800,000+
Farm Visits Conducted Annually

~3,100
Full-time Employees

80+
Countries Sold Into

~300
Customers

OUR LEAF SUPPLY CHAIN

Seed R&D and Commercialization · **Crop Production** · **Harvest & Curing** · **Crop Purchasing** · **Processing** · **Packing** · **Storage** · **Shipment**

A MESSAGE
FROM OUR CEO

Dear Global Stakeholders,

Fiscal year 2025 was an exemplary year for our business, underscored by our team's perseverance to overcome complexities largely driven by volatile weather patterns. We built on the momentum of the prior year's success and delivered consistently strong financial and operational results while advancing efforts to grow a more sustainable future.

We successfully managed crop shortages related to the El Niño weather event, but unfortunately, we felt the impacts of climate change on a deeply personal level. In May 2024, Brazil's Rio Grande do Sul endured record-breaking floods that resulted in significant loss of life and infrastructure damage in areas where we operate, taking a physical and emotional toll on those communities, including our contracted farmers and employees. It is events like this that highlight the urgency and responsibility we carry as a global company operating in the direct path of escalating climate pressures.

Despite these challenges, our team demonstrated remarkable resilience and solidarity, coming together to support one another and the community while maintaining our operational commitments to customers. Their response was not only inspirational but also reinforced the strength of our people and agility of our business model. It also draws attention to the importance of our sustainability agenda, which serves not only as an aspiration but as a strategic business lever that enhances our long-term competitiveness.

Throughout the year, we continued to advance sustainability initiatives that create environmental, social and economic endurance, and we completed a double materiality assessment that will serve as the foundation of our refreshed sustainability strategy. These efforts promote alignment with stakeholder expectations, ensuring we are focused on the right priorities and equipped to drive long-term value creation.

This year, we delivered meaningful progress across our environmental commitments, decreasing our operational waste and meeting both factory waste-related targets five years ahead of schedule. We continued to decrease water use in our factories worldwide with nine of our 15 facilities having reduced water withdrawal per product unit by 10% or greater since 2020. We also received approval of our near-term emissions reduction targets from the Science Based Targets initiative.

In the field, we expanded our focus on soil health interventions and scaled mechanization solutions to help reduce our contracted farmers' labor risks and cost while increasing productivity. This was complemented by extensive research and development, including multiple curing barn efficiency trials aimed at reducing greenhouse gas emissions among other goals.

Our human rights commitments remained central to our work as we sought feedback and areas for improvement both internally and externally. To deepen our community engagement, we led or contributed to more than 100 community support projects in FY2025. These ranged from after-school chess programs in Malawi and Turkey designed to prevent child labor, to the creation of a bingo game in Thailand to teach farmers and the community about basic human rights.

Our employees are a critical component to our success, particularly regarding sustainability. During the reporting period, we remained focused on continuous improvement, launching a revamped employee engagement survey as well as a new core competency model, better positioning employees and the Company for growth and future success.

Looking ahead, we remain focused on long-term value creation as we work to navigate climate volatility, a shifting regulatory environment and evolving customer expectations. Our commitment to responsible growth, purpose-driven strategy and disciplined approach position us to address these challenges directly and decisively.

Thank you for your continued trust and partnership. Together, we are building a more resilient business and contributing to a more sustainable future as we work together to grow a better world.
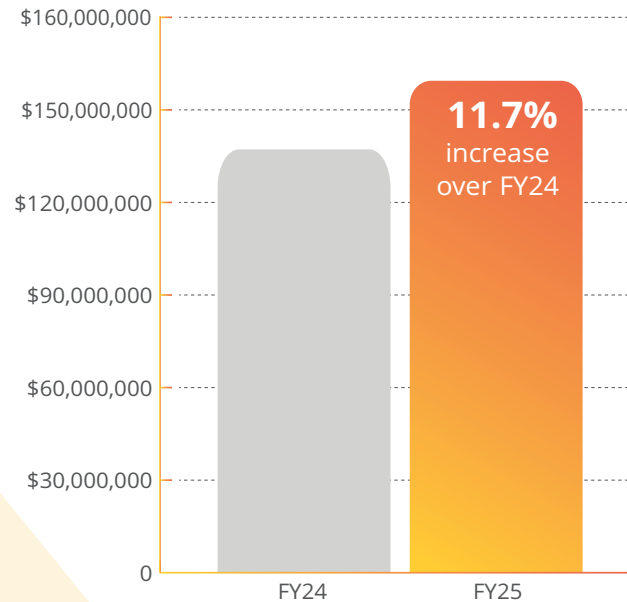
Pieter Sikkel
President & CEO

FINANCIALS

Pyxus reported strong financial results during the reporting period, highlighting the importance of our Company's global footprint, which we leveraged to increase volume and overcome weather-related undersupply conditions in the market.

These efforts contributed to our ability to meet sustained customer demand and deliver significant revenue, gross profit, operating income and net income growth. Additional information about the Company's FY2025 financials can be found in our FY2025 Annual Report (investors.pyxus.com/investors/).

$153.32 Million

Total Operating Income

$160,000,000

$150,000,000

$120,000,000

$90,000,000

$60,000,000

$30,000,000

0

11.7% increase over FY24

FY24   FY25

$0.84 Average

Full Service Average Gross Profit per Kilogram

$0.90

$0.80

$0.70

$0.60

$0.50

$0.40

$0.30

$0.20

$0.10

0.00

7.7% increase over FY24

FY24   FY25
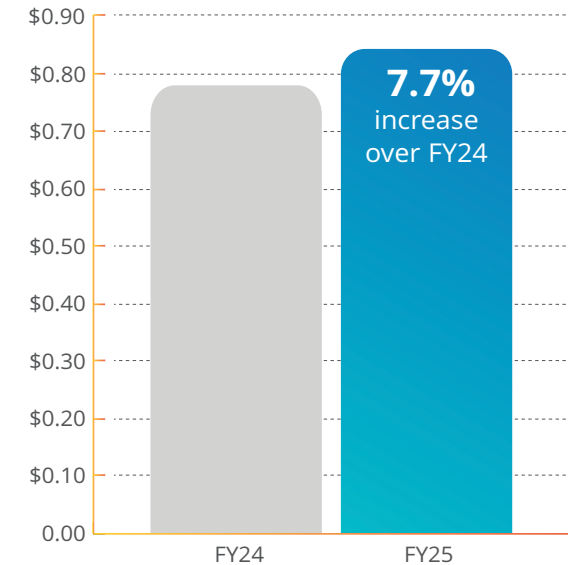
REPORT
HIGHLIGHTS

In fiscal year 2025, we achieved...

~22% reduction of water withdrawal since base year*

~78% of contracted farmers trained in crop diversification

~100%
- responsible marketing training completion rate†
- of contracted farmers trained on our good agricultural practices††
- of identified and reported child or forced labor incidents remediated††

Achievement of operational waste targets:

~47% reduction of waste sent to landfill since base year*

~69% of waste recycled, reused or repurposed

10 of 15 principal sourcing locations achieved no deforestation

~323,340 people benefited through community support initiatives, exceeding our annual target

~9% reduction of scope 1 & 2 emissions**

*The base year for this target is 2020.
**Compared to the prior year.
†Responsible marketing training is assigned to employees of Pyxus and its subsidiaries who directly engage in the sale of our e-liquid products to retailers, communicate with retailers selling Pyxus e-liquid products, communicate with consumers of Pyxus e-liquid products or Pyxus employees responsible for the development of marketing strategies related to our e-liquid products. The Company also assigns responsible marketing training to applicable retailers (companies or individuals who have a contractual relationship with Pyxus for the sale of the Company's e-liquid products directly to consumers).
††Target-related data is measured annually. This data is captured during the crop cycle most aligned with the Company's financial year.

OUR APPROACH TO
SUSTAINABILITY

Sustainability is central to our purpose and strategy. As a global agricultural company, we are committed to driving positive impact while mitigating environmental and social risks.

Our approach to sustainability emphasizes continuous improvement, transparency and accountability, aligning with international standards such as the United Nations Sustainable Development Goals (SDGs) and the Business Ambition for 1.5°C campaign, as adopted in the Paris Agreement. We incorporate stakeholder feedback and risk assessments to ensure our actions are relevant and proactive.

Our sustainability strategy is underscored by our Company's purpose—to transform people's lives so that together we can grow a better world—and consists of three pillars:

1

Minimizing Environmental Impact

Implementing solutions that reduce our environmental footprint while protecting ecosystems and natural resources that underpin a sustainable supply chain.

2

Support for People and Communities

Creating long-term social impact by investing in employee development and well-being, promoting improved farmer livelihoods and empowering the communities where we operate.

3

Ethical and Responsible Business

Upholding the highest standards of integrity in everything we do. Our governance practices, ethical sourcing and responsible business conduct are central to building trust and long-term value.

MATERIALITY ASSESSMENT

Pyxus is committed to conducting a materiality assessment every three years to review and potentially update our sustainability-related focus areas. In FY2025, we partnered with third-party consultants to conduct a double materiality assessment (DMA), evaluating both impact materiality—how Pyxus affects people and the environment—and financial materiality—how sustainability issues may influence our Company's financial performance. The assessment was conducted in alignment with global reporting frameworks—the Global Reporting Initiative (GRI), European Sustainability Reporting Standards (ESRS) and the International Financial Reporting Standards (IFRS)—and included valuable feedback from key stakeholders.

The process included desk-based research and benchmarking, in-depth stakeholder interviews and an online quantitative survey. The stakeholder interviews provided nuanced insights into high-priority issues across the value chain while the survey enabled a structured analysis of perceived impact and relevance of environmental, social and economic topics.

The DMA identified eight focus areas that will shape our updated sustainability strategy—three environmental, three social and two foundational priorities that are embedded across every aspect of our business.

These topics reflect both continuity and evolution from our FY2021 assessment, with several areas reaffirmed as material and others refined to align with current terminology and stakeholder priorities.

Our Updated Material Topics

Climate Action

Nature

Responsible Supply

Farmer Livelihoods

Environment

Regenerative Agriculture

Engaged Workplace

Social

Our Foundation

Stronger Communities

Governance

STAKEHOLDER ENGAGEMENT

Pyxus values the opinions of our key stakeholders and we are committed to understanding their needs and expectations. We recognize that ongoing dialogue builds trust, support and alignment and we actively seek stakeholder input through both formal and informal channels. Key stakeholders' feedback helps us refine our sustainability efforts, including our policies, guidelines, protocols and projects, as we work to prioritize where we can have the greatest impact.

We consider a key stakeholder to be any individual, group or entity that can affect or be affected by our actions, objectives and policies. Key stakeholder groups include:

- Customers
- Growers
- Government
- Financial Institutions and Investors
- Business Partners
- Employees
- Industry Associations
- NGOs and Community Partners
- Academic and Research Institutions

External

Our approach to stakeholder engagement varies based on location; however, our operations are expected to engage stakeholders effectively and on a regular basis. Typical engagement activities may include but are not limited to: proactive investor outreach; media and thought leadership opportunities; event attendance; industry meetings; community service projects; training and education; operational tours; and written and digital communications.

Photo credit: ECLT Foundation

As part of our external engagement strategy, we participate in a number of industry groups. Organizations that our Company is involved with to drive sustainable development and industry collaboration include, but are not limited to:

Regional & Local

- Aegean Tobacco Exporters' Association (Turkey)
- Canadian Tobacco Research Foundation (CTRF)
- Farm Labor Practices Group (FLPG) (United States)
- Fetratab (EU)
- GAP Connections (GAPC) (United States)
- SindiTabaco (Brazil)
- Tobacco Association of Zambia
- Tobacco Leaf Exporters Association of Zimbabwe (TLEAZ)
- Tobacco Processors Association (Malawi)

Global

- Cooperation Centre for Scientific Research Relative to Tobacco (CORESTA)*
- Nicotine Research Consortium*
- ECLT Foundation*
- International Tobacco Growers Association (ITGA)
- Sustainable Tobacco Program (STP)

Our Company also engages with government and non-industry organizations to share subject matter expertise and broaden our impact. Engagement topics are determined at the operational level based on the local landscape, challenges, risks and business needs. Examples of our non-industry collaborations include local chambers of commerce and government/stakeholder task forces.

Internal

Employee engagement is critical to the success of our Company. In recognition of this, we introduced an updated employee engagement survey in FY2025. The survey was disseminated to all full-time employees, with a response rate of 74%. It included sustainability-related questions, and results showed that employee awareness in this area ranked the highest among the 11 topics assessed. The Company intends to conduct an engagement survey every two years, with shorter pulse surveys in between to maintain regular insight into employee perspectives.

*During the reporting period, Company representatives served in leadership roles with this organization.

Sustainability Policies

We continue to build and educate employees across the organization about our sustainability-focused policies, including our:

- Human Rights Policy
- Anti-child Labor Policy
- Sustainability Policy
- Environmental and Climate Protection Policy
- Policy on Sustainable Agriculture

Sustainability-related topics are also engrained in broader Company policies, including, but not limited to our:

- Code of Business Conduct
- Compliance Policy
- Employee Reporting Policy

Our global sustainability policies are reviewed by the Company's Global Policy Committee and approved by our President and CEO. In some cases, policies may undergo review by the Environmental, Social, Governance and Nominating (ESGN) Committee of our Board of Directors. This layered governance strengthens alignment with our sustainability goals and external best practices.

Sustainability Oversight

Pyxus' ESGN Committee has been appointed by the Company's Board of Directors to assist in the oversight of matters related to corporate governance and corporate responsibility. This includes the Company's sustainability strategy, progress against key sustainability targets and commitments, and the review of the Company's annual sustainability report and Human Rights and Supply Chain Transparency Report.

At a minimum, Company leadership meets at least quarterly with the ESGN Committee, and also provides the Board of Directors with regular sustainability-related updates. Additional information on the ESGN Committee can be found on Pyxus' website, pyxus.com.

Transparency

We recognize that transparency is a vital component of our sustainability journey, helping us gauge our progress and identify improvement areas. In addition to publishing our annual sustainability report, we disclose sustainability-related information through various reputable platforms, including those specific to our industry and customer base. We also take part in third-party validation assessments and voluntary audits that are specific to global sustainability standards, our sustainability processes, and data accuracy and completeness.

SBTi

During the reporting period, the Science Based Targets initiative (SBTi) approved our near-term targets to reduce greenhouse gas (GHG) emissions.

As part of the in-depth review and approval process, the SBTi classified our scope 1 and 2 near-term target as in line with a 1.5°C trajectory—a pathway to limit the warming of Earth's average surface temperature to 1.5°C above pre-industrial levels—consistent with the Paris Agreement. SBTi also evaluated and approved the Company's scope 3 near-term target.

SBTi is a collaboration between CDP, the United Nations Global Compact (UNGC), World Resources Institute (WRI), and the Worldwide Fund for Nature (WWF) that provides companies with a clear pathway to set science-based targets and align emissions reduction efforts with the goals of the Paris Agreement.

By 2030, Pyxus aims to reduce its:

- Direct (scope 1) and indirect (scope 2) emissions by 42% compared to our 2020 base year.
- Indirect value chain-related emissions (scope 3) from purchased goods and services (PG&S) by 25% compared to our 2020 base year.

Scope 1&2 -42%

Scope 3 PG&S -25%

Carbon Disclosure Project (CDP)

Our Company has disclosed sustainability-related information annually to the environmental nonprofit CDP since 2009. This data is publicly available, providing stakeholders visibility to our climate, water and forestry data.

For the second consecutive year, Pyxus earned a coveted "A" rating from CDP for our supplier engagement leadership, ranking amongst the top tier of businesses worldwide. To achieve leadership status, CDP evaluates how effectively companies engage their suppliers on climate change mitigation. For us, this stakeholder group is primarily growers.

EcoVadis

In FY2025, we advanced our disclosure through EcoVadis—our chosen labor and human rights due diligence assessment platform. We aligned with EcoVadis' revised scoring methodology, which places a greater emphasis on evidence-based documentation and introduces expanded submission criteria for carbon management, circular economy practices and labor dialogue. EcoVadis' framework is based on the United Nations industry classification system and helps guide improvements in transparency, sustainability performance and stakeholder collaboration.

Sustainable Tobacco Program

STP

Our Company actively participates in the STP, an industry initiative designed to enable agricultural supply chain due diligence and accelerate positive sustainable impact. STP focuses on eight sustainability themes and commissions periodic in-depth assessments (IDAs) of these themes within tobacco growing areas. In FY2025, we participated in IDAs in Argentina, Tanzania, Turkey and Zambia.

Third-Party Audits

Pyxus engaged SGS to perform an independent review of select sustainability metrics following the close of FY2025. Many of these metrics can be found within this report. Additional information on the scope of assurance can be found in this report's "Introduction."

GOVERNANCE
OPERATING ETHICALLY AND RESPONSIBLY

UPHOLDING THE HIGHEST STANDARDS

At Pyxus, we are committed to upholding the highest ethical standards, conducting business lawfully and with integrity. Our Ethical and Responsible Business pillar is demonstrated in our Code of Business Conduct, employee training programs and supply chain due diligence, which reinforce our Company's standards.

In FY2025, the Company's senior leadership spearheaded an effort to encourage the timely completion of our required compliance courses, including training on our Code of Business Conduct.

As a result, 100% of eligible employees worldwide completed Code of Business Conduct training within the assigned period.‡ This was an increase compared to the 98% achieved in the prior year.

During the reporting period, we maintained 100% completion of responsible marketing training among all required employees‡‡ and retailers,†† consistent with the previous year.‡

Strong Business Ethics and Compliance

We require employees to complete quarterly compliance training, strengthening awareness in areas such as privacy and data security, fraud and abuse, anti-bribery and anti-corruption, and sanctions.

Our Ambition

To achieve 100% Code of Business Conduct training completion rate among eligible employees.*

100%
Achieved in FY2025

Responsible Marketing and Consumer Education

We are committed to responsible marketing and consumer education practices, reinforcing the highest ethical standards in our industry.

Our Ambition

To achieve 100% responsible marketing training completion among required employees and retailers.**†

100%
Maintained in FY2025

‡Our Code of Business Conduct training completion rate and our responsible marketing training completion rate have been assured by SGS, an independent third-party auditor. SGS assures the Company's disclosed training completion rates according to ISAE3000 standard.

*This target is calculated by dividing the number of eligible employees who completed the Code of Business Conduct training by the total number of eligible employees who have been assigned the training course during the fiscal year. This number is then multiplied by 100.

**This target is calculated by dividing the number of required employees and retailers who completed the assigned responsible sales, and marketing training by the total number of required employees and retailers who have been assigned the training during the fiscal year. This number is then multiplied by 100.

†During FY2025, the Company sunset its business-to-consumer e-liquid sales, and subsequently, will dissolve this target following the current reporting period.

‡‡Required employee: An employee of Pyxus and its subsidiaries directly engaged in the sale of Pyxus e-liquid products to retailers, communication with Pyxus retailers selling Pyxus e-liquid products, communication with consumers of Pyxus e-liquid products or development of marketing strategy related to Pyxus e-liquid products.

††Required retailer: A company or individual who has a contractual relationship with Pyxus for selling the Company's e-liquid products directly to consumers.

OUR GOVERNANCE STRUCTURE

Corporate Governance

The business and affairs of the Company are overseen by Pyxus' Board of Directors. The Board is responsible for fostering a corporate environment built on accountability and supported by strong disclosure controls and procedures, including internal controls, fiscal responsibility, high ethical standards and compliance with applicable policies, laws and regulations.

The Board is chaired by Pyxus President and CEO Pieter Sikkel and is composed of seven members and three standing committees, including the Environmental, Social, Governance and Nominating Committee. For additional information, please review Pyxus' Corporate Governance Guidelines on our Company's website, pyxus.com.

Enterprise Risk Management

Our Company's Enterprise Risk Management (ERM) program is designed to identify, manage and mitigate risks to our business, helping protect long-term stakeholder value. The ERM program is facilitated by our Company's Internal Audit Department with oversight from the Audit Committee of the Board of Directors.

On a biannual basis, our global, regional and local leaders participate in an internal survey to evaluate risks. The survey results are regularly reviewed by Company leadership and the Audit Committee. Based on survey findings, we implement processes and controls to address evolving risks across our operations and within our supply chain.

Sustainability-related risks included in the ERM process extend to sustainability data integrity, environmental impacts of our operations, social responsibility, cyber security, corporate governance and compliance. As sustainability topics evolve, we will continue to update the ERM program to identify potential risks, assess their priority, potential impact and likelihood, and implement appropriate actions, as necessary and appropriate.

1

Risk Identification

Identification of new risks that need to be considered

2

Risk Prioritization

Assess which risks are a priority to focus on

3

Risk Assessment

Rate each prioritized risk on impact, likelihood and control level

4

Risk Monitoring

Audit, monitor and optimize risks as needed

Governing Policies

Code of Business Conduct

Our Code of Business Conduct (CBC) is the central governing document that defines expectations for employee behavior. It requires all personnel to uphold the highest standards of integrity, ethics and legality and is available in 18 languages. Every full-time employee must certify compliance upon joining the Company. Ongoing education and training on the Code of Business Conduct covers topics such as conflicts of interest, antitrust and fair competition, anti-bribery and anti-corruption and other compliance-related areas.

Employees are expected and encouraged to report any behavior that violates the ethical or legal standards outlined in the CBC. The Company provides various reporting mechanisms, including a third-party compliance helpline, available to both internal and external stakeholders.
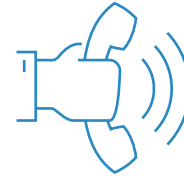
Compliance Helpline:

- 24 hours a day, 7 days a week
- Available in 18 languages
- Anonymous report submission options: Online, by phone or QR code

SUPPLY CHAIN DUE DILIGENCE

Responsible supply chain management is vital to the long-term success of our Company. To promote compliance and reduce risk, including operational and reputational risk, our compliance program reviews our relationships with our service suppliers.

Non-Farmer Service Suppliers

Every non-farmer service supplier is expected to agree to our Third-Party Service Provider Compliance Agreement, affirming their commitment to ethical business conduct. If a new service provider is identified as high risk, our Corporate Compliance department conducts additional due diligence. Existing high-risk service suppliers are periodically screened during their relationship with our Company.

Contracted Growers

Our contracted growers are a critical focus area within our supply chain given their scale and direct influence on our sustainability and compliance performance. Our approach to supply chain due diligence emphasizes traceability, environmental stewardship, and responsible labor practices in alignment with the United Nations Guiding Principles on Business and Human Rights. Through ongoing engagement and training,* we support continuous improvement among our contracted growers to strengthen responsible production practices.

*Trainings may include, but are not limited to, structured in-person educational events—attended by groups or held one-on-one with contracted growers—educational opportunities that occur during our field technicians' announced and unannounced visits to contracted farms, virtual or digital training opportunities and review of printed educational materials.

Integrated Production System

Our Integrated Production System* (IPS) is central to our crop sourcing model, enabling direct grower contracting and a responsible, traceable supply chain aligned with Company standards and applicable regulations.

Being a contracted grower** has many benefits, including contracting with a committed buyer, access to quality crop inputs, personal protective equipment (PPE) and agronomic support from our field teams—resources that help strengthen yield, quality and income.

*An "Integrated Production System" refers to a production system that includes the establishment of contractual obligations between farmers and the Company for the sustainable production and marketing of leaf tobacco.
**"Contracted Farmers" or "Contracted Growers" refers to Integrated Production Systems (IPS) farmers within our direct growing operations.

Agricultural Labor Practices

We expect all contracted growers to comply with our Agricultural Labor Practices (ALP) program. The ALP program is designed to promote fair, safe and lawful working conditions at the farm level.

The program has seven core principles, which uphold the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and relevant ILO conventions, as well as national and local laws, whichever is more stringent.

To promote these principles, we provide ALP Code training to contracted growers and regularly monitor compliance through announced and unannounced farm visits.

THE SEVEN ALP PRINCIPLES

1 No Child Labor

2 Fair Income and Work Hours

3 Fair Treatment

4 No Forced Labor or Human Trafficking

5 Safe Work Environment

6 Freedom of Association

7 Legal Compliance

Good Agricultural Practices

The implementation of our Good Agricultural Practices (GAP) program is another key element of our IPS model, setting the environmental and agronomic standards our contracted growers are expected to implement and maintain. The program aligns with our sustainable agriculture policy, as well as local operating procedures that promote sustainable production. GAP is guided by internationally recognized standards from organizations such as the UN Food and Agriculture Organization, Sustainable Tobacco Program, Cooperation Centre for Scientific Research Relative to Tobacco and CDP.

Our local field teams receive GAP training and transfer that knowledge to growers. Training topics include, but are not limited to, soil health, crop rotation, water management, crop protection agent management and sustainable curing methods.

Supply Chain Traceability

Our SENTRI® traceability platform provides verifiable, accurate and comprehensive information on leaf tobacco—seed to sale. The platform integrates the four key systems we use throughout our products' production journey; three of which were developed in-house and designed to meet business and customer needs.

SENTRI® provides an additional layer of assurance, offering customers confidence in the product being purchased, while demonstrating to regulators that Pyxus and our customers are committed to conducting business ethically and responsibly.

Supply Chain Assessments

Participation in third-party assessments enhance stakeholder confidence, strengthens accountability and supports sustainable business decisions. These evaluations also provide our Company with reassurance regarding the effectiveness of our governance and practices.

⭕ **Human Rights Impact Assessment (HRIA)**

HRIAs help identify, assess and respond to potential human rights risks across our agricultural supply chain, including child and forced labor, fair wages and safe working conditions.

⭕ **Sustainable Tobacco Program (STP) In-depth Assessments**

Country-specific, third-party assessments to identify sustainability-related gaps and risks through document reviews, farm-level inspections and direct stakeholder interviews.

⭕ **Customer Individual Assessment (CIA)**

Typically related to farm-level labor practices and their alignment with the standards set out in our ALP program.

ENVIRONMENT

MINIMAL ENVIRONMENTAL IMPACT

SUSTAINABLE AGRICULTURAL METHODS AND PRACTICES

Pyxus is committed to advancing sustainable agricultural methods and practices across our contracted grower base. Through our Good Agricultural Practices (GAP) program, we help our contracted farmers address and mitigate environmental degradation and deforestation while promoting sustainable sourcing, soil conservation, efficient irrigation, responsible crop protection and pollution prevention.

We are committed to achieving zero net global deforestation in our agricultural supply chain by 2030.

Forests are fundamental to the long-term viability of our supply chain, which is why we are working to achieve zero net global deforestation by 2030. These ecosystems regulate climate conditions, sustain soil health, and support farmers and community livelihoods, elements that underscore supply stability and operational continuity.

While agriculture can contribute to deforestation, responsibly managing our activities can help mitigate impacts to forest ecosystems, biodiversity and natural resources.

Risks to forest health associated with tobacco production are largely related to wood fuel use for tobacco curing, barn construction and land use change. To address these impacts, we focus our efforts on growing areas identified as high risk for deforestation. Our approach supports reforestation and afforestation efforts, promotes sustainable sourcing and regenerative agricultural practices, and collaboration with stakeholders to implement effective and scalable solutions.

We leverage tools such as Ecometrica's GPS-based risk mapping and Verisk Maplecroft's country level insights to support the assessment of deforestation risk in our supply chain. These platforms complement the farm-level information housed in our Grower Management System, a component of our SENTRI® platform.

In several countries we have dedicated commercial forestry operations. The management of these operations is based on guidance in our "Afforestation, Reforestation and Deforestation Guide" and supported by periodic third-party audits.

We track progress and positive impact through key metrics, including the number of trees planted, hectares of forest area managed and volume of sustainable wood use in our agricultural supply chain. Forest-related data has been disclosed annually to CDP since 2019, and we received a "B" score for our FY2025 CDP forest disclosure.

Global Commitment	Targeted Local Actions	Benefits
Promoting natural forest management and regeneration	○ Grower education ○ Establishing buffer zones ○ Planting native tree species	Supports ecosystem restoration, biodiversity and carbon sequestration while enhancing climate resilience and sustainable livelihoods
Advancing afforestation activities	○ Planting native or climate-resilient trees ○ Agroforestry	Enhances carbon capture, restores degraded land, improves soil and water quality, and supports biodiversity and local livelihoods
Encouraging tree planting	○ Advocating tree planting mandates ○ Requirement in grower contracts in applicable locations ○ Grower training agroforestry extension services in applicable locations	Reduces pressure on natural forests and creates alternative sources of wood, fuel and farmer income
Providing contracted growers sustainably sourced wood as a fuel source	○ Commercially grown or sustainably-sourced wood provided in crop input package	Prevents illegal and/or unsustainable wood harvesting
Encouraging efficient wood use	○ Sustainable forest product traceability ○ Research & development of reduced fuel curing methods ○ Biomass provisions	Minimizes wood consumption
Woodlot and woodland monitoring	○ Third-party audit participation	Ensures our actions build long-term confidence in the responsible management of natural resources essential for sustainable production

Performance Highlights:

10
of 15 key sourcing origins achieved no deforestation

~4.67
million trees planted*

*This is based on 2,380 hectares of trees planted in FY2025 at an average of 1,964 trees per hectare.

ZIMBABWE

Engaging Employees to Support Zero-Net Deforestation

As part of our commitment to achieving zero-net global deforestation across our supply chain by 2030, our operation in Zimbabwe holds an annual One Tree Per Employee tree planting initiative. This reforestation program began in 2021 and contributes to carbon reduction, biodiversity and sustainable land management within our crop sourcing areas.

During the reporting period, our employees in Zimbabwe planted 3,850 indigenous tree saplings, bringing the cumulative number of trees planted since the program's start to 15,192. From the time of planting through FY2025, these trees have offset approximately 16.53 metric tons of CO_2, contributing to improved air quality, soil stabilization and enhanced biodiversity in surrounding agricultural landscapes. By incorporating native species, the initiative also supports long-term ecosystem resilience and aligns with national reforestation priorities.

The One Tree Per Employee initiative is a tangible demonstration of how local action can drive global impact, advancing both environmental stewardship and related targets. It also strengthens our supply chain's sustainability profile, benefiting customers who prioritize climate-responsible sourcing.

INDONESIA

Agricultural Communities Amplify Reforestation Impact

In FY2024, our operations in Indonesia partnered with Trees4Trees (T4T), a nonprofit organization focused on empowering local communities by working with farmers on reforestation efforts. While our Company had previously initiated similar reforestation efforts, this partnership instilled improved post-planting tree survival monitoring practices and community engagement, allowing us to better track qualitative and quantitative impacts.

To begin the process, land assessments were conducted across four growing areas; farmer data was collected, such as the number of saplings received and farm size; and participant training took place to ensure proper planting and monitoring of trees. In FY2024, 5,300 indigenous trees were planted by T4T representatives, community members and our employees as part of this project. Additionally, four monitoring check points were planned over a three-year period to assess survival rates.

The year one monitoring assessment revealed a 73% survival rate, resulting in the expected sequestration of 139 metric tons of CO_2 over the trees' lifetime, along with benefits such as improved air quality, soil and water retention, flood prevention and the generation of additional income opportunities for local communities through fruit sales.

During FY2025, 6,021 trees were planted, which has the potential to sequester an additional 190.5 metric tons of CO_2 over the trees' lifetime. The local team's goal is to plant 53,000 trees by 2030 with an average survival rate of 90% over a three-year period.

ADDRESSING CLIMATE CHANGE

We recognize the effects our business activities have on the environment and understand that climate change could have long-term consequences on our business, supply chain and the communities where we operate. We are focused on reducing our carbon footprint, concentrating our efforts on business and eco-friendly investments in our factories as well as working with our contracted growers to integrate climate smart practices at the farm level.

We are committed to achieving net-zero supply chain emissions by 2050.

The impact of climate change on our planet continues to intensify. During the reporting period, our operations confronted unprecedented climate events—historic floods in Brazil's Rio Grande do Sul, successive floods in Northern Thailand and hurricanes impacting growing regions in the United States.

Extreme weather events can affect the quality and size of an impacted origin's crop, while also increasing soil degradation, and pest and disease pressure. These disruptions can create factory level inefficiencies, such as production schedule variability and higher energy use, and present logistics challenges that can affect the timely transport of our products.

We have a diverse operational footprint that enables us to pivot quickly to meet sourcing and processing demand. Our footprint also positions us to drive positive environmental impact across the hundreds of communities where we have a presence.

Our approach to climate action focuses on the reduction of both our direct and indirect greenhouse gas (GHG) emissions.

While our scope 1 and 2 emissions account for approximately 11% of our total emissions, it is also the area where we have the greatest ability to drive reductions.

Coal use is the largest contributor to our Scope 1 emissions and is a key focus of our carbon transition plan. To mitigate this risk, we prioritize the improvement of energy efficiency through equipment and process updates and the transition to sustainable fuel sources.

In FY2025, we invested in a range of projects including boiler conversions and shifts to renewable electricity. We also continued to engage employees on the importance of integrating energy management and innovation into daily operations. These initiatives helped us reduce our scope 1 and 2 emissions by 8.76% year-over-year. This was achieved despite relatively flat processed volumes.
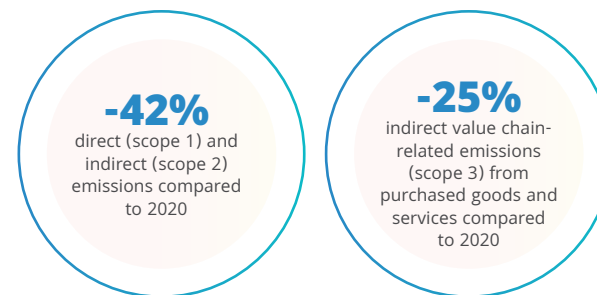
Our scope 3 emissions are largely generated by on-farm activities, with the largest contributors being fuel for curing leaf tobacco (~44%) and fertilizer application (~13%). To minimize this risk, we collaborate with contracted growers to introduce and integrate climate-smart best practices, such as efficient curing methods and fertilizer use. We continue to invest in research and development in support of our carbon reduction efforts, with 25 sustainability-related R&D projects underway during the reporting period.

As part of our continuous improvement process, we enhanced our global sustainability data repository and GHG reporting protocols during FY2025, conducting internal trainings to support implementation. These updates focused on simplification, standardization, and alignment with the forthcoming Science Based Target initiative's Forest, Land and Agriculture (FLAG) guidelines.
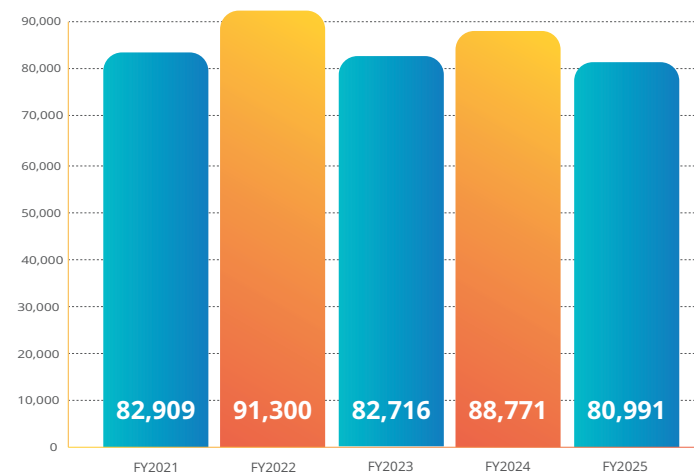
Our GHG emissions data is verified by an independent, third-party auditor* and we have disclosed climate-related data to CDP since 2009. In FY2025, we received a "B" score in the climate change category. Additionally, we were named as a Supplier Engagement Leader by CDP, earning a coveted "A" ranking on their Supplier Engagement Assessment (SEA) Leaderboard for the second consecutive year. CDP's SEA evaluates the effectiveness of companies' climate change engagement efforts with their suppliers, helping drive greater impact across their value chain.

SBTi Validation

In FY2025, SBTi approved our near-term emissions reduction targets. By 2030, Pyxus aims to reduce:

-42%
direct (scope 1) and indirect (scope 2) emissions compared to 2020

-25%
indirect value chain-related emissions (scope 3) from purchased goods and services compared to 2020

Scope 1 & 2 Greenhouse Gas Emissions

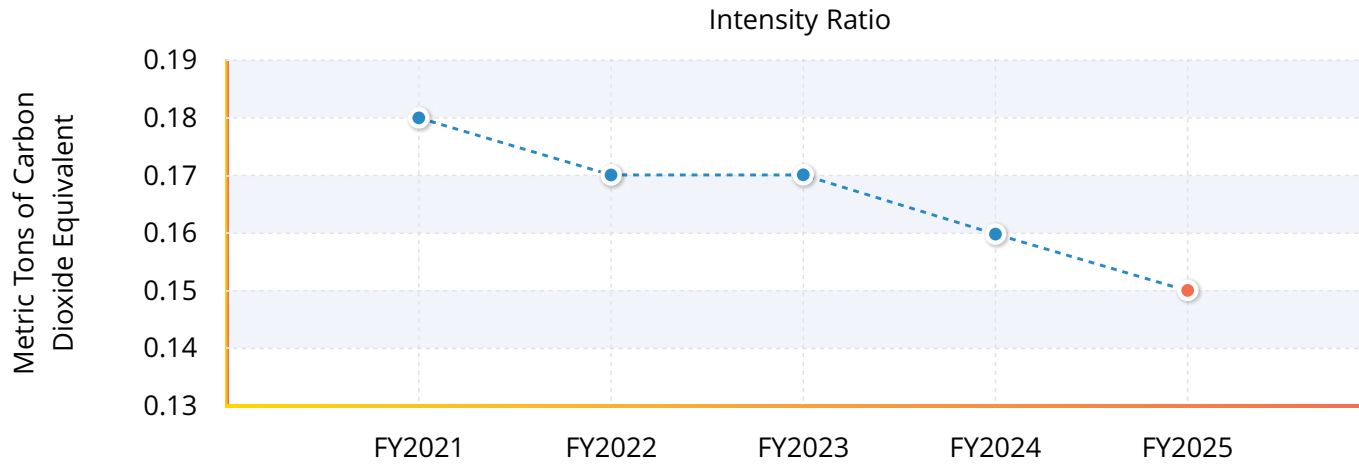| FY2021	FY2022	FY2023	FY2024	FY2025
82,909	91,300	82,716	88,771	80,991

*Independent, third-party assurance services are provided by SGS. SGS verifies that the Company's disclosed GHG emissions meet the ISO 14064 standard.

Climate Change - Carbon Intensity

Intensity Ratio

Performance Highlights:

SBTi
validated targets

~9%
reduction of scope 1 & 2 emissions*

6
factories with solar

~6.25%
reduction in scope 1 & 2 intensity ratio*

7
curing barn efficiency R&D trials

Scope 2 GHG emissions are market-based.
*Compared to the previous year.

CHINA

Growing Our Impact: Reducing Scope 3 Emissions Through Improved Curing Efficiency

In our FY2023 Sustainability Report, we shared a successful initiative in Yunnan and Guizhou to reduce coal used for tobacco curing, a significant contributor to carbon emissions.

Through a partnership with China National Tobacco Company and China Tobacco Import and Export Companies, as well as other stakeholders, a large-scale barn conversion program was initiated, with a pilot taking place in 2019. The goal of the ongoing initiative is to replace coal-fired curing barns with sustainable alternatives such as biomass, electric or natural gas-powered systems. Biomass barns, fueled by pellets made from blended sawdust waste, became the cornerstone of this transformation.

By the end of FY2025, approximately 206,000 barns had been converted, representing an estimated 77% of all curing barns in Yunnan and Guizhou. This shift contributed to an approximate 66% reduction of scope 3 emissions in China compared to its baseline of FY2021, 27% of which was achieved since our last update in the FY2023 Sustainability Report.

The initiative not only advanced environmental goals but also improved operational efficiency and reduced costs for farmers.

There are plans to further expand the program, reinforcing the role of sustainable practices in shaping the future of tobacco production.

NORTH MACEDONIA

Reducing Emissions and Enhancing Efficiency

In pursuit of the Company's net zero ambition, our team in North Macedonia set out to reduce factory emissions while also improving energy efficiency. They began by examining the facility's energy and fuel use and identified several opportunities for impactful change.

- The team began gradually replacing their fleet of forklifts, which were powered by liquefied petroleum gas (LPG)—a source of direct emissions—to electric models, and set a 40% conversion target by 2030 to further their energy transition. For every working hour operated, each converted electric forklift can reduce emissions by over 3 kgs of CO_2. At the end of FY2025, they achieved 19% of their conversion goal.

- Upgrades were made to the facility's outdated high-intensity and fluorescent fixtures to energy-efficient LED lighting. To further reduce electricity consumption, the facility upgraded its fan systems with technology that improves energy control and efficiency.

- The team applied automation to optimize energy use in the conditioning process, improving steam control and reducing oil consumption during leaf processing. These improvements contributed to the operation's reduced emissions as well as more efficient and reliable processing.

- Electricity use at the factory year-over-year dropped by more than 272,000 kWh, representing a 19.3% reduction. Oil consumption decreased by more than 53,000 liters, marking a 22.7% reduction. These results considered fluctuations in production volumes and raw material conditions, showing the real effect of the changes.

The team remains focused on expanding these initiatives, contributing to the Company's 42% reduction target of Scope 1 and 2 emissions by 2030.
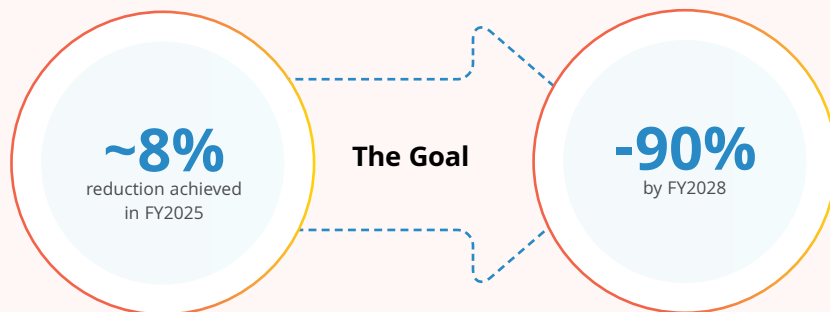
INDIA

Fueling the Future: Phasing Out Coal

During the reporting period, our team in India embarked on a four-year journey to phase out coal use in its boiler systems, replacing the unsustainable fuel source with biomass briquettes, a renewable fuel that has significantly lower carbon emissions. Unlike coal, which emits 2.46 kg of CO_2e per kg burned, biomass briquettes release only 0.13 kg of CO_2e per kg.

The transition began with infrastructure upgrades including the installation of new equipment to crush and sort briquettes. These improvements enabled the team to exceed its first-year goal of replacing 10% of coal use with biomass briquettes, achieving 10.78% briquette use. As a result, greenhouse gas emissions dropped 8.18% compared to relying solely on coal.

As the project progresses, the team aims to reach a 90% reduction in emissions by FY2028 with the factory operating entirely on biomass within the same timeframe.

7 AFFORDABLE AND CLEAN ENERGY

13 CLIMATE ACTION

Reduction in Greenhouse Gas Emissions

~8%
reduction achieved
in FY2025

The Goal

-90%
by FY2028

RESPONSIBLE WATER MANAGEMENT

The proper management of water resources not only has a positive environmental impact, it also helps mitigate operational risk. Pyxus prioritizes responsible water management in our facilities and agricultural supply chain, helping to safeguard this natural resource. We are committed to reducing, recycling, and reusing water where possible while partnering with stakeholders, including customers and community partners, to improve local water quality and availability.

We are committed to achieving a 10% reduction of water withdrawal per product unit in our direct operations by 2030 compared to 2020.

At Pyxus, we believe that healthy communities equate to a healthy business, and access to water is a critical component of both long-term resilience and shared prosperity. Unfortunately, two billion people live in countries where water supply is inadequate,* posing the risk of water shortages, which can cause industrial interruptions, trigger energy outages and reduce crop yields, while also threatening community well-being in the form of unsafe drinking water, increased disease risk and decreased school attendance.
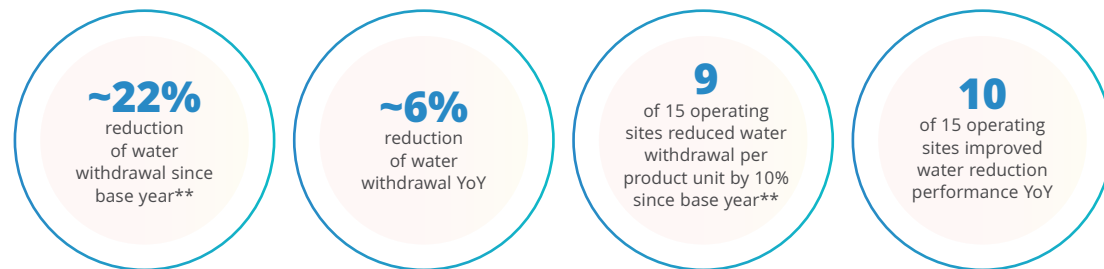
We have identified opportunities to improve water management in our factories, and our approach prioritizes centralized governance, leveraging Alliance for Water Stewardship's international framework for responsible water use, and the assessment and implementation of innovative water-saving solutions such as smart metering and rainwater harvesting.

Our local operations track monthly water use, reporting by source, consumption and intensity. Water-related data has been disclosed annually to CDP since 2014, and we received a "B" score for our FY2025 CDP water security disclosure. Additionally, our water withdrawal data underwent limited assurance verification by SGS[†] in FY2025 and in each of the two previous years.
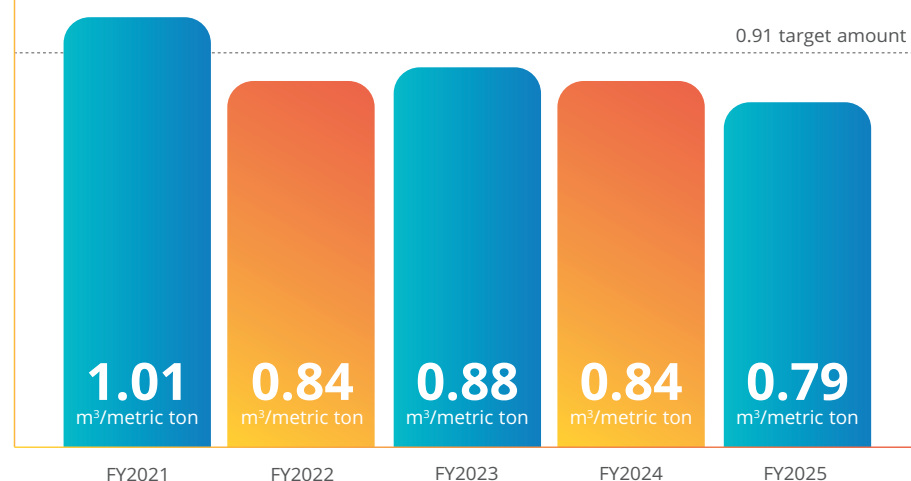
Since implementing our water reduction target in FY2021, we have achieved an 21.78% decrease in water withdrawal[††] per product unit, surpassing our target by approximately 12% and demonstrating that our people, processes and systems are effectively driving success.

Our commitment to water stewardship extends beyond the boundaries of our factories. We work with our contracted growers to enhance irrigation infrastructure as well as implement improved water access, sanitation and hygiene initiatives in local communities.

Performance Highlights:

~22% reduction of water withdrawal since base year**

~6% reduction of water withdrawal YoY

9 of 15 operating sites reduced water withdrawal per product unit by 10% since base year**

10 of 15 operating sites improved water reduction performance YoY

Water Withdrawal Intesity Ratio

0.91 target amount

FY2021	FY2022	FY2023	FY2024	FY2025
1.01 m³/metric ton	**0.84** m³/metric ton	**0.88** m³/metric ton	**0.84** m³/metric ton	**0.79** m³/metric ton

The above results exclude operations that do not process tobacco, as well as our Recon site, as it was not considered within the base year calculations.

*https://www.unicef.org/wash/water-scarcity
**The base year for this target is FY2021

[†]Independent, third-party assurance services are provided by SGS, which verifies the Company's disclosed FY2025 water withdrawal intensity ratio data according to ISAE 3000 standard and the SGS SRA protocol with limited assurance.

[††]"Water withdrawal" refers to the total volume of water drawn into the boundaries of the organization (or facility) from all water sources for any use during the reporting period. Total water withdrawal is measured by intensity level using the following calculation: cubic meters of water withdrawn per ton of crop processed.

INDONESIA

Beyond Our Operations: Addressing Water Scarcity in Tobacco-Growing Regions

In Indonesia, the island of Lombok is known for its Flue Cured Virginia (FCV) tobacco; however, local farmers have been experiencing severe water scarcity, jeopardizing sustainable production and threatening farmer livelihood. Comparable conditions have been observed in the growing area of East Java, underscoring the wider regional impact of water scarcity.

Recognizing this urgent issue, our local team partnered with a customer to construct two water reservoirs designed to provide clean, reliable water sources for both agricultural and community needs. These reservoirs can hold a combined 6,900 liters of water—3,300 liters in Lombok and 3,600 liters in East Java—which farmers use to improve irrigation on approximately 300 hectares of farmland.

The ability to irrigate the crops at the right time in the growth cycle helps farmers maximize yields and quality. The reservoirs also provide 96 families in the vicinity, including farmers, with a clean water source for hygiene and sanitation purposes.

Water Reservoir Capacity

3,300
liters in Lombok

3,600
liters in East Java

6,900 liters

300 hectares
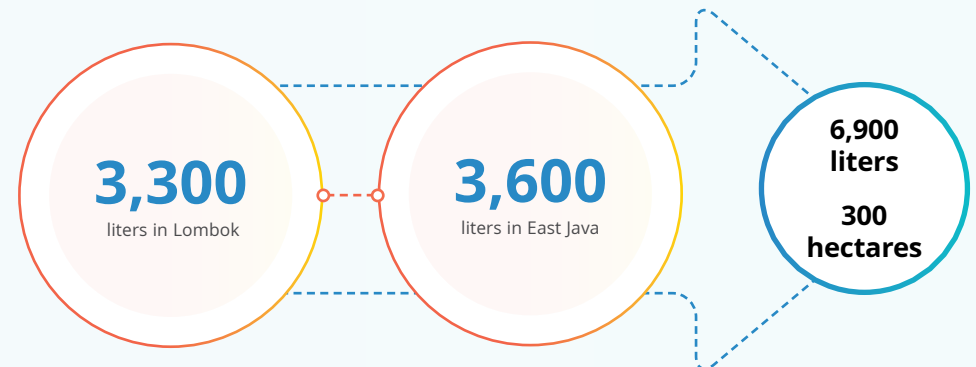
NORTH MACEDONIA

### From Measurement to Management: A Smarter Way to Save Water

At our North Macedonia facility, limited visibility into water usage across operational areas constrained conservation efforts. With only total consumption figures available, identifying inefficiencies or improvement opportunities was nearly impossible.

To address this, the local team installed water meters at strategic points within the facility. The first phase, completed in FY2023, focused on the factory's boiler room. In FY2024, two additional meters were installed, one to monitor irrigation of the facility's green spaces and another to track general operational use.

The new meters provided the team with enhanced visibility into consumption patterns, enabling targeted improvements such as water-saving taps in restrooms and a timed irrigation system for outdoor use. These upgrades were phased in over two fiscal years.

By FY2025, total water consumption had decreased nearly 14% since FY2023, demonstrating that operational efficiency and environmental responsibility could be achieved simultaneously. Beyond the numbers, the initiative fostered a culture of innovation and stewardship. It empowered the team in North Macedonia to take ownership of the sustainability goals and inspired similar efforts across other facilities.

Total Water Consumption

~14%
reduction since FY2023

6 CLEAN WATER AND SANITATION
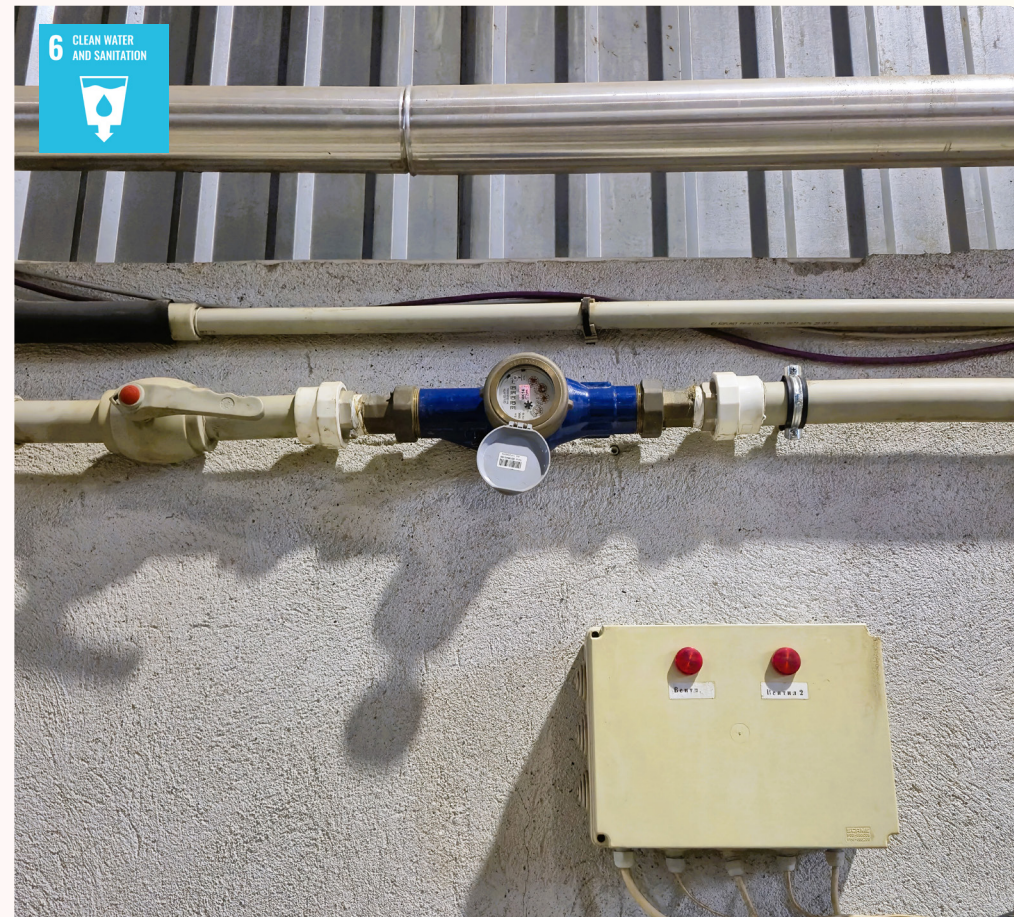
RESPONSIBLE WASTE MANAGEMENT

Responsible waste management helps reduce negative environmental impacts and drives operational efficiencies within a company's operations. Across our supply chain, we focus on waste reduction through repurposing, reusing and recycling materials. We have responsible waste disposal practices in place within our operations and encourage our contracted growers to minimize waste and follow proper disposal practices, encompassing both hazardous and non-hazardous materials.

We are committed to achieving the following by 2030:

○ **Reducing landfill waste from direct operations by 20%**

○ **Recycling, reusing or repurposing 50% of waste from direct operations**

○ **100% of our consumer packaging to be converted to reusable, recyclable or compostable formats***

We believe responsible waste management is essential to a healthy business and planet. Yet, global waste generation continues to rise, contributing to long-term pollution, generating greenhouse gas emissions and amplifying biodiversity loss.

Inefficient waste practices can disrupt factory operations, increase costs, and harm surrounding communities through pollution, unsafe disposal, and degraded soil and water quality. To combat inefficient waste management, we apply best practices across our operations and implement innovative solutions to repurpose waste and reduce landfill contribution, including the installation of biomass systems (e.g. factory boiler conversion), industrial symbiosis (e.g. our groundnut factory waste powering our tobacco factory's boilers) and energy recovery from non-recyclable materials (e.g. co-processing in cement kilns). These initiatives, along with other measures, enabled us to achieve both of our factory waste reduction goals in FY2025.

We capture data at the factory level as well as leverage information provided by municipal and private waste management services. During the reporting period, our data related to operational waste was verified by an independent third-party auditor.**

Beyond our direct operations, we work with contracted growers and industry partners to improve waste collection education. In certain locations, we have receiving centers for crop protection agent containers, providing a place for our contracted growers to properly dispose of hazardous waste, helping protect environmental and human health. We also continued to increase the amount of our consumer packaging that is reusable, recyclable or compostable, achieving an 8% increase since the prior reporting period.

*The consumer packaging target was retired at the end of FY2025, after the sunset of our consumer e-liquids brand, Bantam.

**Independent, third-party assurance services are provided by SGS. SGS assures the Company's disclosed waste target data according to ISAE3000 standard and the SGS SRA protocol with limited assurance.

Waste refers to any material that is not a primary product (i.e., not intended for sale) and that the producer no longer needs for production, processing or other operations—therefore, it is discarded.

Factory waste-related data excludes operations that do not process tobacco, as well as our Recon site, as it was not considered within the base year calculations.

Performance Highlights:

2
of 2 factory waste reduction goals achieved

~47%
reduction of waste sent to landfills since base year

~69%
of waste recycled, reused or repurposed

2
of 15 operating sites with 0 waste to landfill

~30,000
metric tons of waste recycled

BRAZIL

Eliminating Landfill Waste: Advancing Circular Solutions

In Brazil, most chemical waste is still sent to landfills. This disposal method contributes to environmental degradation, particularly through the generation of methane emissions, a greenhouse gas (GHG) with 25 times the global warming potential of carbon dioxide.

Recognizing the need for change, the team at our Venâncio Aires facility adopted the use of co-processing in cement kilns. This approach eliminates methane emissions and puts waste to productive use, serving as both fuel and a raw material in cement production.

Implementation of the project began in August 2023, with strategic partnerships formed to overcome logistical, financial and operational hurdles. By March 2024, the new chemical waste management process was initiated.

Through this process, the facility achieved 100% diversion of waste to landfill in FY2025. Additionally, for every 10 metric tons of waste, co-processing reduced the Venâncio Aires facility's GHG emissions by between 52% and 68% compared to landfill disposal.

This initiative not only demonstrates our Brazil team's commitment to climate action but also established a replicable model for other facilities seeking to transition away from landfill dependency.

Waste to Landfill - Venâncio Aires
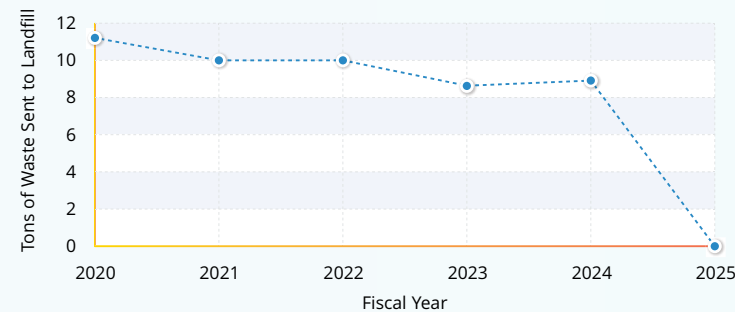
SOCIAL

SUPPORT FOR PEOPLE AND COMMUNITIES

HEALTH AND SAFETY IN OPERATIONS

Creating a safe and healthy work environment is a core priority at Pyxus. We invest in employee training, systems and processes to protect our workforce, reduce risk and promote overall well-being. Health and safety are embedded in our operational strategy, and we take a proactive, people-focused approach designed to prevent incidents and foster a culture of safety and awareness.

We are committed to maintaining a lost-time injury (LTI) rate of less than 0.50 per 100 employees over 200,000 hours worked

Each year, an estimated 374 million workers experience non-fatal work-related injuries,* with agriculture and manufacturing among the industries that report the highest injury rates. Poor health and safety practices can negatively impact a business on every front—human, operational and financial—decreasing employee productivity, increasing medical and insurance costs, and hindering talent retention. Over time, this can weaken a company's reputation, increase regulatory risk and diminish organizational culture.

To help prevent workplace-related injuries and illnesses, our operations maintain robust health and safety management systems that align with local specificities and regulations.

We leverage a multipronged approach to health and safety and focus our efforts on continuous improvement. Key elements of our strategy include:

○ **Risk Assessments** to identify emerging hazards and apply targeted mitigation strategies

○ **Targeted Training** to address role-specific risks and reinforce a culture of safety and preparedness

○ **Incident & Accident Management Protocols** that promote timely intervention, investigation and applicable corrective actions following an incident or accident

○ **Site Audits** to assess compliance and identify improvement opportunities

○ **Non-Conformities Management** using structured processes to resolve issues, drive continuous improvement, and uphold the highest standards of health and safety performance

In FY2025, global training sessions focused on increasing the understanding of what supporting documentation and evidence is required when uploading LTI data to our global repository. Local trainings focused more on health and safety best practices and ranged from first aid and mental health to fire and industrial equipment safety.

Our global LTI rate increased during the reporting period by approximately 14% to 0.64 compared to 0.56 in our 2020 base year.** This shift calls for stronger local action and greater global oversight; efforts that are already underway. We are working to enhance global protocols and escalation procedures, improving standardization and awareness, and increasing LTI reporting frequency to enable faster global response. We also plan in FY2026 to release a global zero injury ambition.

Performance Highlights:

9
operating sites with ISO certification

4
operating sites with no recorded accidents

~56%
of operating sites with LTI rate below 0.5

*https://unglobalcompact.org/take-action/safety-andhealth
**Independent, third-party assurance services are provided by SGS. SGS assures the Company's disclosed LTI target data according to ISAE3000 standard and the SGS SRA protocol with limited assurance.

THAILAND

Striving for Zero Accidents: A Journey of Safety Excellence

Our commitment to safety goes beyond compliance—it is a core value deeply embedded in our culture. In Thailand, our factory in Chiang Mai has a strong track record of upholding an accident-free work environment; however, management recognized that additional efforts were needed to maintain their "Zero Accident Vision."

The team initiated the strategy in January 2021, applying the Plan-Do-Check-Act (PDCA) continuous improvement cycle. The strategy focused on three core concepts: 1) senior leadership involvement; 2) structured safety management; and 3) employee participation. Employees developed and implemented a comprehensive health and safety policy, emergency procedures and safety training, which were complemented by diligent monitoring and prompt corrective actions as required.

From the implementation date to June 2024, employees in Thailand achieved 3,716,232 accident-free working hours, an accomplishment recognized by the Ministry of Labor. As part of PDCA, the team will continue employee engagement activities to ensure the momentum of safety excellence is sustained.

Additionally, in FY2025, the Company voluntarily joined and contributed to the Ministry of Labor's Zero Accident Campaign, which aims to reduce accident statistics in industrial plants and create safer work environments.

"Through the team's experiential inputs, innovative solutions and focus on safety, we have witnessed significant enhancements in safety measures and a reduction of risks across all areas."

Waraporn Chumrun, Health, Safety and Environment Manager

3,716,232
accident-free
working hours*

*Accident-free working hours achieved between January 2021 and June 2024.

SUPPORT TO FARMERS FOR IMPROVED LIVELIHOODS

Our Company is committed to improving farmer livelihoods* by focusing our efforts on where they deliver the greatest impact. Through targeted agronomic training, technical support and crop diversification initiatives, we help our contracted farmers** increase yields and crop quality, creating more stable, sustainable sources of income.

We are committed to maximizing 100% of contracted farmers' income potential by 2030 through appropriate training in good agricultural practices and the opportunity for crop diversification.

We collaborate with thousands of farmers worldwide, most of whom are smallholder farmers cultivating less than two hectares of land. In fact, an estimated 70% of farms globally operate on less than one hectare of land.‡

Supporting these farmers' livelihoods is therefore essential to their economic resilience and to ensure a stable, sustainable supply of high-quality crops that support the long-term growth of our business.

Our Good Agricultural Practices (GAP) program sets the standard for sustainable and efficient crop production. By adopting GAP, our contracted farmers can lower production costs, enhance crop quality and yields, and build stronger, more resilient livelihoods. GAP compliance also aligns with sustainable crop production practices, driving our sustainability goals forward.

Key objectives of GAP:

- Optimize crop quality and yield
- Efficient use of crop inputs
- Mitigate environmental and social risks
- Secure viability of the farmer and of natural resources

Training† our contracted farmers on the principles and guidelines of GAP is a key element to successful program adoption. During the reporting period, 99.95% of our contracted farmers were trained in GAP.

We also provide training to farmers on complementary crops. Crop diversification offers farmers additional income opportunities while making soil healthier, more fertile and more resilient, benefiting the farmer, our business and long-term agricultural sustainability. In FY2025, 71.15% of our contracted farmers were trained in crop diversification.††

During the reporting period, we also began work on a living income calculator. This tool will standardize how we measure farmers' living incomes against external benchmarks and give us clear line-of-sight into where we need to focus our attention and resources. Additional information on our GAP program can be found in the "Supply Chain" section of this report.

Performance Highlights:

~100%
of farmers
trained in GAP

~71%
of farmers
trained in crop
diversification

Target-related data is measured annually. This data is captured during the crop cycle most aligned with the Company's financial year.

*"Livelihoods" are defined as the means that households obtain and maintain access to the resources necessary to ensure their immediate and long-term survival.

**"Contracted Farmers" or "Contracted Growers" refer to Integrated Production System (IPS) farmers within our direct growing operations.

‡https://www.sciencedirect.com/science/article/pii/S0305750X2100067X?via%3Dihub

†Trainings may include, but are not limited to, structured in-person educational events—attended by groups or held one-on-one with contracted growers—educational opportunities that occur during our field technicians' announced and unannounced visits to contracted farms, virtual or digital training opportunities and review of printed educational materials.

††Field Technicians train farmers on crop diversification during their regular visits to the farm.

ARGENTINA

Protecting Soil Through Sustainable Agricultural Practices

Soil erosion from natural and human-related activities is a persistent challenge in Northwest Argentina, degrading soil quality and compromising long-term agricultural productivity. In FY2025, the local team launched a cover crop and soil conservation trial on contracted farms to help address this issue, aiming to improve soil health, reduce erosion and enhance long-term farm sustainability.

The trial involved planting cover crops, such as oats and sorghum, between tobacco rows during the off season to protect the soil and increase organic matter. The team monitored soil moisture retention, nutrient levels and erosion rates throughout the growing cycle and collected growers' feedback on the impact of these practices on field conditions and crop performance.

Initial results showed improvements in soil structure and moisture conservation, which strengthens tobacco plant health and yield. Cover crops have visibly reduced erosion from heavy rains, while soil compaction has decreased, allowing for deeper root exploration. These changes have driven measurable efficiency gains, including a 38% reduction in farmers' fuel consumption and a 10% increase in yield, alongside reduced water use and overall productivity improvements.

Growers involved in the trial have expressed interest in adopting these methods more widely given the potential for environmental improvements and reduced input costs, benefiting their overall livelihood. The team plans to expand the trial to 69 additional farms in the region as they evaluate long-term impacts on productivity and sustainability.
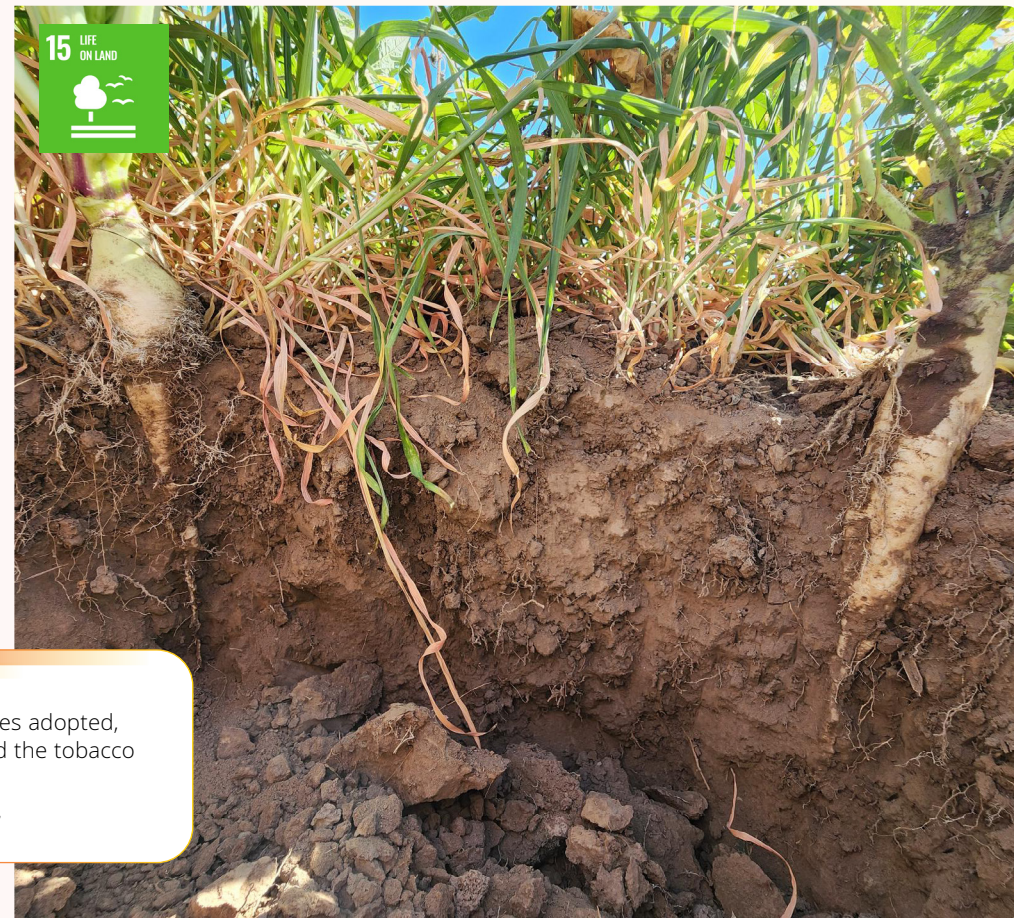
38%
reduction of farmers' fuel consumption

10%
increase in crop yield

"I am very pleased with the practices adopted, providing better soil conditions and the tobacco crop is responding better."

Manuel Ortiz, contracted farmer

15 LIFE ON LAND

MALAWI

Partnering to Promote Mechanization and Improve Farmer Livelihoods

Historically, Malawian smallholder farmers have faced barriers to accessing and utilizing agricultural mechanization, hindering crop productivity and overall farmer livelihoods. To help mitigate this issue, our local team supported the implementation of the Malawi Entrepreneur Agricultural Mechanization initiative, which launched in May 2024. The initiative is designed to bring modern farming tools to smallholder farmers while empowering local entrepreneurs.

One of our customers supplied seed capital to purchase tractors and other agricultural equipment on loan to local service providers. These businesses then provided local farmers with access to services including land tilling, lime application and shelling of farm produce. The project's circular loan structure reinvests principal repayments in acquiring additional machinery for future beneficiaries, supporting a continuous growth cycle for local businesses.

In the first phase, 20 entrepreneurs—15% being women—were equipped with 23 tractors fitted with rippers to loosen hard soil and crumblers to smooth the soil before planting. Each entrepreneur also received a trailer or a maize thresher, enabling them to offer a range of services to local farmers. They were also trained in business management and equipment maintenance, promoting the long-term viability of their operations.

During the first year, over 3,200 hectares of farmland were mechanized, directly benefiting more than 700 farmers. Farmers reported improved soil structure, higher water retention and increased crop yields while simultaneously reducing manual labor and associated costs.

Now in its second year, the goal is to prioritize scale—reaching more growers, improving farmers' livelihood and strengthening additional rural communities.

3,200+
hectares of farmland
mechanized

700+
farmers directly
benefited

LABOR STANDARDS IN THE AGRICULTURAL SUPPLY CHAIN

Pyxus is committed to protecting human rights across our supply chain, a principle embedded in our Company culture and operations. Our Agricultural Labor Practices (ALP) program sets clear expectations for human rights compliance at the farm level, and we are focused on educating farmers while addressing the root causes of human rights issues.

We are committed to:

○ Maintaining zero tolerance for forced or child labor on contracted farms, and acting to remediate 100% of identified instances

○ 100% of contracted farmers being covered by our human rights due diligence

Promoting fair, safe and lawful working conditions, particularly at the farm level, is critical to protecting human rights, supporting farmer livelihoods and ensuring long-term sustainability of our supply chain. With one in three occupational fatalities occurring in agriculture, the industry's risks emphasize the importance of prioritizing worker safety and well-being as fundamental components of responsible sourcing.

Our approach to human rights due diligence[*] is informed by the United Nations Guiding Principles on Business and Human Rights (UNGPs) and is underscored by a cycle of continuous improvement focused on embedding responsible business practices within the supply chain; identifying and prioritizing adverse impacts; stopping, preventing or mitigating the adverse impacts; measuring effectiveness; and reporting to stakeholders.

Our ALP standards serve as the foundation of our human rights due diligence program, which is assessed through five key metrics we strive to achieve.

1. Maintain a comprehensive ALP program featuring farmer education, training and ongoing farm monitoring,[**][†] empowering contracted farmers[††] to uphold ethical labor practices.

2. Farmer contracts, signed annually by the farmer and our Company, stipulate adherence to our human rights standards, programs and policies.

3. Company employees responsible for building strong farmer relationships are trained in human rights topics, positioning them to appropriately educate contracted farmers on our ALP principles.

4. Trained Company employees conduct farm visits throughout the crop cycle, both announced and unannounced, to provide guidance on both crop and human rights topics and monitor for ALP compliance.

5. Offer accessible grievance mechanisms, providing a platform for stakeholders to report potential or actual human rights concerns.

We recognize that human rights issues often have underlying systemic causes, such as poverty and limited access to education. These issues cannot be solely addressed through our ALP program, which is why we partner with stakeholders to launch initiatives—such as after-school activities and school infrastructure improvements—that help address root causes.

Our due diligence efforts have resulted in 99.7% of identified child and forced labor incidents being remediated, and 98.74% of our contracted farmers being monitored[†] as part of our human rights due diligence program during the reporting period.

In FY2024, the Company's Internal Audit department initiated an assessment to evaluate certain criteria and data supporting our monitoring of ALP compliance and human rights due diligence for contracted farmers. The assessment concluded in FY2025 and provided valuable feedback and areas for improvement.

One of the strengths identified in the assessment was that farmer contracts were provided for all sampled farmers for the applicable crop cycle, and that each contract required the farmer to adhere to our human rights standards, programs and policies. To address areas identified for improvement, a management response plan was created, and the appropriate departments will undertake associated actions beginning in FY2026.

Performance Highlights:

~100%
of identified and reported child or forced labor incidents remediated

~99%
of contracted farmer's were monitored as part of the human rights due diligence program

[*]"Due diligence" refers to the process to identify, prioritize, respond, measure, and report on actual and potential negative impacts in the agricultural supply chain, which aspires to align with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

[**]"Farm Monitoring" refers to a continuous process with systematic collection and reporting of data on specified indicators to provide management and key stakeholders with an ongoing indication of the extent of implementation, progress and achievement.

[†]Our contracted farmers are considered "Monitored" as part of our human rights due diligence program if 90% of assigned ALP questions have been recorded during the crop cycle that is most aligned to the reporting period. Assigned questions vary on conditions on the farm; for example, the employment of labor.

[††]"Contracted Farmers" or "Contracted Growers" refer to Integrated Production System (IPS) farmers within our direct growing operations.

Target-related data is measured annually. This data is captured during the crop cycle most aligned with the Company's financial year.

MALAWI

Growing Our Impact: Fostering Lifelong Hobbies to Combat Child Labor

Preventing child labor within the supply chain is essential to the sustainability of both farmers and the industries we serve. Worldwide, we address child labor by consistently monitoring our contracted farms, taking swift corrective action, educating growers and communities and providing opportunities to boost yields—helping farmers increase their income. In certain origins, we support after-school programs, which encourage school attendance, reduce the risk of child labor and support children's physical, mental and social development.

In our FY2022 Sustainability Report, we shared information about our Company's after-school chess program in Malawi. Our local team, with assistance from one of our customers, partnered with the Chess Association of Malawi (CHESSAM) to provide students and teachers training on the game of chess and access to the equipment needed to play.

During the reporting period, students from 21 schools enrolled in the program—approximately 1,042 students—and six of those students represented their schools in the African Youth Chess Championship in South Africa. The program surpasses the national average in total headcount, an indicator of its effectiveness.

Since the program began, child labor incidents in the areas where the program has been implemented have decreased approximately 89%, including a 30% decline between crop years 2023 and 2024.* A new cycle of the CHESSAM project has begun, continuing the momentum of this impactful initiative.

89%
reduction of child labor incidents

21 schools
1,042 students

30%
reduction between crop years 2023 to 2024

*A "Crop Year" refers to the time period from when the crop is planted through crop marketing (buying) season.

ARGENTINA

Growing Our Impact: Mitigating Child Labor Risks and Promoting Sustainable Agriculture

In our FY2023 Sustainability Report, we highlighted our Company's role in founding the Brazos Abiertos, or Open Arms, program in Argentina in 2003 and the impact it has made in its first 20 years.

This initiative addresses poverty and the limits on educational opportunities—key drivers of child labor—by helping local youth complete their schooling and build future career prospects while also teaching students and their families about sustainable farming. A core activity is providing school-aged children with a safe and engaging environment during school breaks that overlap with the tobacco harvest, reducing the risk of child labor.

The Open Arms program continues to expand its reach, benefiting approximately 29,200 students in FY2025. Since its launch, approximately 64,000 students across Argentinian tobacco-growing communities have benefited.

Students Across Argentinian Tobacco-growing Communities Benefited:

29,200
students in FY2025

64,000
students since launch

SUPPORT TO LOCAL COMMUNITIES

The communities in which we operate are essential to the strength and success of our business. We strive to be an active member of the community and are committed to supporting community health and stability through projects to improve access to education, healthcare, and clean water and sanitation.

We are committed to benefiting 150,000 people globally per year through our community support programs by 2030.

As a global agricultural company, our operations extend across developing countries and rural communities, where social and economic disparities are often most pronounced. In emerging markets, less than 15% of rural residents have access to safely managed drinking water compared with

nearly 60% in urban areas.* Similar gaps persist in access to healthcare and quality education, underscoring why we invest in community support initiatives that promote equitable growth and long-term resilience.

We strive to align our community support initiatives with the United Nations Sustainable Development Goals as well as our global sustainability strategy. Our local operations identify location-specific initiatives where we can have the greatest impact, helping ensure our programs address community priorities and needs.

To accelerate positive results, we work with industry partners, NGOs, and community stakeholders to address systemic issues behind broader industry challenges, such as child labor. Through collective action, we deliver tangible results that contribute to stronger, more sustainable communities.

During the reporting period, we led or contributed to more than 100 community support projects worldwide benefiting approximately 323,340 people.** These actions do not include our farmer-focused initiatives, which are calculated separately. Success is measured by the number of individual beneficiaries[†] per project and, as part of our process of continuous improvement, we are currently evaluating other key, impact-focused community support metrics to adopt.

Performance Highlights:

~323,340
people benefited from our community support initiatives

20
company sites in 14 countries had at least one initiative

*https://datatopics.worldbank.org/world-development-indicators/stories/from-water-to-electricity.html

**Independent, third-party assurance services are provided by SGS. SGS assures the Company's disclosed community support target data according to ISAE3000 standard.

[†]A "Beneficiary" is an individual that directly receives value from the Company's community-support initiatives, such as funding, services, resources or capacity-building.

INDONESIA

On the Move, Growing Income and Impact

The Company's contracted farmers are expected to comply with our Agricultural Labor Practices (ALP) and Good Agricultural Practices (GAP) programs and receive regular training in these practices as part of our farmer engagement efforts. In Indonesia; however, our team recognized that many non-contracted farmers lacked ALP and GAP awareness, increasing the potential for non-compliance due to shared resources and labor networks across the farmer community.

To mitigate this risk, the team introduced the Mobile Training Van Program, helping them institute a community-based approach while overcoming logistical barriers by bringing the training into the community. These free trainings are attended by both contracted and non-contracted farmers, as well as their families, farmworkers and members of the community.

During the 2023 crop season, over 2,300 contracted growers and 900 community members attended the training program. By 2024, outreach grew to nearly 3,000 contracted farmers and 700 community members.

Following the 2024 crop season, the team expanded the scope of the training material, working with the government and other agricultural companies to offer mobile sessions on crop diversification. As a result, 270 contracted and non-contracted farmers were trained on the topic, equipping them with knowledge to enhance farm resilience and economic stability.

2,300
contracted growers and
900
community members trained in 2023

3,000
contracted farmers and
700
community members trained in 2024

13 CLIMATE ACTION

15 LIFE ON LAND

BRAZIL

Supporting Education in Rural Communities

As part of our commitment to supporting the communities in which we operate, our team in Brazil partnered with the Centro Educacional Padre Dionísio Peluso to promote innovative learning and education. Since the start of our partnership, nearly 100 students have participated in more than 100 hours of activities, achieving a 94% attendance rate, and demonstrating the impact of meaningful, hands-on learning.

Through donations of technology and science equipment, the school was able to introduce more hands-on projects in FY2025 including the Scientific Garden, where students can connect classroom learning with practical experience by growing and studying plants used for food and teas.

Utilizing a fully equipped laboratory and new learning materials, science classes have become more engaging and interactive. Students are developing technical skills, creativity, teamwork abilities and a stronger appreciation for the environment. The project also extends beyond the classroom with students painting murals, creating recipes using ingredients from the Scientific Garden and sharing their learnings at home.

~100
students have benefited

100+
hours of activities

94%
student attendance rate

MOTIVATED, SKILLED & ENGAGED EMPLOYEES

Our employees are the driving force behind our success, and we are committed to creating an environment where they can thrive. Guided by our STAR values—Supportive, Transparent, Adaptable and Responsible—and strengthened by our investment in employee development, we are building a motivated, skilled and united workforce that delivers value across our business and to all stakeholders.

We are committed to:

○ Providing 20 hours of training per full-time employee per year by 2030

○ Increasing the number of women in leadership roles in each country by 10% or more and increasing the number of women in global leadership positions by 30% or more by 2030

○ Achieving gender pay equity within our operations by 2030 through equal pay for work of equal value
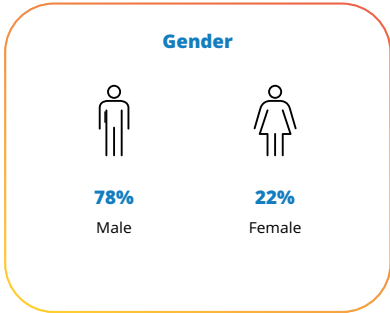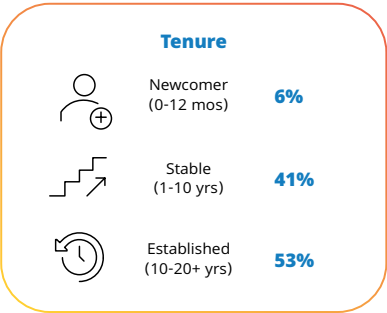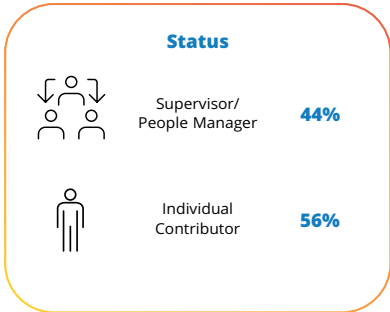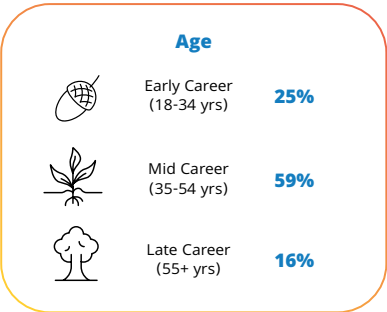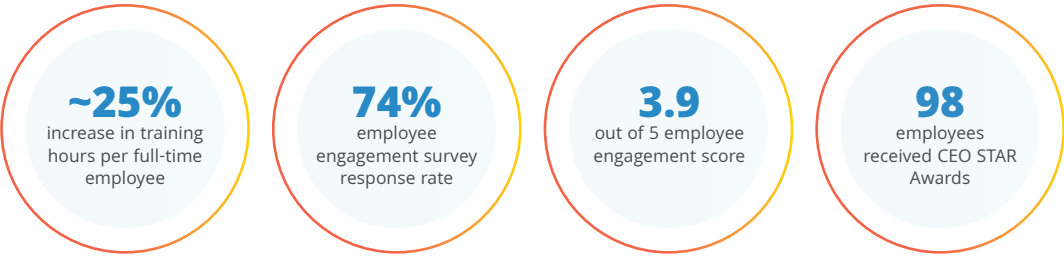
Businesses with engaged employees consistently outperform those with disengaged workforces in productivity, retention and overall performance. This engagement positively impacts a company's results, with highly engaged business units achieving 10% higher customer loyalty and 18% higher sales productivity.*

We are dedicated to fostering a culture of continuous learning and development, offering employees resources that support ongoing education such as leadership development programs, regional tuition reimbursement and access to our global, virtual training platform.

At the end of the reporting period, we were finalizing the Company's transition to our new online professional development platform, LinkedIn Learning, which will increase virtual learning opportunities for employees, including courses curated by job type and career level. Additionally, we were pleased to see a 24.62% increase in reported training hours** for FY2025, increasing from 3.25 hours to 4.05 hours.

During the reporting period, our global workforce, comprised of approximately 3,100 employees,[†] participated in our revamped employee engagement survey. We achieved a 74% response rate and an engagement score of 3.9 out of 5. This score reflects the average of employee responses across all 11 question categories and indicates the overall sentiment employees have toward their work and the organization. Additional information on the survey results in relation to sustainability, can be found in the "Our Approach" section of this report.

Performance Highlights:

~25% increase in training hours per full-time employee

74% employee engagement survey response rate

3.9 out of 5 employee engagement score

98 employees received CEO STAR Awards

Age
- Early Career (18-34 yrs) **25%**
- Mid Career (35-54 yrs) **59%**
- Late Career (55+ yrs) **16%**

Status
- Supervisor/People Manager **44%**
- Individual Contributor **56%**

Tenure
- Newcomer (0-12 mos) **6%**
- Stable (1-10 yrs) **41%**
- Established (10-20+ yrs) **53%**

Gender
- **78%** Male
- **22%** Female

*https://www.gallup.com/workplace/236366/right-culture-not-employee-satisfaction.aspx?
**The term "reported training hours" refers to the average time employees spend participating in virtual trainings on a combination of three platforms: SAI360 (compliance training); Knowbe4 (cybersecurity awareness training), and Percipio and LinkedIn Learning (employee development courses).
†Excludes seasonal employees.

BRAZIL

Building a Stronger Workforce

In early 2024, feedback from managers and performance evaluations at our operations in Brazil revealed a consistent theme: a need for stronger leadership and more effective communication. These insights highlighted a broader challenge and a valuable opportunity. It became clear that investing in continuous learning was essential to the growth of both our employees and our organization.

In response, we launched a comprehensive training initiative designed to provide structured and meaningful development for every team member. The goal was to offer targeted learning experiences that enhance individual capabilities and align with business needs.

Throughout the year, we delivered a series of training sessions both online and in person, covering a wide range of topics, including technical skills, behavioral development and strategic leadership. The local Human Resources team led the initiative with support from department leaders and external instructors. By the end of 2024, every employee had completed an average of over 20 hours of training.

Employees reported feeling more empowered and better equipped to meet the demands of their roles, while managers agreed they saw measurable improvements in performance and engagement. Most importantly, the Company took a significant step forward in building a culture of growth, learning and shared success. Our commitment to development in 2024 not only addressed immediate needs but also laid a strong foundation for long-term excellence.

20+
hours of training
per employee

This case study references calendar year 2024, the majority of which occurred during the reporting period, FY2025.

GRI INDEX

Statement of use: Pyxus International has reported the information cited in this GRI content index for the period April 1, 2024 to March 31, 2025 with reference to the GRI Standards.

○ **GRI 1 used**

○ **GRI 1: Foundation 2021**

Disclosure	Location/Comment
GRI 2: General Disclosure	
Disclosure 2-1 Organizational details	Page 2. More details available in our FY2025 Annual Report.
Disclosure 2-2 Entities included in the organization's sustainability reporting	Page 2. More details available in our FY2025 Annual Report.
Disclosure 2-3 Reporting period, frequency and contact point	Page 1. The reporting period for this sustainability report is April 1, 2024 to March 31, 2025, unless otherwise stated. We report sustainability annually. For any questions, please contact us at sustainability@pyxus.com.
Disclosure 2-4 Restatements of information	No restatement for information for the reporting period.
Disclosure 2-5 External assurance	Page 1. The verified data has been assured with limited assurance.
Disclosure 2-6 Activities, value chain and other business relationships	Pages 3, 16-18.
Disclosure 2-7 Employees	Page 2.
Disclosure 2-8 Workers who are not employees	Pyxus engages with contractors and external experts on projects that need specific skills and experience; however, data for these types of relationships is not reported at current time.
Disclosure 2-9 Governance structure and composition	Page 13. For more information, please see our Corporate Governance Guidelines and Definitive Proxy Statement on pyxus.com.
Disclosure 2-10 Nomination and selection of the highest governance body	Page 13. For more information, please see our Corporate Governance Guidelines and Definitive Proxy Statement on pyxus.com.
Disclosure 2-11 Chair of the highest governance body	Page 13.
Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	Page 13.
Disclosure 2-13 Delegation of responsibility for managing impacts	Page 13.
Disclosure 2-14 Role of the highest governance body in sustainability reporting	Page 9.
Disclosure 2-15 Conflicts of interest	Please see our Code of Business conduct on pyxus.com.

GRI INDEX

Disclosure	Location/Comment
GRI 2: General Disclosure	
Disclosure 2-16 Communication of critical concerns	Please see our Code of Business conduct on pyxus.com.
Disclosure 2-17 Collective knowledge of the highest governance body	Pages 13 and 14.
Disclosure 2-18 Evaluation of the performance of the highest governance body	Formal evaluation process for performance of the highest governance body is in development. Please see our Corporate Governance Guidelines on pyxus.com.
Disclosure 2-19 Remuneration policies	Please see our Annual Report on pyxus.com.
Disclosure 2-20 Process to determine remuneration	Please see our Annual Report on pyxus.com.
Disclosure 2-21 Annual total compensation ratio	This data is not currently reported.
Disclosure 2-22 Statement on sustainable development strategy	Page 3.
Disclosure 2-23 Policy commitments	Page 9. For more information, visit pyxus.com.
Disclosure 2-24 Embedding policy commitments	Details can be found throughout this sustainability report. Key pages include 8-9 and 13-17.
Disclosure 2-25 Processes to remediate negative impacts	Page 13-17.
Disclosure 2-26 Mechanisms for seeking advice and raising concerns	Page 14.
Disclosure 2-27 Compliance with laws and regulations	Page 14. Please also see our Code of Business Conduct on pyxus.com.
Disclosure 2-28 Membership associations	Page 8.
Disclosure 2-29 Approach to stakeholder engagement	Page 8.
Disclosure 2-30 Collective bargaining agreements	Please see our Human Rights Policy on pyxus.com.
Disclosure 3-1 Process to determine material topics	Page 7.
Disclosure 3-2 List of material topics	Page 7.

GRI INDEX

Disclosure	Sector standard ref #	Location/Comment
GRI 13 Material Disclosure		
13.1 Emissions		
Disclosure 3-3 Management of material topics	13.1.1	Page 21.
Disclosure 305-1 Direct (Scope 1) GHG emissions	13.1.2	Page 21. Scope 1: 54,690 metric tCO_2e.
Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	13.1.3	Page 21. Scope 2: Location Based: 28,674 metric tCO_2e, Scope 2: Market Based: 26,301 metric tCO_2e.
Disclosure 305-3 Other indirect (Scope 3) GHG emissions	13.1.4	Page 21.
Disclosure 305-4 GHG emissions intensity	13.1.5	Page 22.
Disclosure 305-5 Reduction of GHG emissions	13.1.6	Page 21.
13.2 Climate adaptation and resilience		
Disclosure 3-3 Management of material topics	13.2.1	Page 13.
Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	13.2.2	Page 21.
13.4 Natural ecosystem conversion		
Disclosure 3-3 Management of material topics	13.4.1	Page 19.
Percentage of sourced volume determined to be deforestation- or conversion-free	13.4.3	Page 19.
13.5 Soil health		
Disclosure 3-3 Management of material topics	13.5.1	Pages 17 and 19.
Soil Management Practices	13.5.1	Pages 19 and 28.
13.6 Pesticide Use		
Disclosure 3-3 Management of material topics	13.6.1	Page 17. Pyxus refers to pesticides as crop protection agents (CPAs).

GRI INDEX

Disclosure	Sector standard ref #	Location/Comment
GRI 13 Material Disclosure		
13.7 Water and effluents		
Disclosure 3-3 Management of material topics	13.7.1	Page 25.
Disclosure 303-1 Interactions with water as a shared resource	13.7.2	Page 25.
Disclosure 303-3 Water withdrawal	13.7.4	Page 25.
13.8 Waste		
Disclosure 3-3 Management of material topics	13.8.1	Page 28.
Disclosure 306-1 Waste generation and significant waste-related impacts	13.8.2	Page 28.
Disclosure 306-2 Management of significant waste related impacts	13.8.3	Page 28.
Disclosure 306-4 Waste diverted from disposal	13.8.5	Page 28.
Disclosure 306-5 Waste directed to disposal	13.8.6	Page 28.
13.12 Local communities		
Disclosure 3-3 Management of material topics	13.12.1	Page 39.
Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	13.12.2	Pages 39-41.
Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities	13.12.3	Pages 39-41.
13.15 Non-discrimination and equal opportunity		
Disclosure 3-3 Management of material topics	13.15.1	Please see our Code of Business Conduct on pyxus.com.

GRI INDEX

Disclosure	Sector standard ref #	Location/Comment
GRI 13 Material Disclosure		
13.16 Forced or compulsory labor		
Disclosure 3-3 Management of material topics	13.16.1	Page 36. Please see our Human Rights and Supply Chain Transparency report on pyxus.com.
Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	13.16.2	Page 36. Please see our Human Rights and Supply Chain Transparency report on pyxus.com.
13.17 Child labor		
Disclosure 3-3 Management of material topics	13.17.1	Page 36. Please see our Human Rights and Supply Chain Transparency report on pyxus.com.
Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor	13.17.2	Pages 36-39. Please see our Human Rights and Supply Chain Transparency report on pyxus.com.
13.18 Freedom of association and collective bargaining		
Disclosure 3-3 Management of material topics	13.18.1	Please see our Human Rights Policy on pyxus.com.
13.19 Occupational health and safety		
Disclosure 3-3 Management of material topics	13.19.1	Page 31.
Disclosure 403-1 Occupational health and safety management system	13.19.2	Pages 31-32.
Disclosure 403-2 Hazard identification, risk assessment, and incident Investigation	13.19.3	Pages 31-32.
Disclosure 403-5 Worker training on occupational health and safety	13.19.6	Pages 31-32.
Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	13.19.8	Page 31. Described in the fifth ALP principle and part of the supply chain due diligence process.
Disclosure 403-9 Work-related injuries	13.19.10	Page 31.
13.22 Economic inclusion		
Disclosure 3-3 Management of material topics	13.22.1	Page 33.
Disclosure 203-2 Significant indirect economic impacts	13.22.4	Page 33.

GRI INDEX

Disclosure	Sector standard ref #	Location/Comment
GRI 13 Material Disclosure		
13.23 Supply chain traceability		
Disclosure 3-3 Management of material topics	13.23.1	Page 17.
13.25 Anti-competitive behavior		
Disclosure 3-3 Management of material topics	13.25.1	Pages 12-14. Please see our Code of Business Conduct on pyxus.com.
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	13.25.2	No legal actions for anticompetitive behavior during the reporting period.
13.26 Anti-corruption		
Disclosure 3-3 Management of material topics	13.26.1	Pages 12-14. Please see our Code of Business Conduct on pyxus.com.
Disclosure 205-2 Communication and training about anti-corruption policies and Procedures	13.26.3	Pages 12-14.
Disclosure 205-3 Confirmed incidents of corruption and actions taken	13.26.4	No confirmed incidents during the reporting period.