### Sustainability at Universal

Supply Chain Integrity and Traceability

Social Responsibility Practices

Good

Agricultural

Embedding Sustainability in the Supply Chain Emissions Monitoring and Reduction Projects

Health and Safety

> Environmental Protection

Agricultural Labor Practices

## Sustainability at Universal

- Our commitment to sustainability encompasses a wide array of programs and initiatives
- We have committed to annual sustainability reporting
- Our Nominating and Corporate Governance Committee oversees our Environment, Social and Governance programs
- Sustainability effort with respect to our facilities and with our supply chain focus on agricultural labor practices and environmental impacts

## **Agricultural Labor Practices**

#### Universal Commits to:

- No child labor on contracted farms by Calendar Year (CY) 2025
- Access to personal protective equipment (PPE) for farmers and farm workers on contracted farms where we supply crop inputs by CY 2022
- Minimum wage paid to farm workers on contracted farms by CY 2022
- Appropriate farm worker accommodations on contracted farms by CY 2022, where applicable



#### Source tobacco through **185,000+** direct contracted growers



## 2,300+

Agronomists and leaf technicians who work directly with growers

## 1,600,000+

Farm Visits and Contacts by Field Technicians



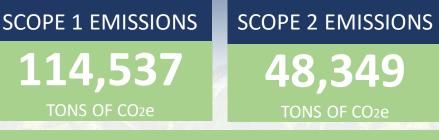
### **Environmental Impacts**



#### **Universal Commits to:**

- Reduce absolute Scope 1 and 2 • Greenhouse Gases (GHG) emissions 30% by CY 2030 from a 2020 base year and Scope 3 GHG emissions from purchased goods and services 30% within the same timeframe
- Collect 5 Million Liters of Rainwater • annually for operational use by CY 2025
- Compost or recycle • 75% of waste annually by CY 2025

RAINWATER	PERCENT	PERCENT	
COLLECTED	COMPOSTED	RECYCLED	
3.4	17%	42%	
MILLION LITERS			4







# 11,800,000+

Planted Trees in FY2020 Crop

23,000+ Improved Flue-Cured Curing Barns Around the World



## Benefits of a Supply Chain Focused on Sustainability

FOR FARMERS	FOR CUSTOMERS	Universal FOR UNIVERSAL
<ul> <li>Shared best practices to help improve yields and value and promote fair labor practices</li> </ul>	<ul> <li>Responsibly sourced products that suit each customer's requirements</li> </ul>	<ul> <li>Broad customer support</li> <li>Focus on efficiency and diversity in the supply footprint</li> </ul>
<ul> <li>Focused and proactive support from leaf technicians</li> <li>Access to global marketplace</li> </ul>	<ul> <li>Greater transparency on compliance with good agricultural and labor practices</li> <li>A more responsive tobacco supply chain</li> </ul>	<ul> <li>Development of mutually beneficial relationships with farmers and supply chain stakeholders</li> </ul>

To read the full Universal Corporation Sustainability Report for Fiscal Year 2020, please click link below:

http://www.universalcorp.com/Resources/Practices/2020%20Universal%20Sustainability%20Report.pdf