

GENERAL SHAREHOLDERS' MEETING 2026

IDENTITY, CURRICULUM VITAE AND CATEGORY OF
THE DIRECTORS WHOSE RATIFICATION AND
APPOINTMENT IS PROPOSED

Director's name	Category	Corporate name of significant shareholder represented
MR. KEVIN MASSIE	Proprietary	IMPERIAL BRANDS PLC

Mr. Kevin Massie was appointed by co-option as Director of Logista Integral, S.A. on 1 September 2025, classified as a proprietary director representing Imperial Brands PLC. His appointment is subject to ratification by the next General Shareholders' Meeting. On the same date, he was also appointed as a member of the Appointments and Remuneration Committee.

Mr. Massie joined Imperial Brands PLC in 2024 as General Counsel. He is a member of the Executive Committee of the Imperial Brands Group and is responsible for Legal Advisory, Governance, Risk Management, and Regulatory Compliance functions. He has over 20 years of experience in international legal practice within regulated and consumer goods sectors, having worked across Asia, Africa, and North America.

Prior to joining Imperial Brands PLC, Mr. Massie served as General Counsel and Company Secretary at PZ Cussons PLC. He previously held senior legal positions at Vivo Energy and Tullow Oil PLC. He began his career as a capital markets and M&A lawyer at Canadian law firms, later joining Ashurst LLP in its Dubai office.

Mr. Massie holds a Juris Doctor degree from Queen's University in Canada and a Bachelor's degree in History and Political Science from Trent University.

Director's name	Category	Corporate name of significant shareholder represented
MR. MARTIN STAUNTON	Proprietary	IMPERIAL BRANDS PLC

Mr. Martin Staunton was appointed by co-option as Director of Logista Integral, S.A. on 16 July 2025, classified as a proprietary director representing Imperial Brands PLC. His appointment is subject to ratification by the next General Shareholders' Meeting.

Mr. Staunton joined Imperial Brands PLC in 2024 as Director of Strategic Transformation, being responsible for executing the strategic transformation of the Imperial Brands Group.

Prior to joining Imperial Brands PLC, Mr. Staunton held various senior positions in strategic, commercial, and operational areas, most recently serving as Vice President of Transportation Technology at Intertek PLC. He previously served as Director of Corporate Development and Head of Strategy at Inchcape PLC, and earlier worked in corporate finance at PwC.

Mr. Staunton holds a degree in Business Management from Loughborough University and is a certified Chartered Accountant.

Director's name	Category
MS. MARCELLA PANUCCI	Independent

Ms. Marcella Panucci is a distinguished Italian jurist, academic and public policy expert whose career spans high-level roles in government, academia and corporate governance.

Ms Panucci currently serves as advisor to the Italian Minister of University and Research: She serves as Independent Director at Monte dei Paschi di Siena Bank (where she chairs the Related-Party Transactions Committee and sits on the Remuneration Committee), and as Board member of Tuscany Airports.

She began her governmental career as Head of the Technical Secretariat and Economic Adviser to the Italian Minister of Justice (2011–2012). In 2012, she was appointed General Director of the General Confederation of Italian Industry (in Italian *Confederazione Generale dell'Industria Italiana*, known as Confindustria), Italy's leading industrial federation of manufacturing and service companies, where she served for eight years. She later held several strategic roles within the Italian government.

Marcella Panucci graduated in Law from LUISS Guido Carli University in Rome, where she currently serves as associate professor. Her academic journey continued at University College London and she earned a PhD in Competition Law from the University of Perugia.