



Announcement of changes to the Board of Directors of British American Tobacco Kenya plc

The Board of Directors of British American Tobacco Kenya plc (the 'Company') hereby announces the appointment of **Mr. Philemon Kipkemoi** as an Executive Director, **Mr. André Willem Joubert** and **Mrs. Marion Gathoga-Mwangi** as Non-Executive Directors effective **28th May 2020**.



Mr. Kipkemoi has been with the BAT Group for 14 years. He joined BAT Kenya in 2007 from Pricewaterhouse-Coopers (PwC) as Internal Audit Manager. He has subsequently held various senior finance management roles within the BAT Group, including; Finance Controller BAT Uganda & Big Ben Tobacco DRC, Finance Controller & Head of Operations Finance - BAT East & Central Africa and most recently, Head of Finance for BAT Horn of Africa & Indian Ocean Islands. He holds a Bachelor of Technology degree from Moi University and a Master's degree in Business Administration (MBA) from Oxford Brookes University – UK. He is a fellow of the Association of Chartered Certified Accountants (ACCA). He is also a Non-Executive Director of British American Tobacco Uganda Limited (a company listed on the Uganda Securities Exchange), a Director & General Manager for BAT Eritrea Limited and Chair of the Board of Trustees of the BAT Kenya Staff Provident Funds.



Mr. Joubert, a South African national, joined the BAT Group in November 1999 and is currently the Area Director, BAT East & Southern Africa. He has extensive experience from various senior finance and management roles having worked as the Regional Head of Finance, East Europe, Middle East & Africa; Area Director, Caucasus & Central Asia; General Manager, Southern Africa Markets; Chief Finance Officer, Bentoel Investama (an Indonesian listed company), among others. Prior to his current role he was the Regional Head of Finance, Americas & Sub-Saharan Africa based in the United Kingdom. He brings a wealth of experience having worked in the tobacco, mining, banking and audit industries and across several jurisdictions notably the United Kingdom, South Africa, Indonesia, Switzerland and Zimbabwe.

He is a licensed Chartered Accountant (South Africa) and holds a Certificate in the Theory of Accountancy, from the University of South Africa and a Bachelor of Commerce (Hons) from University of Pretoria.



Mrs. Gathoga-Mwangi is currently the Managing Director of BOC Kenya plc, the leading gases and engineering solutions company in Kenya and a company listed on the Nairobi Securities Exchange (NSE). Prior to her current role, she served as the Head of the Association of Chartered Certified Accountants (ACCA) - Kenya. She has over 20 years of local and international experience in commercial and general management, predominantly in manufacturing. She has previously served as the Country Head, Groupe Lactalis – Parmalat Botswana (Pty); Country Director, Cadbury Kenya & East Africa Limited; General Manager, Unga Limited and had a distinguished career with Bayer East Africa. She holds a Bachelor of Science (Honours) degree in International Business Administration from the United States International University (USIU) Kenya. She is a long serving Trustee of the Palmhouse Foundation (an education trust), a Member of Women Corporate Directors and a Council Member of Superbrands East Africa.

The Board also announces that **Mr. Sidney Wafula**, currently the Finance Director of the Company will resign as a Director on **24th June 2020** and thereafter be appointed as an **alternate Director** to Mr. Joubert with effect from 25th June 2020. The resignation follows his deployment to South Africa as Finance Director for BAT East & Southern Africa. Mr. Kipkemoi will succeed him as the Company's Finance Director.



Mr. Wafula joined BAT Kenya in 2006 as Head of Audit. He has subsequently held other senior management roles in Finance within the BAT Group including Head of Operations Finance, then Marketing Finance for BAT West Africa Area based in Lagos, Head of Finance BAT Egypt based in Cairo, Head of Finance for BAT Group's Southern Africa Markets operations, based in Mozambique and most recently Head of Finance, East & Central Africa. He is a Certified Public Accountant of Kenya and holds a Bachelor of Commerce (Accounting) Degree from the Catholic University East Africa (Kenya). He is a Member of the Institute of Certified Public Accountants of Kenya.

The Chairman and the Board congratulate and welcome Mr. Kipkemoi, Mr. Joubert and Mrs. Gathoga-Mwangi to the Board. The Board also thanks Mr. Wafula for his dedicated and distinguished service.

On behalf of the Board,

Waeni Ngea (Ms.)
Company Secretary

28th May 2020