



PRESS RELEASE

BAT Kenya Board Announces Executive Leadership Transition as Part of its Succession Plan

Nairobi, Tuesday, March 3, 2026: As part of BAT Kenya's executive leadership succession plan, the Board of BAT Kenya has today announced the appointment of Sidney Wafula as Managing Director effective June 16, 2026. This follows the transition of Crispin Achola from the role effective June 15, 2026, to pursue opportunities outside the BAT Group after an illustrious five-and-a-half-year tenure where he oversaw the continued transformation of the business.

Crispin was appointed the Company's managing director on January 1, 2021, and has led the business through a period marked by significant market complexity, regulatory evolution, and strategic transformation.

During his tenure, BAT Kenya strengthened its operational resilience, enhanced commercial execution, and delivered sustained value for shareholders.

Under his leadership, he strengthened the Company's operational resilience, reinforced its export franchise and advanced its strategic agenda to ensure long-term competitiveness and sustainability. The Company's solid share price performance and consistent dividend track record during this period reflect disciplined execution and the positive impact of his leadership on the Company's success.

Commenting on the change, Crispin said:

"It has been an honour to lead BAT Kenya and to work alongside a talented and dedicated team to deliver historical results. I am proud of what we have achieved together — strengthening our fundamentals, delivering shareholder value, and positioning the business for continued success. I thank our Board of Directors for their continued guidance and support, as well as our employees, partners, shareholders, and stakeholders for their collaboration throughout this journey."

Sidney is currently the Finance Director for BAT Sub-Saharan Africa Area. He joined BAT Kenya in 2006 as Head of Audit. He has held various senior management roles within the BAT Group including Head of Operations and 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, Head of Finance, East and Central Africa and Finance Director for BAT Kenya.



These assignments have provided him with broad perspective and experience in developing business strategy, enhancing financial and operational performance, and leading diverse teams across the varied cultures of Sub-Saharan Africa.

Concurrently, the Board has announced the appointment of Catherine Chepkong'a as Finance Director effective April 1, 2026. This follows the transition of Philemon Kipkemoi, effective 31st March 2026, to pursue his career interests outside the Company, following a distinguished 19-year career with the organisation. Philemon has served with exceptional dedication in various finance leadership roles across East and Southern Africa.

Since his appointment as Finance Director in 2020, he has played a pivotal role in driving the Company's strategic ambitions, delivering strong financial performance, sustaining shareholder value growth and building high performing, multi-disciplinary finance teams.

His leadership has strengthened financial governance and guided major strategic and transformational initiatives. He leaves the Company well positioned, with an empowered organisation ready to continue with the momentum.

On his part, Philemon said:

"It has been a privilege to serve this great organization, and I am proud that together we have consistently delivered shareholder value. I leave behind an empowered organisation, ready to drive for greater success."

Catherine joined the BAT Group in 2012 and brings extensive, multi market finance leadership to the Company. She has held several strategic roles, including Head of Finance and Non-Executive Director for Uganda, Finance Controller for the East Africa Markets, Head of Finance for the Horn of Africa and Indian Ocean Islands, and most recently Finance Controller for the East and Southern Africa Markets. Catherine also serves as a Trustee of the BAT Kenya Staff Provident Fund.

Commenting on the changes, BAT Kenya Board Chair, Rita Kavashe, said:

"The board thanks both Crispin and Philemon for their leadership, professionalism, and substantial contribution to the Company's growth and transformation agenda. These changes represent the Company's long-term succession planning and is evidence of a strong talent pipeline within the organisation. On behalf of the Board of BAT Kenya, I wish them every success in their future endeavours.

"At the same time, we are delighted to welcome Sidney and Catherine to the leadership of the company and look forward to close collaboration in our pursuit of delivering transformation in our business that is anchored on our vision of delivering A Better Tomorrow."



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ABOUT BAT KENYA

BAT began operations in Kenya in 1907. BAT Kenya has been listed on the Nairobi Securities Exchange (NSE) since 1969. As of 31st January 2026, the total number of shareholders was 7388, where 7255 were local shareholders. The Company is in the business of tobacco farming and processing, manufacturing, sale and export of cigarettes and other tobacco and nicotine products. The Company has a manufacturing plant in Nairobi and a Green Leaf Threshing Plant in Thika. This is a strategic manufacturing hub for the BAT Group, exporting more than 65% of its output to ten countries in Africa.

The Company's tobacco growing operations partner with approximately 2,200 contracted farmers in the counties of Bungoma, Busia, Migori, Meru and Homa Bay. BAT Kenya generates direct and indirect employment opportunities for more than 80,000 Kenyans through tobacco farming, tobacco processing, cigarette manufacturing, tobacco product distribution, urban and rural retailing, wholesale trade, transport, logistics and domestic procurement.

BAT Kenya is a major contributor to Kenya's economic growth, including through our year on-year investments and payments over the last six years of over KShs 100 billion to national revenue in the form of various taxes (Excise Duty, Value Added Tax (VAT), Pay as You Earn (PAYE) and Corporation Tax). BAT Kenya places sustainability at the front and center of its operations and invests in various initiatives to reduce the impact of its business and contribute to the development and protection of the communities and ecosystems in which it operates. The Company drives various programmes in Sustainable Agriculture and Environmental Conservation, including afforestation activities through which it has recorded over 54 million surviving trees planted since 1978. BAT Kenya has been certified eight times in a row (2018, 2019, 2020, 2021, 2022, 2023, 2024 and 2025), as a Top Employer in Kenya and Africa by the global Top Employers Institute. The Company is also a member of the Kenya Business and Disabilities Network (KBDN), an organisation whose mandate is geared at championing workplace inclusivity for Persons with Disabilities.

