



Public 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') announces the following changes:



Mr. Crispin Achola will step down as **Managing Director** with effect from **15th June 2026**. Crispin was appointed on 1st January 2021 and, having successfully delivered on his mandate, will be handing over the leadership of the Company to pursue opportunities outside the Company. He will continue to provide support to the Company to ensure a smooth and orderly transition during this period. Crispin's tenure has been marked by strong dedication and strategic leadership. Bringing over 30 years of cross-market experience and commercial acumen, he has guided the Company through complex regulatory and market conditions. 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.

Through his transformative leadership and commitment to inclusivity, Crispin leaves a meaningful legacy that will continue to shape the organization into the future.



Mr. Philemon Kipkemoi will step down as **Finance Director** with effect from **31st March 2026** to pursue his career interests outside the Company, following a distinguished 19-year career with the organisation. Philemon has served the Company with exceptional dedication in various finance leadership roles across East and Southern Africa. He was appointed as Finance Director of the Company in 2020 and has been a key driver of the Company's strategic priorities, delivering strong financial results, 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.

The Board of Directors expresses its sincere appreciation and thanks Crispin and Philemon for their leadership, professionalism, dedication and lasting contribution to the Company. We wish them every success in their future endeavours.

The Board is pleased to announce the appointment of the following Executive Directors:



Mr. Sidney Wafula as the incoming **Managing Director** of the Company effective **16th June 2026**.

Sidney currently serves as the Finance Director for BAT Sub-Saharan Africa Area. His career with BAT began in Kenya in 2006 when he joined as Head of Audit. Over the years, he has accumulated extensive experience through a variety of senior management positions within the BAT Group. These roles have included Head of Finance for BAT Egypt based in Cairo, Head of Finance for BAT Group's Southern Africa Markets operations based in Mozambique and Head of Finance, East and Southern 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. He holds a Bachelor of Commerce (Accounting) degree from the Catholic University of East Africa in Kenya and is a member of the Institute of Certified Public Accountants of Kenya.



Ms. Catherine Chepkong'a as the incoming **Finance Director** effective **1st April 2026**.

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.

Catherine holds an MBA from Durham University Business School (UK) and a Bachelor of Commerce from Strathmore University Business School (Kenya). She is a member of both the Institute of Chartered Accountants in England and Wales, and the Institute of Certified Public Accountants of Kenya.

The Board congratulates and welcomes both Mr. Sidney Wafula and Ms. Catherine Chepkong'a and looks forward to their contribution and to working together with them to advance the Company's strategic priorities.

The Board is confident that this orderly transition ensures continuity of leadership and strategic focus.

By Order of the Board
Kathryne Maundu
Company Secretary
3rd March 2026

Disclaimer This announcement has been issued with the approval of the Capital Markets Authority pursuant to The Capital Markets (Public Offers, Listing and Disclosures) Regulations, 2023. As a matter of policy, the Capital Markets Authority assumes no responsibility for the correctness of the statement appearing in this announcement. BAT Kenya is a listed company and is regulated by the Capital Markets Authority.