

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

The Board of Directors of British American Tobacco Kenya plc (the 'Company') announces the following changes:



**Mrs. Phyllis Wakiaga** has been appointed as an Independent Non-Executive Director with effect from 23<sup>rd</sup> October 2023.

Phyllis is an Advocate of the High Court of Kenya with over 18 years of experience Corporate Leadership, Governance, Public Policy, Government Relations, Sustainability and Private Sector Development. She is a Senior Advisor at the Tony Blair Institute for Global Change. Prior to this, Phyllis was the Chief Executive Officer and Secretary to the Board at Kenya Association of Manufacturers (KAM) where she served for 9 year and spearheaded industry led actions. She has served on a number of boards over the years and is currently a Non-Executive Director at the Kenya Roads Board, the Institute of Economic Affairs, International Centre for

Research on Women (Africa Board) and the Board of Trustees of the United States International University. Phyllis holds a Masters degree in International Trade and Investment Law from the University of Nairobi and an Executive Master of Business Administration from Jomo Kenyatta University of Agriculture and Technology, where she is also a current Ph.D. student in Leadership and Governance.



**Mr. Paul Muthaura** has been appointed as an Independent Non-Executive Director with effect from 23<sup>rd</sup> October 2023.

Paul is currently the Chief Executive Officer of the Africa Carbon Markets Initiative which has the objective of scaling high integrity carbon credit generation on the continent to shape and harness the potential of carbon markets in Africa. He has served as an Independent Consultant with EMRD Advisory Limited, a consultancy firm that offers bespoke advisory services to international and local institutions in connection with financial market development, net-zero transitioning and sustainable finance.

Paul has previously been the Chief Executive Officer (CEO) and Principal Officer at ICEA Lion General Insurance Company Limited and CEO of the Capital Markets Authority (CMA), where he had an illustrious career serving in various roles. He was awarded the National Honour of the Order of the Moran of the Burning Spear (MBS) in 2017, for services in the development and deepening of the capital markets in Kenya.

He is an Independent Member of the International Ethics Standards Board for Accountants (IESBA); a Board Member of ICEA LION Asset Management; an Independent Member of the Financial Sector Deepening Trust, Kenya; and a Member of the Securities Advisory Board of the Toronto Centre for Global Leadership in Financial Supervision.

Paul is an Advocate of the High Court of Kenya, an Honorary Fellow of the Institute of Certified Public Secretaries and a Certified Executive Coach from the Academy of Executive Coaching (AoEC). He holds a Master of Philosophy in Business Administration from the Maastricht School of Management, Holland; a Masters in Banking and Finance Law from the London School of Economics and Political Science, England; a Bachelor of Laws from the University of Warwick and an Executive Diploma in Financial Management from KCA University, Kenya.

The Chairperson and the Board congratulate Phyllis and Paul on their appointment and welcome them to the Board.



The Board announces the resignation of **Ms. Kathryne Maundu** as the Company Secretary of British American Tobacco Kenya plc, with effect from 23<sup>rd</sup> October 2023.

Kathryne has been Company Secretary since June 2020 and during her tenure has demonstrated exceptional professionalism, dedication and expertise in supporting the Board to disseminate its governance role. We extend our gratitude to Kathryne and wish her continued success and fulfillment as she embarks on a new chapter in her career.



The Board is pleased to announce the appointment of **Ms. Waeni Ngea** as the Company Secretary of British American Tobacco Kenya plc with effect from 23<sup>rd</sup> October 2023.

Waeni rejoined the Company in July 2023 as Head of Legal & Compliance, East & Southern Africa after three years at Bamburi Cement plc, where she held the role of Head of Legal & Compliance and Company Secretary. Prior to that she had worked with the Company for six years from 2014 as Head of Legal & Company Secretary for East & Central Africa and with Unilever Kenya Limited as Legal Counsel, supporting the East Africa region. She brings a wealth of experience in the management of legal matters, driving sustainable corporate governance across organizations and will play a crucial role in supporting the Board to deliver on its mandate.

She holds a Bachelor of Laws Degree from the University of Nairobi, a Diploma in Law from Kenya School of Law and is an accredited governance auditor. She is a member of the Law Society of Kenya, the Institute of Certificate Secretaries, Kenya and a Council Member of the Association of Retirement Benefit Schemes (ARBS). The Board congratulates Waeni on her appointment and welcomes her back to the Company.

On behalf of the Board of Directors

**Ms. Rita Kavashé**  
Chair of the Board

23<sup>rd</sup> October 2023