



NOTICE TO SHAREHOLDERS

BRITISH AMERICAN TOBACCO ZIMBABWE (HOLDINGS) LIMITED APPOINTMENT OF ALTERNATE DIRECTOR

The Board of Directors of British American Tobacco Zimbabwe (Holdings) Limited ("the Company"), announces the appointment of Mr. Crispin Achola as an Alternate Director to Mr. Philemon Kipkemoi who currently serves as a Non-Executive Director on the Board of British American Tobacco Zimbabwe (Holdings) Limited (hereinafter referred to as 'The Company').



Mr. Crispin Ouma Achola currently serves as the Cluster Manager for East and Southern Africa Markets (ESA) based in Nairobi Kenya. Crispin most recently worked for Kimberly-Clarke Corporation where he held the position of General Manager West, East and Central Africa (WECA) and Managing Director Nigeria. Prior to this, Crispin worked for BAT from 1999 through to 2017, during which time he held various senior roles within BAT Kenya and the BAT Group, including Managing Director Mozambique, Cluster General Manager Mozambique, Zambia, Zimbabwe and Malawi and Managing Director Sudan.

The Board of Directors for British American Tobacco Zimbabwe (Holdings) Limited congratulate Mr. Crispin Ouma Achola on his appointment and welcome him to the Company.

By Order Of The Board

A handwritten signature in blue ink, appearing to read 'L.T. Manatsa'.

L.T. Manatsa
Chairman of the Board

24 June 2025