



CHANGES TO THE BOARD OF DIRECTORS

In accordance with Rule 36 of the Uganda Securities Exchange Listing Rules 2021, the Board of Directors (the 'Board') of British American Tobacco Uganda Limited ('BATU' and the 'Company') announces the following changes to the Board, effective **1 March 2025**.



MR. ARTHUR BAGENZE

Appointment of Mr. Arthur Bagenze as Managing Director:

Arthur was appointed as BATU's Country Manager on 1 October 2024 and is responsible for overseeing the day-to-day execution of BATU's commercial strategy.

He is an accomplished business leader with over 17 years' blended experience in senior management, sales strategy and operations planning, route-to-market and trade marketing. He possesses diverse cross-sectoral experience in fast-moving consumer goods, manufacturing, e-commerce, oil and gas, and telecommunications. He previously worked with BATU as Area Sales Manager, and as Demand Planning and Marketing Information Executive before transitioning to senior management roles outside the organization. Arthur holds a Bachelor's degree in Industrial and Fine Arts from Makerere University and is currently pursuing an MBA. He also holds awards in Marketing & Integrated Communications from the Chartered Institute of Marketing, UK.

He takes over from Mathu Kiunjuri who has held the position of Managing Director from May 2022. Mathu will continue to serve on the Board as a Non-Executive Director.



MR. PHILIP IVIA MAKUYU

Appointment of Mr. Philip Ivia Makuyu as a Non-Executive Director:

Philip is the current Head of Finance, Export Markets (Horn of Africa, Indian Ocean Islands and Great Lakes) for the BAT East & Southern Africa Cluster. He has over 13 years broad experience in managing end-to-end finance functions, commercial strategy and risk management gained in various roles across Sub-Saharan Africa. Philip has previously held various senior roles including Head of Finance (BAT West Africa cluster) and Head of Financial Planning and Analysis (BAT East and Southern Africa Cluster). He holds a Bachelor of Commerce degree from Egerton University, Kenya and an Advanced Diploma in Management Accounting from the Chartered Institute of Management Accountants. He is also a member of Institute of Certified Public Accountants of Kenya.

The Board welcomes Arthur and Philip and is confident that their combined experience and commercial acumen will be very valuable to the achievement of BATU's strategic objectives.



MS. CATHERINE CHEPKONG'A

Resignation of Ms. Catherine Chepkong'a as a Non-Executive Director:

Catherine has resigned her position as a Non-Executive Director for BATU, following her re-assignment to a new role within the BAT Group. Catherine's high-level finance and leadership experience was instrumental in providing strategic direction and helping BATU to drive growth and delivering sustained value for shareholders. The Board would like to thank Catherine for her contribution and wish her every success.

On behalf of the Board,

Paul Mbuga
S&L Advocates (DLA Piper Africa, Uganda)
COMPANY SECRETARY

20 February 2025