

British American Tobacco p.l.c. (the “Company”)

1 April 2019

**Remuneration arrangements for Tadeu Marroco upon his appointment as Finance Director
with effect from 5 August 2019**

As previously announced, Tadeu Marroco, currently Director, Group Transformation, will succeed Ben Stevens as Finance Director on 5 August 2019. Prior to his appointment, Tadeu has been appointed as Deputy Finance Director with effect from 1 March 2019, in addition to his current role.

Upon his appointment to the Main Board as Finance Director on 5 August 2019, Mr Marroco will receive an annual salary of £750,000. His pension contribution rate will be 15% of salary, in alignment with the wider British American Tobacco UK population. Mr Marroco’s 2019 Long-Term Incentive Plan (LTIP) award is 250% of his pre-increase salary.