

British American Tobacco p.l.c.

(the “Company”)

Jack Bowles: Disclosures required by section 430(2B), Companies Act 2006

Jack Bowles, the Company's former Chief Executive, ceased to be a director of the Company with effect from 15 May 2023. As required by section 430(2B) of the Companies Act 2006, details of any remuneration payments or payments for loss of office made or to be made to Mr Bowles are set out below, all of which will be treated in accordance with the Company's approved remuneration policy (the “Policy”) and Mr Bowles's service agreement.

Mr Bowles will receive a payment in lieu of notice equivalent to 12 month's salary (£1,385,300) in respect of his 12 month contractual notice period. Payments will be made in equal monthly instalments. Insured benefits (comprising medical insurance and personal accident benefits) will continue to be provided to Mr Bowles until the end of the 12 month contractual notice period.

Mr Bowles will not be eligible to receive an annual bonus under the Company's International Executive Incentive Scheme in respect of financial year 2023.

In accordance with the Policy, the Remuneration Committee has exercised its discretion to enable Mr Bowles to retain those deferred share bonus awards granted in 2021, 2022 and 2023 under the Company's Deferred Annual Share Bonus Scheme, which will continue to vest on their original vesting dates.

The Remuneration Committee has also exercised its discretion to enable Mr Bowles to retain those awards which were granted under the Company's Long Term Incentive plan (“LTIP”) in 2019 and 2020, and which have completed their three year performance periods. These awards will continue to vest on their original vesting dates. LTIP awards granted in 2021, 2022 and 2023 lapsed on departure.

Jack Bowles remains subject to a two year post-employment shareholding requirement of 500% of salary. The Company's malus and clawback policy will also continue to apply.

As permitted under the Policy, Mr Bowles will receive a contribution of up to £25,000 (plus VAT) towards legal fees incurred in connection with agreeing his departure terms and a sum of £100 in respect of post-employment covenants. The Company will also continue to allow Mr Bowles to receive tax advice from the Company's nominated advisers up to a value of £30,000 (plus VAT) per annum up to 31 December 2024 in order for advice to be received in respect of the 2022/23 and 2023/24 tax years during which Mr Bowles held employment with the Company. A one-off payment of £109,810 will be made to Mr. Bowles to cover overseas taxes payable by him in respect of his employment for which he is not eligible for double tax credit in the UK. This approach of protecting him to his UK tax position is in line with the Company policy for the wider workforce.

Mr Bowles will receive benefits under the Company's pension arrangements in line with the relevant rules, including a lump sum payment under the Unfunded Unapproved Retirement Benefits Scheme of £1,455,917.14.

Other than the amounts disclosed above, Mr Bowles will not be eligible for any other remuneration payments or payments for loss of office.