

# Release

## Management Board changes at British American Tobacco

27 August 2014

**Jean-Marc Levy, Group Marketing Director**, will be appointed Director, Special Projects with effect from 1st September 2014 and will then step down from the Management Board and leave the BAT Group on 31st December 2014. Jean-Marc has had a highly successful 21-year career with the company in various senior management positions, including: Regional Director - Western Europe; Area Director - Central & Eastern Europe; Area Director - Far East North; and Global Brand Director - Lucky Strike.

Chief Executive Officer, Nicandro Durante, commented: "We will all miss Jean-Marc's abundant energy, passion for the consumer, inspiring leadership and his unstinting commitment to the business. He leaves a very significant legacy. I would like to thank him for all that he has done for the organisation."

Jean-Marc will be replaced as Group Marketing Director by **Andrew Gray**, currently **Regional Director - EEMEA**. Andrew will commence his new role on 1st September 2014. Andrew has been with the company for 27 years and has been a member of the Management Board for the last seven years. Previously, Andrew held various senior management positions including President of Souza Cruz and General Manager - BAT Malaysia.

Andrew Gray will be succeeded as Regional Director - EEMEA, by **Johan Vandermeulen**, currently General Manager - Russia, also with effect from 1st September 2014. Johan has been with the BAT Group for 21 years. Prior to running the Russian business, he was General Manager - Turkey and also Global Brand Director - Kent.


Furthermore, **Tadeu Marroco**, currently Head of Strategy & Planning and M&A, will join the Management Board as **Business Development Director** on 1st September 2014. In addition to his current role leading Strategy and M&A, Tadeu will assume responsibility for IT, including the roll-out of the TaO Programme. Tadeu joined British American Tobacco in Brazil 22 years ago. He has held various senior finance positions, including Regional Finance Controller - EEMEA and Group Finance Controller.

Reflecting on these moves, Nicandro added: "I am delighted to welcome Johan and Tadeu to the Management Board. They will both enrich the team with their substantial business and leadership experience. Likewise, I am pleased about Andrew's appointment as Group Marketing Director, where he will bring his keen commercial acumen and significant Group-wide experience to bear."

## Enquiries

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