BRITISH AMERICAN TOBACCO
CAMBODIA

1121 National Road No. 2
Sangkat Chak Ang Re Leu
PO Box 2220, Phnom Penh 3
Phnom Penh, Kingdom of Cambodia

Tel +855 (0)23 722 555
Fax +855 (0)23 726 555

01 April 2016

TO WHOM IT MAY CONCERN

This is to certify that **Mr. Vathanak Chhim** has been employed by British American Tobacco (Cambodia) Limited since 13 August 2014. His current position with the Company is Trade Activation Manager and his annual gross salary is approximately **USD 16,272.00**.

Yours Sincerely,

Chanthan Chin
Head of Human Resources