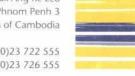


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01 April 2016

TO WHOM IT MAY CONCERN

This is to certify that Ms. Leangkim Heng has been employed by British American Tobacco (Cambodia) Limited since 02 February 2015. Her current position with the Company is Brand Executive and her annual gross salary is approximately USD 10,380.00.

Yours Sincerely,

Chanthan Chin

Head of Human Resources

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