

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