

PUBLIC ANNOUNCEMENT

KENYA AIRWAYS PLC

EXECUTIVE LEADERSHIP TRANSITION AND APPOINTMENT OF ACTING GROUP MANAGING DIRECTOR & CHIEF EXECUTIVE OFFICER

This announcement is made pursuant to the Capital Markets (Securities) (Public Offers, Listing and Disclosures) Regulations 2023, promulgated under the Capital Markets Act.

The Board of Directors of Kenya Airways Plc ("KQ") hereby announces that Mr. Allan Kilavuka will be exiting the Company as the Group Managing Director and Chief Executive Officer ("GMD/CEO"), as he proceeds on terminal leave ahead of expiry of his contractual tenure. This follows his service at the helm of the airline's executive leadership for a period of six (6) years.

During his tenure, Allan served with commitment, dedication, honour and diligence, steering the Company through the turbulent COVID-19 period which affected the aviation sector negatively. He subsequently oversaw the growth of revenues and freight volumes re-affirming the operational viability of the airline.

The Board and management of the Company hereby express their gratitude to Allan for his diligence, service, leadership, and dedication to the Airline over the years, and wishes him the best in his future endeavours.

In the interim, the Board has appointed Captain George Kamal, the Company's Chief Operating Officer (COO), as acting GMD/CEO effective 16th December 2025. The Board will concurrently initiate the process to competitively recruit a substantive appointment for the position.

Captain Kamal is a distinguished aviation executive with over 29 years of leadership experience across the Middle East and African markets. Rising from frontline operations to the C-suite, he has led the transformation of several airlines through senior executive roles. He has most recently served as Operations Director at Air Arabia, and as Chief Operations & Executive Officer at Iraqi Airways. Captain Kamal holds a Doctorate in Business Administration and an MSc in Aviation Management.

The Board commits to support Captain Kamal as he takes over the organisation's executive leadership during this interim period.

The Board of Directors remains focused on completing the ongoing turnaround strategy of the airline whose primary objective is to secure its operational reliability, sustainability and growth ambitions, and this has the support of the shareholders. This strategy includes the search for a suitable strategic investor.

The Board takes this opportunity to thank all its stakeholders for their continued support.

By order of the Board



Habil A. Waswani
Company Secretary
16th December 2025



MR. ALLAN KILAVUKA



CAPTAIN GEORGE KAMAL

DISCLAIMER: This announcement is for information purposes only. It has been issued with the approval of the Capital Markets Authority pursuant to the Capital Markets (Securities) (Public Offers, Listing and Disclosures) Regulations 2023. As a matter of policy, the Capital Markets Authority assumes no responsibility for the correctness of the statements appearing in this announcement.