

Registered Office:Plot 5A, Abuja Street, Banana Island, Ikoyi,
Lagos – Nigeriawww.international-breweries.com

Lagos, 13 January 2026

INTERNATIONAL BREWERIES PLC – CHANGES IN EXECUTIVE MANAGEMENT

The Board of Directors of International Breweries Nigeria PLC (the “Company”) hereby notifies the Company’s shareholders, the investing public and Nigerian Exchange Limited (NGX) of the resignation of Mr. Carlos Coutino as the Managing Director of the Company and from the Board with effect from March 01, 2026.

Carlos Coutino joined the Company in 2018 as the National Sales/Trade Marketing Director and played a critical role in guiding the organization through some of its most pivotal periods.

Rising rapidly through the commercial function, he was appointed as the Managing Director and Business Unit President on January 1, 2023, a role in which his impact became especially profound. Under his leadership, the Company recorded its highest ever sales volume and market share and achieved profitability after about six years of the business’ restructuring. He also became the Business Unit President to attain the highest employee engagement score in the country, underscoring a leadership style rooted in inclusion, trust, and performance. Beyond commercial achievements, Mr. Coutino led the reshaping of AB InBev’s digital landscape in Nigeria by championing a best-in-class digital product developed with exceptional local talent, an innovation that has since been successfully scaled across six countries and stands as a lasting testament to his vision and influence.

The Board is grateful for Coutino’s outstanding performance as he transits to another leadership role within the ABInBev business and wishes him the best in his future endeavors.

The Board also approved the appointment of Mr. Nicholas Kade as a member of the Board and as the Managing Director of the Company with effect from 01 March 2026. Prior to his appointment, Mr. Kade served as the Sales Director of International Breweries Plc, responsible for national sales strategy, commercial execution, and performance delivery in a high-growth, complex market.

Mr. Nicholas Kade is a senior commercial leader with over 15 years’ experience driving growth and transformation across Africa.

He possesses a bachelor’s degree in business management, an honors degree in business management, and a Masters of Commerce (with Distinction), all from Stellenbosch University; complemented by a Postgraduate Programme in Business from GIBS Business School, University of Pretoria.

Mr. Kade joined the parent company of International Breweries Plc – Anheuser-Busch InBev – through a highly competitive Graduate Management Trainee programme, providing a strong foundation in end-to-end commercial leadership.

He progressed through multiple Commercial Director roles in South Africa, with accountability for sales strategy, revenue growth, route-to-market execution, and leadership of large, diverse teams across regions. He has a track record of leading customer experience transformation, business enablement implementation and delivering sustainable commercial results.

The foregoing is for your information in line with Rules 17.5 and 17.6 of the Rulebook of Nigerian Exchange Limited, 2015 (Issuer’s Rules).

Thank you.

For: International Breweries Plc.



Temitope Oluwatosin

Company Secretary / General Counsel