

TPSEA PLC - QUESTIONS FROM SHAREHOLDERS			
	SHAREHOLDER'S NAME	QUESTION	ANSWER
1.	MAINA, LEON ALLEN, NGUMBA, LINAH WAITHERERO	IS THERE A DIVIDEND?	<p>The Directors recommended the payment of KShs 0.35 dividend per share (subject to withholding tax) to all shareholders who will be on the register by 26th June, 2025. Payment of the dividend to be made on or about 25th July, 2025.</p> <p>Kindly note that the group had gone through covid-era and to sustain the operations and conserve cash, the company was not in a position pay dividend. You may also be aware the senior management and associates took a pay cut to ensure the long-term sustainability of the group.</p> <p>Save for the payment of dividend, the Company was unable to provide any gifts at the moment.</p> <p>There is no specific class of investment as Serena Hotels has the same standards for all its Hotels and Lodges.</p>
	JOYCE WANJIRA NJERU	HOW MUCH DIVIDEND?	
	LANGAT, JULIUS KIPROTICH	IT HAS SINCE BEEN LONG SINCE I RECEIVED MY DIVIDEND. WHAT COULD BE THE REASON?	
	NDUATI, DAVID KAHURA	ARE WE GOING TO GET SHAREHOLDER'S GIFT HAMPERS?	
	OGETO NELSON	WHICH CLASS OF INVESTMENT OPTION/FACTORS THAT CONTRIBUTED TO THE DECLARATION OF THIS IMPRESSIVE DIVIDEND PAYMENT AFTER 5 YEARS OF DIVIDEND NON- PAYMENT DROUGHT?	
2.	OGETO NELSON	PROFITS MADE DURING THIS TENURE, ARE THEY THE ONES FROM OUR ENTERPRISES LOCALLY OR REGIONALLY OR A COMINATION OF BOTH?	The profits being distributed forms part of the TPS Eastern Africa PLC's earnings within the region i.e. Kenya, Uganda, Tanzania, Zanzibar and a share of Rwanda (Associate).

3.	CHAMI, ALOIS WAFULA	WHY NOT HYBRID AGM AND INVITE INVESTORS TO THE AGM?	At the moment the AGM will be held virtually, and a link will be sent to your registered phone number before the meeting starts. Kindly note that management will carry out cost and benefit analysis of physical, virtual and hybrid meetings, and recommend to the Board appropriate future course of action.
4.	KARANJA, JOHNSON WAWERU	HOW DOES THE COMPANY BALANCE EXECUTIVE COMPENSATION WITH OVERALL PERFORMANCE AND SHAREHOLDER RETURNS? WHAT IS THE PROJECTED CAPITAL EXPENDITURE FOR THE NEXT YEAR, AND HOW DOES IT ALIGN WITH THE BUDGET	The Executive Director's compensation is set and determined by the Nomination and Remuneration Committee. The Committee takes into consideration the duties to be performed, experience, and the attendant's responsibilities that covers six countries and 22 operating units. All the capital expenditures are always included in the budgetary estimates.
5.	KAMAU, EDWARD MBERU	With due respect to lived experiences, what justification does TPS Eastern Africa PLC have to propose re-election of two retiring directors aged over 70 years instead of tapping into the skills and energy of younger persons? This practice does not only deny young talent the opportunities to demonstrate their potential but also denies TPS adequate succession pathways.	Our Company does not discriminate based on age and gender. The over 70 years Directors are equally active and contribute valuable input on key matters and have corporate memory. The Board has a healthy mix of directors with diverse ages. It is important to note that the majority of Directors are below 58 years of age. We have however noted your comments and we are currently working on succession plan to bring new talent and ensure gender balance.
6.	MUNGAI, JAMES KIBARU	Please how and when can a member increase his/her shares	Please contact your shares broker if you would like to buy additional shares.
7.	TREVOR FENARDES	Why would the Board not consider taking TPS private while shares are at low value and do away with	TPS is the hospitality group that is listed on NSE. We have embraced the reporting requirements for listed company and we are

		cumbersome and costly listed Company reporting requirements	also benchmark for other hospitality companies to emulate. This also allows esteemed shareholders to freely trade on the NSE, which provides liquidity.
8.	MBURU, JAMES, MITHANGA	To market Serena Hotels, I recommend that shareholders receive on free night full package on annual basis courtesy of Serena Hotels	It is expensive for the Company to give complimentary accommodation to shareholders. However, on our website, we have published special rates rates for shareholders who would like to visit Serena units.

Dominic Ng'ang'a

Company Secretary

Dated: 26th June, 2025.