

2030 Regenerative Agenda through ESG Framework

GRI 2-23, 24

2030 ReGen Agenda

Our strategic compass to regenerate, transform, and lead with purpose — anchored in the interconnectedness of nature, people, and performance.

GRI ALIGNED

RAINFOREST ALLIANCE

SBTi VERIFIED

SINCE FY 2022/23

OUR PURPOSE

"Brewing a Better Future" — Our commitment is to regenerate ecosystems, uplift livelihoods, and create shared value, going beyond compliance to sustainability leadership, for *profits, people and planet* — *today and tomorrow*."

THE 15-PILLAR ESG FRAMEWORK



ENVIRONMENT

Net-positive impact on nature & climate

- ▶ Sustainable Land Management
- ▶ Climate Action & Net Zero 2050
- ▶ Circular Resource Management
- ▶ Water Stewardship & Soil Health
- ▶ Biodiversity & Ecosystem Restoration



SOCIAL

Empowering people & communities

- ▶ > Great Place to Work
- ▶ > Fair Labour Practices
- ▶ > Diversity & Inclusion
- ▶ > Community Empowerment
- ▶ > Value Chain Management



GOVERNANCE

Ethical & responsible leadership

- ▶ > Board Diversity & Composition
- ▶ > Policy Compliance
- ▶ > Accurate Reporting & Transparency
- ▶ > Stakeholder Engagement
- ▶ > Risk & Opportunity Management

FIVE STRATEGIC IMPERATIVES

01

Winning with the Customer

Sustain highest auction prices through quality, ethics, and traceable, low-emission tea.

02

Nurturing Our People

Revenue-share model, best workplace certifications, women in leadership, and upskilling estate youth.

03

Operational Excellence

Energy efficiency, waste reduction, lean management, and GHG reduction across estates and factories.

04

Environmental Stewardship & Climate Action

Verified GHG inventory (Scope 1–3), climate resilience actions, water security, and landscape restoration.

05

Business Diversification

Expansion into value-added teas, herbal cultivation, and renewable energy ventures — hydro and biomass.

15

ESG pillars · E · S · G

2030

Horizon year



"From soil health to social equity, our plantations deliver regeneration in action — restoring ecosystems, empowering communities, and sustaining trust."

Mr. P G G Jayathilake

Director - Plantations (Low Country)



The ReGen Agenda Accelerated.

Our strategic compass to regenerate, transform, and lead with purpose — anchored in the interconnectedness of nature, people, and performance.

SBTi VERIFIED — CLIMATE

SBTN PIONEER — NATURE

FIRST IN SRI LANKA

FOUNDATION (2022/23 – 2025/26) First Curve

- ▶ Built 15-pillar ESG Framework and Regenerative Agenda
- ▶ Established baseline data systems, SWIs and controls
- ▶ SBTi climate targets submitted and verified (FY 2024/25)
- ▶ GRI 101 Biodiversity and TNFD LEAP Phase 1 complete
- ▶ Rainforest Alliance certification across all 16 estates
- ▶ Initiated biodiversity corridor and analog forestry

TRANSFORMATION (2026/27 → 2030) Second Curve

- ▶ Set SBTN nature targets — first company in Sri Lanka
- ▶ 100-hectare restoration — net-positive biodiversity by 2030
- ▶ Revenue-share model for all permanent estate workers
- ▶ Gender parity in supervisory and management grades
- ▶ Full SLFRS S1/S2 double-materiality with external assurance
- ▶ AI-powered ESG MIS — 100% data accuracy and completeness

THE KEY SHIFTS

Incremental → Transformative
From improving metrics to changing systems

Reporting → Pioneering
SBTN first mover in the sector and country

Compliance → Leadership
Setting standards others will follow

SCIENCE-BASED CREDENTIALS — WHAT WE HAVE EARNED

SBTi VERIFIED · CLIMATE

Net Zero 2050 & Near-Term Targets

42% Scope 1+2 reduction by 2030 vs 2018/19 baseline. FLAG land-sector target: 72% Scope 1+3 reduction by 2050. Commitment re-verified FY 2024/25.

SBTN PIONEER · NATURE

Science-Based Targets for Nature

Land: No Net Conversion. Freshwater flow integrity across all estate watercourses. Net-positive biodiversity by 2030. Aligned with Kunming-Montreal GBF 30x30 goal

FIRST IN SRI LANKA

Plantation Sector Pioneer

First plantation company and the first company in Sri Lanka to formally set and publicly disclose SBTN-aligned science-based nature targets across all estates.

WHAT DRIVES THE SECOND CURVE — FOUR TRANSFORMATION THEMES

Science as the Anchor

Every target is grounded in SBTi, SBTN, GRI, TNFD or SLFRS S1/S2 methodology. No target without a verified science basis.

Nature as a Strategic Asset

Biodiversity corridors, analog forestry and watershed restoration treated as strategic investments generating long-term value — not compliance costs.

People as Value Creators

Revenue-share remuneration, gender parity in leadership, and worker wellbeing as the engine of sustainable yield growth and resilience across all estates.

Transparency as Competitive Advantage

Full SLFRS S1/S2 double-materiality disclosure, AI-powered ESG MIS, external limited assurance under SLSSA 5000, and real-time stakeholder reporting.

ENABLERS OF THE SECOND CURVE

Digital & AI Systems

AI-powered ESG MIS with real-time dashboards and automated reporting

Nature Partnerships

WNPS, IWMI, SBTN cohort, Rainforest Alliance & research collaborations

Management Systems

EnMS · EMS · QMS · FSMS · GHGEmMS — integrated compliance backbone

Science Platforms

SBTi · SBTN · TNFD · GRI · SLFRS S1/S2



From this year onward, we have updated all ESG performance data through a digital dashboard. Please scan the QR code for more details.