TALAWAKELLE TEA ESTATES PLC

Integrated Annual Report 2025/26

Plain-Language Summary

Key Messages, Written in Simple Words

Easy to Read. Easy to Understand. For Everyone.

SIMPLE WORDS	EASY TO READ	CLEAR FACTS
Written in everyday language	Clear, short and to the point	Key highlights at a glance

- **A message** from our leaders, in plain words
- **How** our company performed this year
- **How** we cared for nature and our people
- **How** we run our business the right way
- **What** we plan to do next

Designed for readers who prefer simple, everyday language

Brewing a Better Future

Rs. 7,851 Mn	4,849	16	99+
Money We Earned	People We Employ	Tea Estates	Awards Won

> *"We want everyone — our shareholders, our estate workers, and our **neighbours** — to understand what our company achieved this year, in words that are simple and clear."*

📘 About This Summary

A short, simple guide to our full Annual Report

This is a simple guide to our Annual Report 2025/26. We wrote it in plain, everyday words so it is easy to read and understand. It does not cover every detail for full information, please see our complete Annual Report.

We made this summary for our shareholders, our estate workers and their families, and anyone who wants to understand our company without needing to know difficult business words.

🎧 **Prefer to Listen?**

This summary is also available as an audio recording. Look for the QR code on our Accessibility page to scan and listen — great for anyone who finds listening easier than reading.

💬 A Message From Our Leaders

In their own words — simplified

From Our Chairman, Mohan Pandithage

This year was hard for the tea industry. Prices dropped. Costs for wages and shipping went up. Even so, our company did well. We earned Rs. 926 million in profit, and we became Sri Lanka's Most Awarded Company, winning more than 99 awards.

The world is changing fast, so we are changing too. We call our new plan "The Next Ascent." It means we are building new strengths before our old ways stop working as well. We are focusing on five things: smarter markets, better operations, stronger teams, caring for nature, and new products.

From Our Managing Director, Dr. Roshan Rajadurai

Even with falling tea prices and rising costs, we found ways to grow stronger. We focused on making the best-quality tea possible. Our Kiruwanaganga factory led the way — it is the first tea factory in Sri Lanka to earn a Green Building award, and it sold the most tea in its category this year.

We also invested in our people. We paid higher wages. We built homes and improved healthcare for over 42,000 people who live on our estates. We are proud that our team's hard work made all of this possible.

How We Performed This Year

Our money matters, explained simply

Our company earned Rs. 7,851 million from selling tea and other products this year. That is about the same as last year, even though tea prices fell across the whole industry.

After paying all our costs like wages, transport and taxes we kept Rs. 926 million as profit. This is less than last year, mainly because wages for our workers went up by 15%.

We shared some of our profit with our shareholders. Each share earned a payment (called a dividend) of Rs. 7.89 that is 10% more than last year. Our company remains financially strong and stable, with very little debt.

Rs. 7,851 Mn	**Rs. 926 Mn**	**Rs. 7.89**	**Very Low**
Money We Earned	Money We Kept	Paid Per Share	Company Debt

Where Did Our Money Go?

For every Rs. 100 we earned, here is where it went

- Rs. 82 went to our employees, as wages and benefits.
- Rs. 9 went to the government, as taxes.
- Rs. 8 went to our shareholders, as dividends.
- Rs. 1 went to lenders, as interest.

In Simple Terms

Think of it like a household budget: we brought in about the same amount of money as last year, but our biggest cost paying our workers fairly went up. So we kept a little less at the end. We are still in a healthy financial position, with very little owed to lenders.

🌱 Caring for Our Planet

What we did for nature and the environment

We believe in giving back to nature, not just using it. This year:

- We recycled 82% of our waste much more than before.
- We got 88% of our energy from clean sources like solar, water and plant waste.
- We planted trees and restored 65.7 hectares of land — that's about 90 football fields.
- We cut the pollution we create (greenhouse gases) by 20% compared to three years ago.

We want our tea estates to help nature grow back stronger, not just survive.

> 🌎 **Did You Know?**
>
> Our waste recycling almost doubled this year jumping from 53% to 82% in just twelve months! That means much less of what we use ends up wasted.

🤝 Caring for Our People

What we did for our workers and communities

Our people are the heart of our company. This year:

- 98% of our employees said they are happy working with us.
- We resolved 98% of all worker complaints and concerns.
- We spent Rs. 120.8 million to build better homes for our estate workers.
- We spent Rs. 15.66 million on training and skill-building for our staff.

We want every person who works with us to feel valued, safe, and given the chance to grow.

> 🏆 **Did You Know?**
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> Every year, we run a “Best Tea Harvester” competition, celebrating the skill and dedication of the people who pick our tea by hand.

🏛️ Doing Business the Right Way

How we make sure we are honest and fair

We believe in being open and honest about how we run our company.

- Independent experts gave us a high rating (AA) for how well we manage our impact on people, nature and business risks.
- We won more than 99 awards this year for good business practices.
- Our Board of Directors meets regularly to check our progress and keep us on the right path.

> 🎖️ **What Do Our 99+ Awards Really Mean?**
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> These awards were not just for looking good they covered real areas like fair treatment of workers, honest reporting, protecting the environment, and making great-tasting tea. Each one is checked by independent judges.

★ What We Plan to Do Next

Our goals for the coming year

Looking ahead, we plan to:

- Keep improving the quality of our tea, in every cup we produce.
- Grow new products, like cinnamon, organic tea, and matcha tea.
- Reduce our impact on the environment even further.
- Support more women to become leaders through our HerLead programme.
- Use new technology, like smart farming tools and drones, to work more efficiently.

> 🌏 **Our Promise**
>
> We will keep growing our business in a way that is fair to our people, kind to the environment, and honest with everyone who trusts us.

📚 A Few Words Explained

Simple meanings for common business words

Revenue — The total money we earned from selling tea and other products.

Profit — The money left over after we pay all our costs.

Dividend — A payment we make to shareholders from our profits.

ESG — Short for Environment, Social and Governance — how well a company treats the environment, its people, and follows good business practices.

Sustainability — Taking care of nature and people today, so they can thrive for years to come.

Governance — The way a company is managed and controlled, to make sure it is run honestly and fairly.

Renewable Energy — Power that comes from natural sources that don't run out, like sunlight, water and plants.

Biodiversity — The variety of plants, animals and other living things in a place, working together in balance.

Stakeholder — Anyone affected by our company — including workers, customers, shareholders and neighbours.

📊 Our Year in Numbers

A quick recap of what you just read

Rs. 926 Mn Profit This Year	**82%** Waste Recycled	**98%** Staff Satisfaction	**AA** ESG Rating

💚 Thank You

Thank you for reading this summary. We hope it helped you understand our company's journey this year in simple words.

If you would like more details, please see our full Annual Report 2025/26, or scan the QR code on our accessibility page for an audio version.