

COMMUNITIES & CANOPIES RISING TOGETHER



**Plantation Human Development Trust
Annual Report 2025**

COMMUNITIES & CANOPIES RISING TOGETHER



At PHDT, we believe that sustainable development flourishes when people and nature grow together. Across Sri Lanka's plantation landscapes, we nurture an integrated approach where environmental restoration and community well-being are woven into a single, living vision. Through thoughtful investments and deep-rooted local partnerships, we contribute to sustainable development goals—ending poverty, creating dignified work, addressing climate change, and protecting life on land—while responding to the everyday realities of plantation communities.

Beneath the lush green canopies of layered trees, our vision is to bring diverse plantation communities together with partners and stakeholders, cultivating shared responsibility for the land they call home. By strengthening livelihoods, encouraging inclusive participation, and restoring ecosystems, donor support helps sow the seeds of lasting change—where resilient landscapes sustain thriving communities, and harmony between people and nature endures for generations.



Table of Contents

OVERVIEW

About the Organisation	2
Vision, Mission & Values	3
Performance Highlights	4
Year at a Glance	5
Awards & Excellence	7
Milestones	8
Our network	10
Stakeholders	11

MANAGEMENT DISCUSSION AND ANALYSIS

Chairman's Review	13
Director General's Review	15
Board of Directors	20
Head Office and Regional Directors	26
Building Stability through Housing	28
Healthy Living initiatives	32
Early childhood care today, Sustainable livelihoods tomorrow	35
Mobilising Communities for Change	37

GOVERNANCE

Corporate Governance	40
Risk Management and Addressing Uncertainties	42
Corporate Social Responsibility	44
Sustainability	46
People Behind Operations	47
SMART Systems for Better Service Delivery	51
Report of the Board of Directors on the Affairs of the Company	53

FINANCIAL STEWARDSHIP FOR STRONGER COMMUNITIES

Financial Calendar	56
Independent Auditor's Report	57
Statement of Financial Position	59
Statement of Comprehensive Income	60
Statement of Change in Reserves	61
Statement of Cashflows	62
Notes to the Financial Statements	63
Detailed Statement of Income and Expenditure	78
Detailed Statement of Deferred Grants	80

SUPPLEMENTARY INFORMATION

Ten Year Summary	83
Graphical Review of Financial Statements	84
Notice of Annual General Meeting	88
Form of Proxy	89
Notes	92

CORPORATE INFORMATION

Inner Back Cover



About the Organisation



Plantation Human Development Trust (PHDT) has been established by a Cabinet decision by the Government of Sri Lanka in 1982 as a tri partite organisation to take over the responsibility of providing health, child-care and welfare activities directed towards improving the social and living conditions of the plantation community the task that was undertaken by the Social Development Divisions of Sri Lanka State Plantations Corporation (SLSPC) and the Janatha Estates Development Board (JEDB) until the plantations were privatised.

PHDT then known as Plantation Housing & Social Welfare Trust (PH&SWT) is a Company registered under the Section 21 of Companies Act No. 17 of 1982, as a Company Limited by Guarantee, and has its Head Office in Colombo and seven Regional Offices covering the entire plantation sector.

The Organisation is currently gazetted under the Ministry of Plantations and Community Infrastructure.

About this report

The Annual Report presents a comprehensive overview and detailed analysis of the operations of the Plantation Human Development Trust (PHDT) for the year ended 31st December 2025.

The report highlights the strategic shift undertaken during 2025 and outlines the methodologies adopted to implement key activities. It also provides insight into PHDT's future outlook, aligned with its core thematic areas for livelihood development within plantation communities.

In line with our commitment to transparency, the report presents a balanced account of our economic, social, and environmental impact. It includes both financial and non-financial highlights, demonstrating the outcomes and value delivered to the communities we serve.

The financial statements included in this report have been prepared in accordance with Sri Lanka Accounting Standards for Small and Medium-sized Entities, issued by the Institute of Chartered Accountants of Sri Lanka. These statements have been independently audited by Ernst & Young, Chartered Accountants.





Our Vision

“To be the leading human development Organisation trusted for excellence, providing sustainable development programs to continuously improve the quality of life in the plantations”

Our Mission

- **Integrated services beneficial to the plantation sector and its environs**
- **Social economic and spiritual well-being**
- **Knowledge and self-confidence**
- **Occupational health and safety dimensions**
- **Talents and capabilities of the beneficiaries by benchmarking against the best practices**
- **Productivity of the sector**

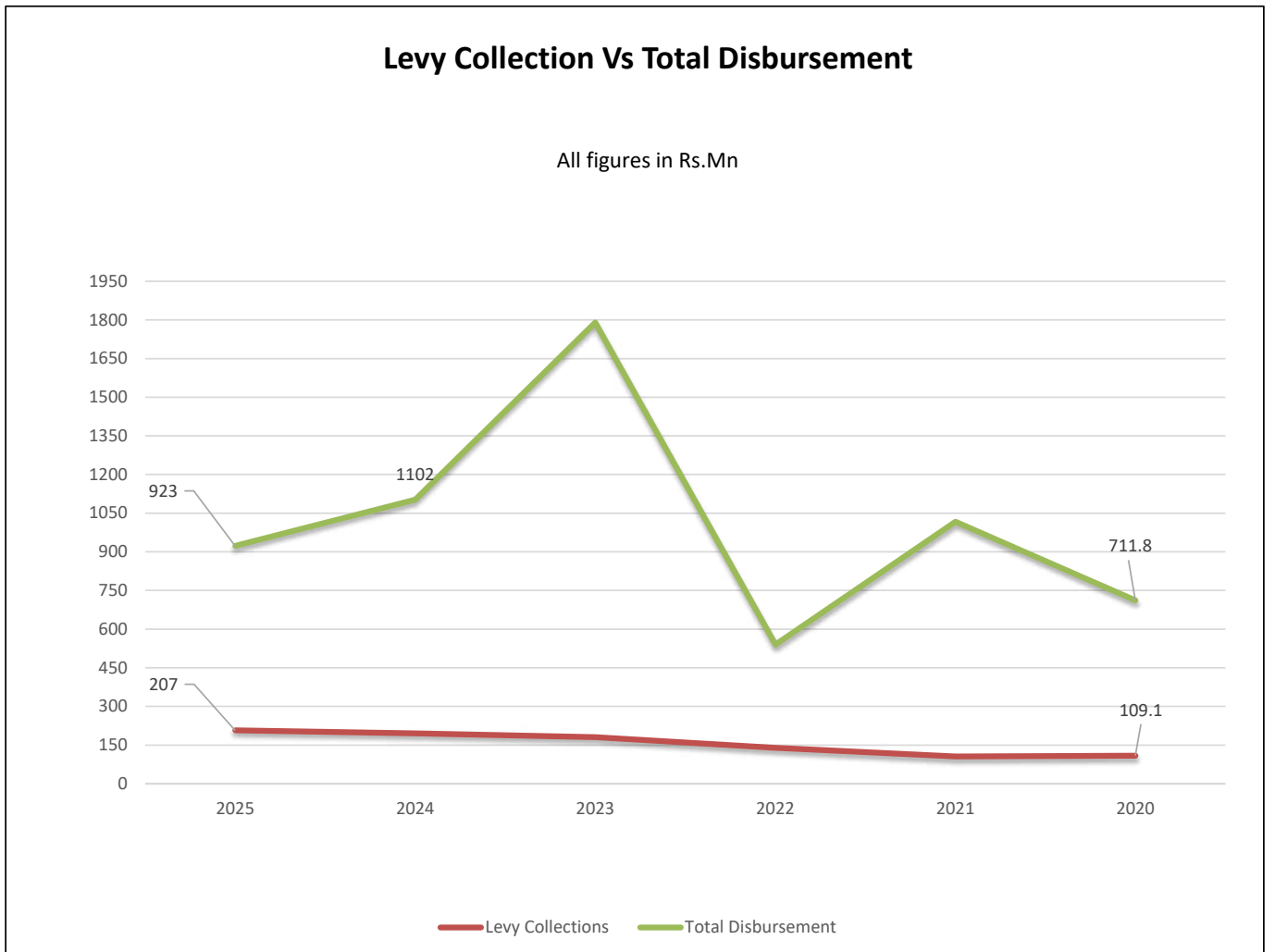
Values

- **We will adopt an open door policy**
- **We will ensure equity and fairness to our stakeholders**
- **We will make people feel valued and demonstrate integrity**
- **We will promote our team work through dedication and active listening**
- **We will work and achieve our objectives as one family**
- **We will ensure the stakeholder satisfaction through our dedicated activities**



Performance Highlights

	2025	2024
	Rs: Mn	Rs: Mn
Results for the year		
Levy Income	154.45	170.46
Total Recurrent Expenses	168.1	155.50
Excess from Activities	-13.65	14.96
Other Income & Gains	68.3	24.70
Other Expenses	-24.1	6.20
Net Project Income	2.5	(0.22)
Finance Cost	0	0.05
Finance Income	3.78	3.48
Excess Before Tax	36.83	49.17
Taxation		
Excess for the year	36.83	49.17





Year at a Glance

MR. B. K. PRABATH CHNDRAKEERTHI ASSUMED DUTIES AS THE CHAIRMAN OF PLANTATION HUMAN DEVELOPMENT TRUST



STAKEHOLDER FORUMS

These Forums were held with the aim of fostering dialog and collaboration of stakeholders in the plantation industry including NGO's, INGO's, industry experts and Government officials. This forum served as a platform to discuss pressing issues and explore innovative solutions pertinent to the plantation sector. This reflects our commitment to empower plantation communities and improving quality of life for sustainable development.



TEA KIDS HYBRID PRE SCHOOL

PHDT in collaboration with Hemas Outreach Foundation and Keleni Valley Plantations PLC established a Hybrid Model Pre School which was a significant step towards enhancing early childhood learning facilities by integrating modern educational methodologies. This innovative model blends traditional preschool learning

with modern digital methods, giving children of the estate community access to a richer and more engaging educational experience.



CEO'S FORUM

The CEO's Forum served as a platform for collaboration, knowledge sharing, and strategic planning reaffirming PHDT commitment in fostering sustainable development and improving quality of life in the plantations. The forum recognized the contribution by the Estate Worker Housing Cooperative towards social development and acknowledged outstanding performances of the Child Development Centers.





Year at a Glance

32ND ANNUAL GENERAL MEETING

The 32nd Annual General Meeting was held on 28th March 2025 at the Grand Monarch, Thalawathugoda with the participation of all stakeholders and reflected the achievements of the past year. Significant highlights were

- presentation of start-up grants to 44 university entrants from the plantations
- recognition of the Best Regional Office



COMMUNITY CANVAS

PHDT Community Canvas Newsletter was launched which is a significant milestone in our commitment to share timely updates, achievements and insights from across our operations and initiatives towards sustainable development and empowerment of the plantation community.



INTER PLANTATION CRICKET TOURNAMENT

PHDT Inter planters Cricket tournament was conducted with the aim of fostering sportsmanship and unity among plantation communities while strengthening the bonds of fellowship, teamwork, and community spirit across the plantation sector.



“TEA DIALOGUE” MAGAZINE

This publication marks a significant milestone in creating a platform dedicated to knowledge sharing and thought leadership within the Sri Lankan plantation industry.

“Tea Dialogue” brings together insightful articles contributed by a diverse range of writers, including industry experts, academics, field professionals, and development practitioners. The magazine explores key themes such as plantation development, Digitalization of plantation, Trends in vital statistics, sustainability, innovation & Investment, and emerging challenges facing the sector.





Awards & Excellence

Management Leadership Excellence Award



Director General of PHDT was honoured with Management Leadership Excellence Award – 2025 by the Institute of Chartered Professional Managers of Sri Lanka for outstanding leadership, strategic vision, and unwavering commitment to organizational development and sustainability within the plantation sector.

Tea Re Imagine Award



PHDT was recognized by the Asia Tea Alliance for our longstanding commitment for improvement of welfare, dignity and resilience of the plantation community.

TAGS Award



Certificate of Compliance at the TAGS awards ceremony, a distinguished event organized by the Institute of Chartered Accountants of Sri Lanka. This recognition underscores PHDT’s unwavering commitment to adherence to the highest standards of compliance in Transparency, Accountability, Governance, & Sustainability in financial reporting.



Our Milestones

1992 - Restructuring of the Plantation Sector after Privatisation

A tripartite organisation consisting of the Government, Regional Plantation Companies and Trade Unions was formed by the Government to co-ordinate and facilitate social welfare programmes in estates.

1992 - Company Registration

Plantation Housing & Social Welfare Trust (PHSWT) was set up and incorporated in Sri Lanka under the Companies Act No. 17 of 1982 on 18th September 1992.

2001 - New Office

PHSWT moved to its newly-built Office at No. 427/14, Robert Gunawardena Mawatha, Battaramulla, on 4th January 2001.

2002 - Change in Name

Organisation was re-named as Plantation Human Development Trust on 20th October 2002.

2005 - New Line Ministry

PHDT came under the purview of the Ministry of Estate Infrastructure and Livestock Development by the Gazette Notification No. 1422/22 dated 5th December 2005.

2006 - New Line Ministry

PHDT came under purview of the Ministry of Youth Empowerment and Socio Economic Development by the Gazette notification No. 1460/14 dated 29th August 2006.

2008 - Diploma Registration

PHDT further registered as a Training Institute for Awarding Diploma Certificates on Child Development and Pre-school Education and Management.

2009 - ISO Facilitator

PHDT is appointed by the Sri Lanka Standard Institute (SLSI) as an Agent to facilitate the certification process to award the ISO standard for the Plantation Sector.

2010 - New Line Ministry

PHDT has come under the purview of the Ministry of Livestock and Rural Community Development by the Gazette Notification No. 1651/20 dated 30th April 2010.

2012 - ISO Certification

PHDT was awarded the ISO 9001:2008 Quality Management System Certification by the Sri Lanka Standard Institution, who is the accredited body in Sri Lanka for the International Standards Organisation.

2013 - Training Institute

PHDT was recognized as an approved Training Institute at Strategic Level by the Council of the Chartered Accountants of Sri Lanka, on the recommendation of the Student Training & Development Committee.

2015 - New Line Ministry

PHDT has come under the purview of the Ministry of Plantation Infrastructure Development by the Gazette Notification No. 1897/15 dated 18th January 2015.

PHDT has come under the purview of the Ministry of Hill Country New Villages, Infrastructure & Community Development by the Gazette Notification No. 1933/13 dated 21st September 2015.

2015 - ISO Re-Certification

PHDT was re-certified and awarded the ISO 9001:2008 Quality Management System for a further three year period by the Sri Lanka Standard Institution, who is the accredited body in Sri Lanka for the International Standards Organisation.

2016 - Commencement Housing Programme

- Commencement of Green Gold Housing Programme and Township Housing Programmes.
- Commencement of Indian Housing Programme.
- Training of Apprentice Pharmacists.

2017 - Introducing “Tikiri Shakthi” Nutri Bar

Introducing “Tikiri Shakthi” Nutri Bar - Elimination of malnutrition birth weight in plantation sector”.



Our Milestones

2018 - Introducing Farmer Driven Housing Programme

Introducing Farmer Driven Housing Programme. Awarding Diplomas to Child Development Officers.

2019 - Establishment of Plantation Resilient Unit.

Establishment of Plantation Resilient Unit.

2020 - COVID-19 pandemic

PHDT recognized as the main facilitating body for prevention of COVID-19 pandemic in Plantations.

2021 - Two In House Training Centres

Two In House Training Centres were inaugurated in Hatton & Galle Regions under the Early Childhood Development Project.

2022 - PHDT was recognized by the Department of National Community Water Supply

PHDT was recognized by the Department of National Community Water Supply as the provider for Backup Support to Small and Medium Water Supply Entities in Plantation areas.

2023 - IT training centers

With the opening of IT training centers in Nuwaraeliya and Hatton regions, PHDT mark a crucial step towards empowering the communities in these areas with essential digital skills.

By providing access to IT education and training, the PHDT aims to enhance employment prospects and foster economic development within the plantation communities.

2024 - Introduction of Hybrid Pre School Model

New Line Ministry

- Ministry of Plantation & Community Infrastructure

2025 - Launch of SMART PHDT Digital platform for Healthcare & Project Operations

“Roots to Wings” Scholarship Programme for the Uplifting of Plantation Children Towards a Brighter Future



Our Network



01 - Head Office



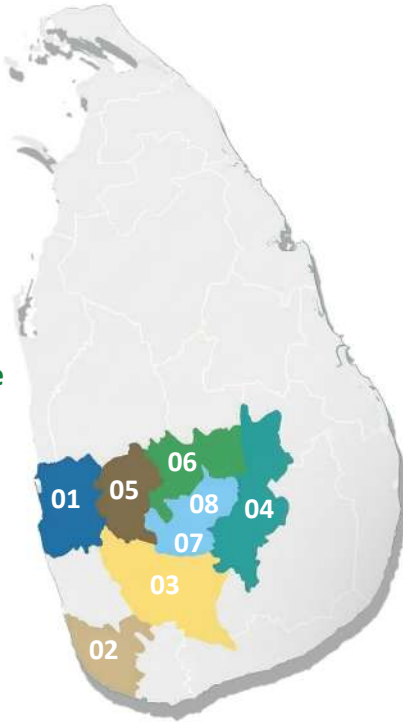
02 - Galle Regional Office



03 - Ratnapura Regional Office



08 - Nuwara Eliya Regional Office



04 - Badulla Regional Office



07 - Hatton Regional Office



06 - Kandy Regional Office



05 - Kegalle Regional Office



Stakeholder Composition

Government Ministries

Ministry of Plantation and Community Infrastructure
Ministry of Finance, Planning and Economic Development
Ministry of Health and Mass Media
Ministry of Urban Development, Construction and Housing

State Owned Organizations

Janatha Estates Development Board
Sri Lanka State Plantations Corporation
Elkaduwa Plantations Ltd

Regional Plantation Companies

Agalawatte Plantations
Agrapatana Plantations
Balangoda Plantations
Bogawantalawa Tea Estates
Chilaw Plantations
Elpitiya Plantations
Hapugastenne Plantations
Hatton Plantations
Horana Plantations
Kahawatte Plantations
Kegalle Plantations
Kelani Valley Plantations
Kotagala Plantations
Kurunegala Plantations
Madulsima Plantations
Malwatte Valley Plantations
Maskeliya Plantations
Maturata Plantations
Namunukula Plantations
Pussellawa Plantations
Talawakelle Tea Estates
Udapussellawa Plantations
Watawala Plantations

Donors

Plantation Community

Trade Unions

Private Members

Stassen Bio Tea Project
Tea Research Institute of Sri Lanka
Lalan Rubbers (Pvt) Ltd.

MANAGEMENT DISCUSSION AND ANALYSIS





Chairman's Review



It is my pleasure to present the Annual Report of Plantation Human Development Trust for the year 2025, highlighting another year of meaningful engagement with plantation communities across Sri Lanka. Our work continues to be guided by the belief that sustainable livelihood development is essential to improving the quality of life of families living and working in the plantation sector.

For generations, the plantation community has played a vital role in the national economy, particularly through its contribution to Sri Lanka's renowned tea industry. Yet many estate families continue to face socio-economic challenges, including limited livelihood opportunities, restricted access to resources, and persistent issues related to health, nutrition, and social mobility. At PHDT, we remain committed to addressing these challenges through integrated programmes that empower individuals and families to improve both their economic security and overall quality of life.

During the year under review, our programmes focused on completion of partly completed housing projects that were stalled over the years.

A particular highlight of the year was our involvement with the Clean Sri Lanka Project activities in the plantations in line with Government policy towards uplifting living standards and enhancing the environment within plantation communities, while reinforcing the Government's commitment to sustainable development and community well-being through the vision of "A Thriving Nation, Beautiful life"..

Equally important has been our engagement with estate youth, equipping them with practical skills and career guidance to pursue diverse employment opportunities. By nurturing the aspirations and talents of young people, we aim to support a new generation that is confident, skilled, and able to contribute meaningfully to the social and economic progress of their communities.




Chairman's Review

The achievements recorded in this report would not have been possible without the unwavering commitment of our partners and supporters. I wish to extend my sincere appreciation to our development partners, Regional Plantation Companies, Government Institutions, and Community Leaders who continue to collaborate with us in advancing inclusive development in the plantation sector.

I would also like to express my gratitude to the members of our Board of Directors, the management team, and our dedicated field staff whose passion and commitment make our work possible. Their close engagement with estate communities ensures that our programmes remain responsive, impactful, and grounded in the real needs of the people we serve.

As we move forward, PHDT will continue to strengthen its efforts to promote sustainable livelihoods, empower women and youth, and create opportunities for plantation families to build secure and dignified futures. We remain hopeful that through collective effort and partnership, meaningful and lasting change can be achieved in the plantation sector.

On behalf of the Board, I thank all those who have supported our work and invite you to continue partnering with us in our shared commitment to the development and well-being of Sri Lanka's plantation communities.



B. K. Prabath Chandrakeerthi
Chairman



Director General's Review



It gives me immense pride and satisfaction to present the Annual Report of the Plantation Human Development Trust (PHDT) for the year 2025. This year has been one of resilience, renewal, and remarkable progress in our collective journey to uplift plantation communities across Sri Lanka. Guided by our mission to enhance the quality of life of estate workers and their families, PHDT has continued to serve as a bridge between government, plantation companies, and development partners, ensuring that the voices of the most vulnerable are heard and their needs addressed.

Professional Recognition of PHDT

The Plantation Human Development Trust (PHDT) stands today as the only organization in Sri Lanka solely dedicated to the holistic development of plantation communities. For over three decades, PHDT has been the trusted custodian of welfare, empowerment, and sustainable progress in the plantation sector. In 2025, our unwavering commitment to community service was not only demonstrated through impactful programmes, but also recognized nationally and internationally, affirming our unique role in shaping the future of estate families.

Governance, Compliance, and Accountability

PHDT has consistently upheld the highest standards of governance and compliance. In 2025, we reinforced our commitment to transparency and accountability through regular audits, compliance checks, and rigorous monitoring mechanisms. Every resource entrusted to us was utilized efficiently, in line with institutional policies, ensuring that our stakeholders' trust remained well-placed.



Director General's Review

Our governance framework emphasizes integrity, inclusivity, and responsiveness, values that have become the hallmark of PHDT's operations. This dedication was acknowledged by the Institute of Chartered Accountants of Sri Lanka, which awarded PHDT the Compliance Award for the fifth consecutive year. This recognition is a testament to the diligence of our teams and the collective support of all stakeholders. I extend my heartfelt gratitude to everyone who contributed to this achievement, reinforcing PHDT's reputation as a model of accountability in the public sector.

Honours for Community Service

The year 2025 was particularly significant as PHDT's services to plantation communities were honoured by the Asia Tea Alliance. This recognition is a rare and prestigious occasion, highlighting the impact of our work in uplifting estate families and positioning Sri Lanka's plantation sector as a benchmark for community development in Asia. It is a proud moment not only for PHDT, but for the entire nation, as our efforts resonate beyond borders.

Excellence in Public Sector Management

PHDT's commitment to operational excellence was further validated when we were awarded by the Institute of Chartered Professional Managers of Sri Lanka for our best management practices in the public sector. This accolade underscores our ability to balance efficiency with empathy, ensuring that every initiative is both strategically sound and deeply human-centered. It reflects the professionalism of our staff, the strength of our systems, and the vision that guides our work.

The Sole Custodian of Plantation Community Development

These recognitions reaffirm PHDT's unique position as the sole organization in Sri Lanka dedicated to the welfare and empowerment of plantation communities. No other institution carries this mandate, and no other body has the breadth of responsibility that PHDT shoulders. From housing and health to education, nutrition, and disaster preparedness, PHDT remains the trusted partner of estate families, working tirelessly to ensure dignity, opportunity, and resilience.

Our achievements in 2025 are not merely awards or accolades; they are reflections of the lives touched, the futures transformed, and the communities strengthened. Each recognition is a reminder that our mission is vital, our work is impactful, and our responsibility is profound.

Strengthening Community Empowerment

Community empowerment remained at the heart of our work in 2025. We believe that sustainable development is not merely about providing services, but about enabling communities to take ownership of their future. Through participatory planning, capacity building workshops, and grassroots leadership initiatives, PHDT has nurtured a culture of self reliance and collective responsibility. Women's groups, youth forums, and community based organizations have been strengthened to play active roles in decision making, ensuring inclusivity and equity in development processes.

One of the most significant milestones this year was the expansion of our **Community Development Committees (CDCs)**. These committees, formed within estates, have become vibrant platforms for dialogue and problem solving. By empowering local leaders, we have witnessed greater accountability in resource management, improved coordination of welfare activities, and stronger advocacy for community needs.

Education and Child Development

Education is the cornerstone of empowerment, and PHDT has continued to invest in the future of plantation children. In 2025, we scaled up our **Early Childhood Development (ECD) Centres**, ensuring that children in tea and rubber estates have access to safe, nurturing environments during their formative years. Over 400 centres were supported with improved infrastructure, teacher training, and nutritional programs.



Director General's Review

The **scholarship initiative** launched last year gained momentum, providing financial assistance to bright students from low income families. Many of these students have now entered universities and vocational institutes, breaking barriers that once limited opportunities for plantation youth.

The midday meal program, introduced to combat malnutrition, has not only improved attendance but also enhanced learning outcomes.

Health and Nutrition

PHDT's health interventions in 2025 focused on preventive care, maternal health, and nutrition. Mobile medical clinics reached remote estates, offering essential services to families who otherwise face barriers to healthcare access. Special emphasis was placed on **maternal and child health**, with awareness campaigns on safe motherhood, immunization drives, and nutritional supplementation.

We also strengthened partnerships with the Ministry of Health and plantation hospitals to address chronic illnesses and occupational hazards prevalent among estate workers. Nutrition programs, particularly for children and pregnant mothers, were expanded, ensuring that vulnerable groups receive the support they need for healthy growth and development.

Housing and Infrastructure Development

Adequate housing and infrastructure are vital for dignity and well being. In 2025, PHDT facilitated the construction and renovation of line rooms, improving living conditions for thousands of families. Access to clean water and sanitation facilities was prioritized, with over 200 water supply schemes completed during the year. Roads, drainage systems, and community centres were upgraded, contributing to safer, healthier, and more cohesive communities.

These infrastructure projects were not merely physical improvements; they symbolized hope and progress. By involving communities in planning and implementation, we ensured that development was responsive to local needs and sustainable in the long term.

Disaster Preparedness and Relief

Plantation communities are often vulnerable to natural disasters such as landslides and floods. In 2025, PHDT intensified its **disaster preparedness programs**, training estate residents in early warning systems, evacuation procedures, and first aid. Relief efforts were coordinated swiftly during adverse weather events, ensuring timely delivery of food, shelter, and medical assistance.

Our proactive approach to disaster management has reduced risks and built resilience, enabling communities to recover faster and with greater confidence.

Partnerships and Stakeholder Engagement

PHDT's success in 2025 was made possible through strong partnerships. We worked closely with Regional Plantation Companies, Government Agencies, International Donors, and Civil Society Organisations to mobilize resources and expertise. The private sector played a pivotal role in supporting education, health, and infrastructure projects, while international partners contributed to capacity building and technical assistance.

We are deeply grateful to all stakeholders who visited estates, engaged with communities, and extended their support. Their personal involvement has inspired trust and strengthened our collective resolve to uplift plantation families.



Director General's Review

Promoting Gender Equality and Youth Empowerment

Recognizing the critical role of women and youth in community development, PHDT launched targeted programs in 2025 to promote gender equality and leadership. Women's cooperatives were supported to engage in income generating activities & enhancing household livelihoods. Training sessions on financial literacy and entrepreneurship empowered women to manage resources effectively and contribute to family well being.

Youth empowerment initiatives included vocational training, sports programs, and leadership camps. These efforts have instilled confidence among young people, encouraging them to become agents of change within their communities.

Human Development Indicators – Plantation Communities (2025)

While economic performance is vital, PHDT's mission is deeply tied to human development outcomes. According to the Sustainable Development Council of Sri Lanka, progress in plantation areas reflects both achievements and persistent challenges:

Education: Literacy rates among estate youth have improved, with secondary school enrollment surpassing 85%, though early childhood education access remains uneven.

Health: Maternal health indicators show progress, with institutional deliveries exceeding 95%, yet child malnutrition remains higher than the national average.

Housing & Sanitation: Over 70% of estate households now have access to improved sanitation facilities, a significant improvement from a decade ago.

Income & Poverty: Estate poverty levels have declined, but remain above the national average, underscoring the need for continued livelihood diversification.

Gender Equality: Women's participation in estate welfare committees has risen, strengthening community leadership and decision-making.

The statistics and human development indicators of 2025 reaffirm both the progress made and the challenges ahead. PHDT remains steadfast in its mission to uplift plantation families—not only through welfare programmes but by fostering resilience, dignity, and opportunity. Together with our partners, we will continue to build a future where every estate worker and child can thrive.

Looking Ahead

As we reflect on the achievements of 2025, we are reminded that the journey of empowerment is ongoing. Challenges remain—poverty, inequality, and climate vulnerability continue to affect plantation communities. Yet, the resilience and determination of these communities inspire us to move forward with renewed energy.

In 2026, PHDT will focus on deepening community ownership, expanding digital literacy, and strengthening climate resilient livelihoods. We will continue to advocate for policies that safeguard the rights and dignity of estate workers, while fostering partnerships that bring innovation and sustainability to our programs.

The year 2025 has been a testament to what can be achieved when communities, institutions, and partners unite with a shared vision. PHDT's work has touched lives across plantations, bringing hope, opportunity, and empowerment. I extend my heartfelt gratitude to all who have contributed to this mission—our dedicated staff, Regional Plantation Companies, Government Agencies, Donors, and above all, the communities themselves.

Together, we have laid stronger foundations for a future where plantation families can thrive with dignity, equality, and opportunity. Let us carry forward this spirit of collaboration and compassion as we continue to build resilient & empowered communities in the years ahead.



Director General's Review

Strategic Outlook – 2026 and Beyond

As we look ahead, PHDT is committed to deepening its role as a catalyst for transformation in plantation communities. Building on the achievements of 2025, our priorities for 2026 will focus on three critical pillars:

Climate Resilience

Expanding reforestation and soil conservation programmes to safeguard estates against climate variability.

Introducing water-efficient technologies and climate-smart agriculture to protect livelihoods.

Strengthening disaster preparedness systems to ensure estate families are better equipped to face floods, droughts, and landslides.

Digital Transformation

Establishing digital learning hubs in estates to bridge the rural-urban technology divide.

Enhancing e-health services, enabling estate families to access medical consultations remotely.

Digitizing welfare records and service delivery to improve transparency and efficiency.

Youth Empowerment

Launching vocational training and entrepreneurship programmes tailored to estate youth.

Expanding scholarship schemes to ensure equitable access to higher education.

Promoting sports, arts, and leadership initiatives to nurture well-rounded future leaders.

Gratitude and Commitment

I wish to place on record my appreciation to Regional Plantation Companies, Government Agencies, Donors, and International Partners. Your support has been instrumental in enabling PHDT to achieve these milestones. The recognition we received in 2025 belongs to all of you; it is a shared success that demonstrates the power of collaboration and the strength of collective vision.

My heartfelt gratitude extends to the Chairman & Board of Directors for their consistent guidance and support in all operational matters. Additionally, I deeply appreciate the efforts of the PHDT Directors & all members of staff of the organisation for their unwavering cooperation and the dedication in serving the plantation community.

As we move forward, PHDT will continue to uphold the values of integrity, service, and excellence. We remain steadfast in our mission to empower plantation communities, ensuring that they are not left behind in Sri Lanka's journey of progress. With the trust of our stakeholders and the resilience of our communities, we are confident that PHDT will continue to shine as a beacon of service and development in the years ahead.

Closing Note

The journey ahead is both challenging and inspiring. By aligning economic progress with human development, PHDT will continue to champion dignity, opportunity, and resilience for plantation families. With the collective strength of our partners, we are confident that 2026 will mark another chapter of transformation—where every estate worker, child, and youth can look forward to a brighter future.

L. R. Perera
Director General



Board of Directors



Mr. B.K.P. Chandrakeerthi (Chairman)

Mr. Prabhath Chandrakeerthi is an accomplished senior public servant with proven expertise in national policy development, institutional governance, and inter-agency coordination. He has served in several high-level capacities, contributing significantly to sustainable development and public service delivery in Sri Lanka. Currently, as the Secretary to the Ministry of Plantation and Community Infrastructure, Mr. Chandrakeerthi serves as the focal point for formulating, implementing, monitoring, and evaluating national policies and programmes related to the plantation sector and community infrastructure. He provides strategic leadership in coordinating with 29 institutions under the Ministry's purview, focusing particularly on improving housing, water, and sanitation facilities for estate communities. He is also a member of the Committee to Review State-

Owned Non-Commercial Entities, where he contributes to the evaluation and restructuring of public sector entities to enhance efficiency and accountability. Under his leadership, the Ministry has adopted modern management systems and digital technologies to eliminate inefficiencies and corruption, while driving productivity across the plantation industry.

Previously, Mr. Chandrakeerthi served as the Secretary to the Ministry of Environment from 1st January 2024 to 19th November 2024, where he led national efforts on environmental conservation, policy integration, and sustainable resource management.

He worked closely with key agencies including the Central Environmental Authority, Geological Survey and Mines Bureau, and the Sri Lanka Climate Fund to promote biodiversity, increase forest cover, mitigate climate change impacts, and implement sustainable development initiatives. Known for his strong leadership, integrity, and strategic vision, Mr. Chandrakeerthi has consistently demonstrated a commitment to public service excellence, institutional reform, and community-focused development.

He has served as Commissioner General of Labour from 2020 October to 2023 December, where he maintained industrial peace through the enforcement of labour laws and the settlement of disputes. He promoted social dialogue within the working community, implemented international labour standards, and took strong measures to prevent child labor while safeguarding the rights of women and young workers.

He also oversaw Employees' Provident Fund (EPF) operations and introduced workplace safety and health standards across industries.

During Mr. Chandrakeerthi's tenure as Director General of the Department of Coast Conservation from 2015 April to 2020 October, he provided strategic leadership to safeguard and sustainably manage the nation's coastal resources. His work focused on improving the overall status of the coastal environment while ensuring balanced development and effective shoreline management.

He played a key role in enhancing the living standards of coastal communities by promoting inclusive economic development based on the sustainable use of coastal resources. Under his leadership, initiatives were implemented to strengthen coastal infrastructure, reduce disaster risks, and improve resilience to coastal hazards.

His efforts resulted in increased value addition to coastal resources through environmentally responsible development practices, while safeguarding the social, economic, and cultural values of coastal communities. These initiatives contributed significantly to national economic growth, improved productivity of coastal habitats, and reduced the impacts of coastal disasters on vulnerable populations.

Through a strong emphasis on sustainability, risk reduction, and community well-being, he made a lasting contribution to the conservation and responsible development of the country's coastal zones.



Board of Directors



Mr. S.K.L. Obeyesekere

Was a founder member of the Plantation Housing & Social Welfare Trust (PHSWT) established on 18th September 1992 and later re-named as Plantation Human Development Trust (PHDT) on 10th October 2002.

Since Privatization of Plantations and the formation of Regional Plantation Companies Mr. Obeyesekere functioned as the Chief Executive Officer of two RPCs over a period of 25 years up to 2017. He is a Fellow of the National Institute of Plantation Management in Sri Lanka and counts over 52 years experience in the Industry having commenced his career as a Management Trainee and then rising to the position of Chief Executive Officer.

Mr. Obeyesekere is a past Chairman of the Planters' Association of Ceylon and the Plantation Employers' Services Group of the Employers Federation of Ceylon. He has served as an elected member of the Ceylon Rubber Traders' Association & the Ceylon Tea Traders Association and as a nominated Council Member of the Employers' Federation of Ceylon. He is a member of the National Labour Advisory Council (NLAC).

He has served as a Member of Sri Lanka Tea Board, Tea Research Board and Sri Lanka State Plantation Corporation (SLSPC) and currently serves on the Boards of National Institute of Plantation Management, Ceylon Tea Museum and Plantation Human Development Trust.

Currently he functions as the Secretary General of the Planters' Association of Ceylon.



Mr. S.P. Vijekumaran

Mr. S.P. Vijekumaran, who is representing the Lanka Jathika Estate Workers Union is currently performing as the National Organizer and Senior Administrative Secretary of the Union.

He was appointed as the Assistant Secretary of LJEJU from 2003 to 2014; Regional Director of Uva Province; Assistant Secretary of National Trade Union Federation; Treasurer of The Power Foundation; President of Sri Lanka Security Services Union. He also, served as the Private Secretary to late Hon. K. Velayudam (Member of Parliament and Member of Uva Provincial Council) from 1990 to 2013.

He was appointed as the Assistant Secretary (T/U) of Ministry of Plantation Industries and NHDA Housing Programme Co-ordinator of LJEJU from 2017 to 2019 and from 2020 September Senior Administrative Secretary of LJEJU.

Mr. Vijekumaran represented Sri Lanka as the worker delegate at the International Labour Conference held in Geneva in 2003 and 2016.

He holds Diplomas in Trade Union Workers Education and Curriculum Development and Diploma in Political Science and Social Mobilization.



Board of Directors



Mr. J.A. Rodrigo

Mr. Rodrigo is a Senior Executive and an Industry Leader with extensive experience in the Plantation Sector, spanning strategic leadership, operational management, and institutional governance. He currently serves as the Director & Chief Executive Officer of Horana Plantations PLC, where he provides strategic direction and leads enterprise-wide operations to drive sustainable growth and organizational performance.

Starting his career as Plantation Assistant Manager at Janatha Estates Development Board (JEDB), building a strong foundation in plantation operations and public-sector management.

In addition to his executive responsibilities, Mr. Rodrigo contributes actively to Industry and Social Development Institutions. He serves as an active Fair Trade NAPP Board Representative, Director representing the PA for the Ceylon Tea Museum, Plantations Human Development Trust and is an active member of Ceylon Planters' Provident Society and the Estate Staffs' Provident Society, supporting governance, human development, and sector-wide sustainability.

Mr. Rodrigo has had extensive training in Management Practices, from the Indian School of Business (ISB) – Hyderabad, and has had specialized practical training in Japan under “JASTICA” and in addition, has received training in Child Protection in emergencies from “Save the Children” in Thailand, strengthening his expertise in social welfare and community development within the plantation sector.



Mr. S. D. Samaradiwakara

Mr. Shanaka D. Samaradiwakara began his career in the private sector in 1989 after completing his secondary education at Royal College, Colombo 7. He entered the plantation sector in 1992 with the Janatha Estates Development Board (JEDB).

He is a senior planter with over three decades of experience in managing plantations and holds a National Diploma in Plantation Management and an MBA from Horizons University, France. He is also a Fellow of the National Institute of Plantation Management.

Mr. Samaradiwakara has extensive experience in the cultivation, manufacture, processing, packaging, warehousing, and export of key crops including tea, rubber, spices, and other export-oriented agricultural products.

Having initially served at Kotagala Plantations and Kelani Valley Plantations, he joined Malwatte Valley Plantations PLC in 2014. He was appointed Director and Chief Executive Officer on 1st August 2019, and subsequently to the Board of Malwatte Spices (Pvt) Ltd in 2020.

He currently serves as the Deputy Chairman of the Planters' Association of Ceylon, Chairman of the Plantation Services Group and as a Council Member of the Employers' Federation of Ceylon. He is also a member of the Colombo Tea Traders' Association (CTTA) and the Ceylon Chamber of Commerce (CCC).

Additionally, he serves as a Board Director of the Sri Lanka Tea Board (SLTB), the Plantation Human Development Trust (PHDT), and as a Member of the Plantation Sector Wages Board.



Board of Directors



Dr. (Mrs.) N.K.C. Gunarathna

Dr. (Mrs.) N.K.C. Gunarathna is a Consultant Community Physician, and currently she is working as the Director of Estate and Urban Health Unit of the Ministry of Health. Apart from her MBBS Medical Degree from the University of Ruhuna. Dr. Gunarathna has Master and Doctor of medicine Degrees from the University of Colombo. She had completed overseas training for a period of one year in the University of La Trobe, Australia.

She served as a Medical Officer in Colombo South Teaching Hospital, Medical Officer of Health in Kalautara and Beruwala areas attached to National Institute of Health Services and Consultant Community Physician in National Institute of Health Services.

She commenced her administrative career as a Deputy Director, Teaching Hospital, Kaluthara and thereafter as the Deputy Director of Colombo South Teaching Hospital.



Mr. R. Logadas

Mr. Logadas has had a significant and impactful career in the trade union movement, particularly in the Central and Uva provinces. As a Director of the Ceylon Workers Congress and a former National Organizer, he has contributed significantly towards advancing plantation workers' rights and welfare in Sri Lanka.



Board of Directors



Mr. A. S. Perera

Mr. Anusha Perera was appointed Chairman of Hapugastenne Plantations PLC and Udapussellawa Plantations PLC in December 2021. He brings over four decades of extensive experience in the plantation sector, with significant expertise in strategic leadership, estate management, and corporate governance.

In addition to his chairmanships, Mr. Perera serves as an Executive Director of Maturata Plantations Ltd, Hapugastenne Plantations PLC, Udapussellawa Plantations PLC, Tea Small Holder Factories PLC, Newburgh Green Tea (Pvt) Ltd, and Melfort Green Teas Ltd. He also serves as a Director of Pussellawa Plantations Ltd, FLMC Plantations (Pvt) Ltd, Ceylon Estate Teas (Pvt) Ltd, and the Plantation Human Development Trust (PHDT).

During his distinguished career, Mr. Perera has held several senior leadership positions, including Executive Director of Balangoda Plantations PLC and Director/Chief Executive Officer of Agalawatte Plantations PLC. He has also served as a Director of AEN Oil Palm Ltd and Mackply Industries Ltd, and as a Board Member of the Rubber Research Board of Sri Lanka.

Mr. Perera is a Fellow of the Institute of Plantation Management (FIPM), a Member of the Chartered Institute of Personnel Management (CMIPM), and a Member of the Institute of Management (MIM). He is also a Life Member of the Organization of Professional Association (OPA).

He currently serves as a Committee Member of the Ceylon Rubber Traders' Association of Sri Lanka (CRTA) and the Spices & Allied Products Producers' & Traders' Association of Sri Lanka (SAPPTA). He previously served as Vice Chairman of SAPPTA and as a Committee Member of the Colombo Tea Traders' Association (CTTA).



Mr. M.H.M. Zameel

Mr. Zameel is the Additional Secretary to the Ministry of Housing Construction and Water Supply. He is a SLAS Officer joined the service in 1998. He has completed his BA Degree at University of Peradeniya (external) and MSc in Human Resource Planning and Development at University of Grugobind Indraprasad - New Delhi.

He served in several public institutes such as Department of Registration of Persons, Public Service Commission, Department of Social Services, Ministry of Social Services, Department of Muslim Religious and Cultural Affairs, and Department of Project Management and Monitoring.



Board of Directors



Mr. T.P. Kodippily

Mr. Kodippily is a career civil servant of the Sri Lanka Administrative Service and serves as the Assistant Director at the Department of Fiscal Policy, Ministry of Finance, Sri Lanka. He contributes his expertise to both the Tax Policy Unit and Macro Fiscal Unit of the Department. Mr. Kodippily holds a BSc Degree in Physical Science from the University of Colombo, a Diploma in Public Administration from the Sri Lanka Institute of Development Administration, and a MA in Policy Economics from Williams College.



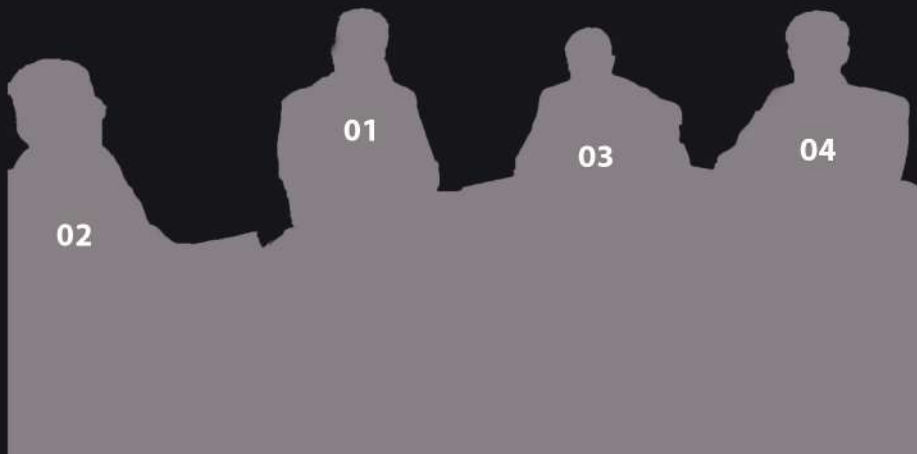
Mr. R.M.V.W. Weerabahu

Mr. Vidura Weerabahu is an Associate Member of the Institute of Chartered Accountants of Sri Lanka with over 30 years of post-qualification experience spanning multiple management levels and diverse sectors, including auditing, banking, apparel, and the plantations industry. He possesses more than 18 years of specialized experience in the plantations sector.

He is also an Associate Member of the Chartered Institute of Management Accountants (CIMA), UK. Mr. Weerabahu holds a Bachelor of Science (Hons) degree in Physical Science from the University of Colombo and a Master of Business Administration (MBA) from the Postgraduate Institute of Management, University of Sri Jayewardenepura.

Since 2019, he has been serving as the Director – Finance of Kelani Valley Plantations PLC.

Directors - Head Office



01 Mr. L. R. PERERA
Director General

02 Mr. R. Y. KULATUNGA
Director Finance & Admin.

03 Dr. R. M. S. K. AMUNUGAMA
Director Health

04 Mr. Y. K. P. J. B. JINARATNE
Director Engineering

Directors - Regions



01 Mr. R. V. A. N. P. WIJERATNE
Rathnapura Region

02 Mr. A. S. B. EKANAYAKE
Badulla Region

03 Mr. C. DEVARANJAN
Nuwara Eliya Region

04 Mr. J. C. WEERASEKARA
Hatton Region

05 MR. L. K. ABEYAWARDENA
Kandy Region

06 MR. G. I. B. HERATH
Galle Region

07 Mr. S. T. R. K. DESHAPRIYA
Kegalle Region



Building Stability through Housing

During the year 2025, the Engineering Division of the Plantation Human Development Trust (PHDT) played a pivotal role in advancing housing, infrastructure, and community development initiatives across seven regions. The Division was responsible for the planning, coordination, implementation, and monitoring of Ministry-funded and donor-assisted programmes aimed at improving living standards within plantation communities.

Despite significant challenges arising from adverse weather conditions, disaster-related impacts, and procurement constraints, the Engineering Division maintained steady progress through effective coordination with Regional Plantation Companies (RPCs), Ministries, funding agencies, and technical authorities such as the National Building Research Institute (NBRI). The Division's efforts during the year laid a strong foundation for the completion of major programmes during the year 2025

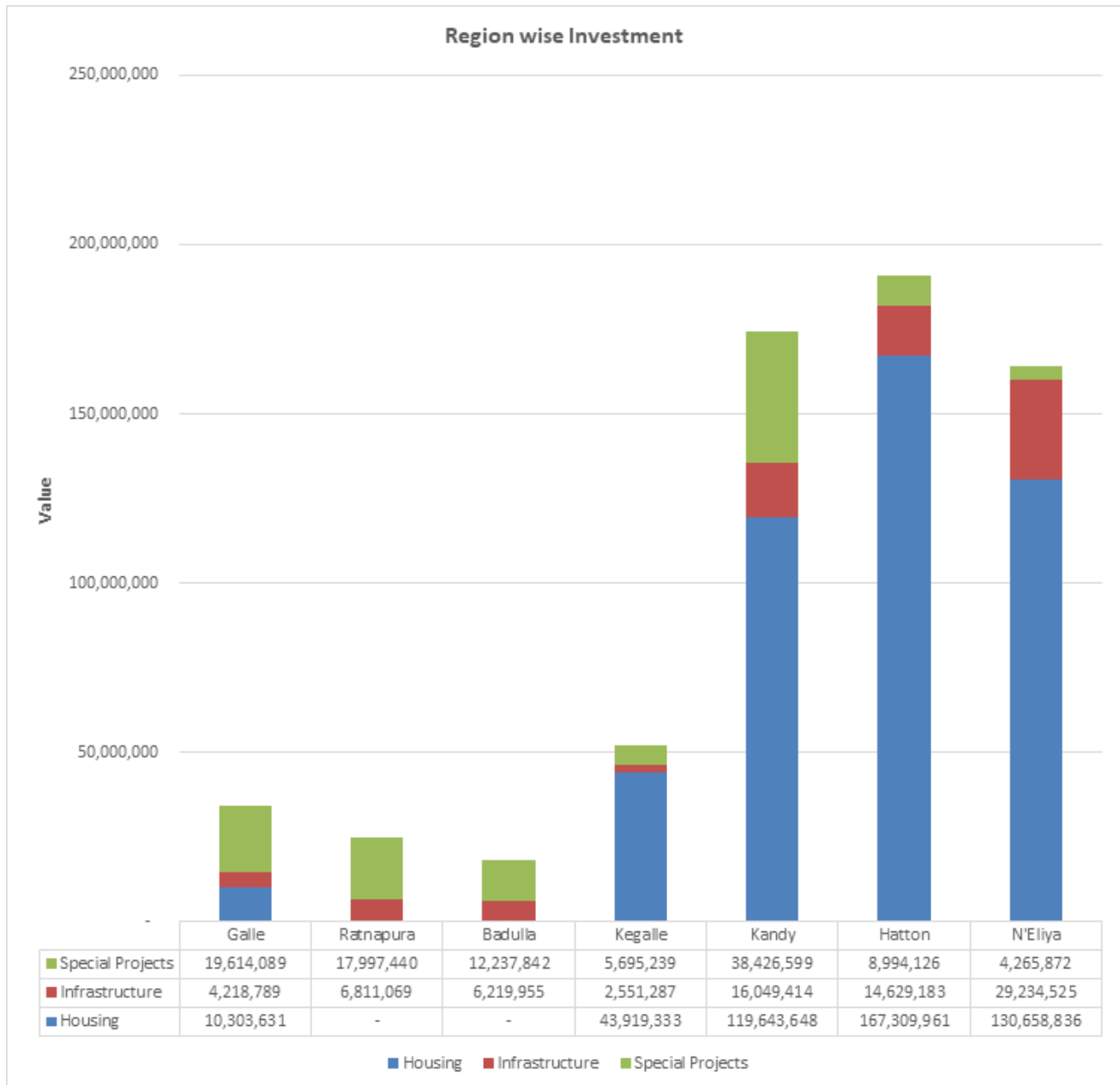
Summary of Engineering activities during the year under review is given below

Activity	Allocated			Completed			Carry Over to 2026		
	No of Projects	Units	Rs: Mn	No of Projects	Units	Rs: Mn	No of Projects	Units	Rs: Mn
Housing	17	336	583.34	6	114	472.50	11	222	110.84
Infrastructure	81	-	440.15	8	-	79.00	73	-	361.15
Renovating CDC Projects	6	-	18.60	-	-	-	6	-	18.60
Clean Sri Lanka Project	79		110.00	30		106.00	49		4.00
Indian Housing Programme (IHP) Phase-OLD						0.70			
Total	104	336	1,042.09	14	114	658.20	90	222	494.59
Financial Progress %						63%			47%

The development activities implemented by the PHDT in the plantation sector under the Ministry of Plantations and Community Infrastructure in 2025 was Rs. 658Mn as against Rs. 397Mn in the previous year.



Building Stability through Housing



Housing Development Programmes

Housing development remained a core focus of the Engineering Division during the reporting year. A total of 17 ongoing housing projects comprising 336 housing units were implemented under the Ministry Housing Programme. By the end of December 2025, 132 housing units (approximately 75%) had been completed, while the remaining 204 units were carried forward to 2026 due to unavoidable delays caused mainly by prolonged rainfall, site accessibility issues, and disaster-related disruptions.

The total value of housing projects carried forward to 2026 amounted to approximately Rs. 138.8 million, with completion targets revised to March 2026. Continuous monitoring, site inspections, and coordination with contractors were carried out to ensure that construction quality and safety standards were maintained despite extended timelines.



Building Stability through Housing



Infrastructure Development

Infrastructure development associated with housing programmes constituted a major component of the Division's workload. During the year, several water supply and access infrastructure projects initiated in previous years reached completion. In particular, a significant number of Ministry-funded water projects achieved 100% physical completion, with final financial claims submitted to the relevant authorities.

However, infrastructure components linked to newly completed housing units experienced delays in approvals

and procurement, resulting in the rescheduling of 19 infrastructure projects for completion by March 2026. The total carry-over value of infrastructure works, including water supply schemes and access facilities, exceeded Rs. 118 million. The Engineering Division continued to engage closely with the Ministry to expedite approvals and ensure timely fund disbursement.



Indian Housing Programme (IHP)

The Indian Housing Programme (IHP) remained a flagship intervention during the year. Under Phase IV (Stage II), land release and clearance activities for 1,300 housing units were actively pursued across all seven regions. This phase involved critical preparatory work such as land identification, NBRO certification, surveying, and securing statutory and stakeholder approvals. By the end of the year, substantial progress had been achieved in documentation and approvals, although the process extended into 2026 due to regulatory requirements and weather-related delays.

In parallel, infrastructure works under the IHP-1300 programme were implemented, with the majority of projects progressing satisfactorily. Several projects achieved high levels of physical completion, while others were scheduled for completion by January–March 2026. In addition, approval was received to commence Phase V of the IHP, covering 2,530 housing units prioritized for disaster-affected communities, marking a significant milestone towards expanding housing support within the plantation sector.





Building Stability through Housing

Clean Sri Lanka Programmes

The Engineering Division also supported several community-focused initiatives during the year. Under the Clean Sri Lanka Programme, minor repairs, painting, and re-roofing works were undertaken for line houses across all regions. While inauguration ceremonies were successfully completed for many locations, changes in project scope and late approvals resulted in certain activities being carried forward to 2026.



Re-Roofing

The Ministry-funded Re-roofing Programme was another key intervention, implemented under the Emergency and Resilient Re-roofing Initiative. With an approved allocation of Rs. 82.5 million, re-roofing works covering 726 housing units were initiated across seven regions. Partial completion was achieved during 2025, with remaining works scheduled for completion by February 2026.



Renovation of Child Development Centres

Renovation of Child Development Centres (CDCs) in the Badulla Region was also commenced following Ministry approval. Six CDCs were taken up for renovation, with works progressing despite delays caused by disaster conditions and site-specific safety concerns.



Land Mitigation Projects

In response to increasing disaster risks identified by NBRI, the Engineering Division initiated preparatory work for land mitigation projects at vulnerable locations. During the year, bids were invited for multiple mitigation projects funded by the Government, and re-tendering was undertaken where initial bids were not responsive. These interventions are expected to significantly enhance the safety and resilience of plantation communities once implementation progresses in 2026.





Healthy Living initiatives

From Colonial Roots to Community Care: Transforming Health and Welfare in Sri Lanka’s Plantation.

Over the decades, the plantation sector has witnessed a remarkable transformation in health and welfare services for workers and their families. What began as a rudimentary system during colonial times gradually evolved into a more structured and responsive network of care by the early 1980s. The establishment of the Plantation Human Development Trust (PHDT) in 1992 marked a turning point, bringing coordination, accountability, and innovation to estate health and childcare. With the continued support of Government Ministries, UN agencies, NGOs, and donors, PHDT has nurtured a culture of healthy living across plantations—ensuring that communities once marginalized now benefit from improved medical services, nutrition programmes, and child development initiatives. This journey reflects not only progress in healthcare delivery but also a deeper commitment to dignity, empowerment, and sustainable well-being for plantation families.

Monitoring and evaluation

District-level Plantation Health Steering Committee meeting

District-level steering committee meetings is a review of all activities related to health services provided to people living in Regional Plantation Companies (RPCs).

Members of this committee comprised representatives from the PHDT head office and the Estate and Urban Health Directorate of the Ministry of Health, the Regional Director of Health Services and his technical staff, the Regional Director of PHDT and his Health and Welfare staff and representatives of the Regional Planters’ Association.

The committee discuss a variety of implementation issues about services provided to the people, including Maternal and Child Health, Screening for Non-communicable Diseases, especially on pre-malignant oral cancer, giving Thripasha for the onsite feeding and other health-related issues.

The District Plantation Health Steering Committee is expected to be conducted once in 06 months. During 2025, 18 District Health Steering Committee meetings and 13 follow-up meetings were conducted.

It became a major platform to sort out issues pertaining to the health service delivery.

District Plantation Health Steering Committee meetings

Activity	Number of programmes	Number of Participants
Health Steering Committee Meeting	18	366
Follow up of Health Steering Committee meeting with RDHS	13	127



Quarterly review meetings of Estate Health and Welfare staff

Review meetings conducted for Child Development Officers (CDOs) and Plantation Family Welfare Officers (PFWOs) play a major role in developing the capacities of health and welfare officers recruited by the RPCs.

It serves dual purposes: review of the activities carried out by them and building their capacities on the strengthening of Child Development and welfare services.

Cluster review meetings held at the PHDT Regional Offices quarterly, chaired by the Regional Executives and attended by the Regional Director, staff, and Estate Managers.

Cluster review meeting is the platform in which PHDT discusses issues about health and welfare, especially the functioning of the CDCs and other welfare activities.

113 EMA/ PFWO reviews, 102 CDO reviews and 86 cluster reviews were conducted during 2025.



Healthy Living initiatives

Review meetings

Activity	Number of programmes	Number of Participants
Quarterly Review Meeting with EMAs / PFWO	113	1300
Quarterly Review Meeting with CDOs	102	1120
Cluster review Meeting with RPC	86	968
Management Visit	361	2176



Supervisory visits

Supervision plays a major role in the assessment of the process and outputs of a long term programmes. It also indicates whether the programme is conducted as it planned and a platform for building capacities of the CDOs and PFWOs.

Categorisation is also a supervisory visit in which the supervisor looks at all aspects of management of CDCs, including the infrastructure, teaching/ learning methodology and the competency of the CDO.

Management visits/ comprehensive supervisory visits involve the Regional Director, staff, Estate Manager and his staff. They supervise CDCs, Factory, Health

Institution and the work of the PFWO. Management decisions are taken then and share their ideas for quality improvement of services.

During 2025, 750 categorisations, 1005 supervisory visits, and 361 Management visits (Comprehensive Supervisory visits were conducted.

Activity	Number of programmes	Number of Participants
Categorisation of CDCs	750	1300
CDC Supervisory Visit	1005	1120
Management Visit	361	2176



Adult Health Care Activities

In 2025, 447 adult healthcare-related programmes were implemented to improve the health and well-being of individuals and families in plantation communities.

Adult Healthcare activities

Activity	Number of programmes	Number of Participants
Other Health-Related Activities	447	20840
Community empowerment programmes	147	3664



Healthy Living initiatives

Community empowerment

Community empowerment plays a major role in the development of health and well-being of individuals, families and communities. This is the foundation of health and well-being and is the only way to overcome the centuries of dependency of the plantation workers.

In 2025, **147 community empowerment activities** were conducted, focusing on critical issues such as malnutrition, reduction of alcohol and tobacco use, and occupational safety and health (OSH). As part of these initiatives, 140 Occupational Safety and Health Committees were strengthened.



Screening for Non-communicable Diseases

Screening for non-communicable disease as an outreach programme is essential in the plantation sector due to the geographical terrain, difficulty in reaching curative services and poor literacy on health matters.

320 screening programmes were carried out at the estate level in 2025 in collaboration with health authorities. These initiatives screened individuals over the age of 32,386, supporting early detection and management of non-communicable diseases and other health conditions.

The most important screening is for Oral Pre-Malignant Diseases (OPMD), which is a public health problem in the plantation sector.

94 OPMD screenings were conducted, and 14,236 people living in the plantations were screened.

Screening programmes conducted in 2025

Activity	Number of programmes	Number of Participants
OPMD screening	94	14,236
Eye screening	53	5237
Well women clinic	33	712
Non-communicable Disease	62	5185
TB screening	35	1816
Combine health screening	7	2044
Haemoglobin screening	1	150
Screening for Malaria	1	334



Values of health-related activities

Activity	Values of the programmes
Monitoring and evaluation	25,050,000.00
Childcare-related activities	78,825,000.00
Adult care-related activities	73,600,000.00
Total	177,475,000.00

177,475,000.00 worth of activities were conducted in 2025.

Additionally, Rs. 6,767,519.87 worth of drugs were received from the Ministry of Health to manage patients attending health institutions managed by EMAs.



Early childhood care today, Sustainable livelihoods tomorrow

Child Development

Children in plantation communities have demonstrated growing resilience over time. The Plantation Human Development Trust (PHDT), in partnership with the Government of Sri Lanka and various supporting organizations, has continuously worked to enhance living conditions and expand opportunities within these communities.

Efforts have focused on improving access to education, strengthening healthcare services, and addressing longstanding social inequities that affect the growth and development of plantation children.



Childcare-related Activities

In 2025, significant progress was achieved in strengthening Child Development Centers (CDCs) across plantation areas. A total of **750 centers** were assessed and categorized to identify strengths, gaps, and priority areas for improvement. This structured evaluation process aimed not only to grade the centers but also to address challenges faced by Child Development Officers (CDOs) and improve the overall effectiveness of CDC operations.

Additionally, **439 childcare-related programmes** were conducted during the year, benefiting **14,600 individuals**. A key focus of these programmes was parental education on child health and development. Sessions provided practical guidance on nurturing children's physical, emotional, and cognitive growth.

Topics addressed included child nutrition, early childhood education, positive parenting practices, and mental health awareness. By equipping parents with knowledge and skills, these initiatives contributed to creating a more supportive home environment for children.

Through the combined efforts of strengthening CDCs and expanding parental education programmes, PHDT has laid a stronger foundation for sustainable improvements in early childhood development and overall child wellbeing across plantation communities.



Tea Kids Hybrid Preschool

Tea Kids Hybrid Preschool is an early childhood learning centre that combines traditional classroom teaching with modern, activity-based and digital learning methods. As a hybrid preschool, it focuses on both in-school experiences and guided home-based activities, helping children develop academically, socially, and emotionally. The school provides a safe and nurturing environment where young learners build foundational skills in literacy, numeracy, creativity, and communication through play-based learning. With trained teachers, interactive lessons, and child-friendly facilities, Tea Kids Hybrid Preschool supports holistic development and prepares children confidently for primary education.



Early childhood care today, Sustainable livelihoods tomorrow

The first hybrid preschool was opened at the Magastotte Division of Pedro Estate, marking an important step in expanding quality early childhood education in plantation communities. Construction is currently ongoing for the second preschool at Highforest Estate, with financial support from the Hemas Outreach Foundation and the respective regional plantation companies. This achievement stands as a strong milestone in the transformation of Pulle Madu into a hybrid education system, creating new opportunities for young children and setting a historic benchmark in its development journey.



Ray of Hope

PHDT, together with the Ceylon Tea Trader Charity Trust, is helping children learn in fun and active ways using smart classroom technology. Through this, students learn how to think, solve problems, stay strong during challenges, and adapt to new situations. Unlike traditional classrooms, smart classes use videos, pictures, and group activities that make learning more interesting and easy to understand. Children can also learn at their own speed, helping them become more confident and independent. These smart classes also allow learning both in the classroom and from home, which is very helpful when there are changes or disruptions.





Mobilising Communities for Change

Empowering Plantation Community

The resident Plantation workers/community have been significantly empowered by the Estate Worker Housing Cooperative Societies (EWHCS) which are now available in all Estates managed by RPCs by providing them loans, creating job opportunities, access to many goods and services, etc within their respective estates.

The EWHCS was first established in 1993, by the Plantation Human Development Trust (PHDT) in collaboration with the Department of Cooperative Development mainly with the intention of disbursing funds to construct houses for estate residents.

The 421 EWHCS units functioning in the country (which include units located at both Regional Plantation Company and State owned estates) have in total disbursed nearly 79,000 loans within 2014 alone for estate workers/residents who are members of these units. Nearly 80% of the loans have been provided for housing purposes, while agricultural, emergency festivals and for income generation purposes have also been granted.

The plantation workers as members form the EWHCS, and have demonstrated that they now have substantial capacity to fulfil their financial and other needs. In 2025, EWHCS units had a membership of 162,000 – a growth of 65% from the 98,000 members at the inception in 1993 with a deposit base of Rs. 917Mn.

The EWHCS has emerged as a leading community-based organisation (CBO) in the country and many units, located at Regional Plantation Company estates (RPCs) who receive strong support from the RPCs, have improved their rankings in recent years based on criteria determined by the Plantation Human Development Trust (PHDT) and monitored by their Regional Offices.

Region	No of EWHCS	Grading				
		A+	A	B	C	D
Galle	55	3	15	12	16	9
Rathnapura	59	17	24	14	4	0
Badulla	64	20	26	12	4	2
Kegalle	51	13	23	14	1	0
Kandy	60	4	2	10	28	16
Hatton	63	5	5	26	26	1
Nuwara Eliya	69	0	0	2	39	28
Total	421	62	95	90	118	56
%		15%	23%	21%	28%	13%

Of the total 421 EWHCS units 62, or approximately 15%, are ranked A+ (the highest ranking), A and B, reflecting the benefits from the strong support given to these EWHCS units by their RPCs in terms of capacity building, mobilisation of resources, etc.



Mobilising Communities for Change

In addition to providing loans, EWHCS units now even operate retail/welfare shops, barber saloons, communication centres etc. within the respective estates, thus creating employment opportunities and also providing convenient access to many services to the estate residents. The PHDT has also entered into partnerships with multinationals and other leading private sector organisations to provide estate residents easy access to products and services with the appointment of EWHCS as sub dealers, to improve their quality of life and their health, nutrition, sanitation, hygiene, etc.

Several projects of national significance have been carried out with the involvement and facilitation by the EWHCS.

Iron Fortified Wheat Flour

Following identification of estate residents being among the highest wheat flour consumers in the country, a programme was launched by the PHDT with the collaboration with Serendib Flour Mill provided iron fortified flour at concessionary rates through the EWHCS to the community to address anemic conditions due to iron folate and vitamin D deficiency.



Supply of clean and energy - efficient cook stoves

Firewood was found to be a health hazard among the plantation community due to inhalation of excessive smoke, pollution of environment, fire risks, etc. PHDT with Nilcarbon Sri Lanka (Pvt) Limited facilitated the distribution of Cook Stoves to the plantation communities and supported community engagement and awareness for cleaner and smoke free cooking.



Establishment of Community Kitchens

Under the patronage of the PALM foundation along with Ethical Tea Partnership, a project to establish Community Kitchens at selective estates in NuwaraEliya and Badulla Districts are underway. The objective of this program is to thrive the Sri Lankan tea sector with the healthier, more resilient and productive workforce. This will concentrate on improved nutritional health for women, men and children in these districts.



GOVERNANCE

Corporate Governance



Risk Management and Addressing Uncertainties



Corporate Social Responsibility



Sustainability



Report of the Board of Directors on the Affairs of the Company



Health & Nutrition



Human Resources Development



ICT Development Progress





Corporate Governance

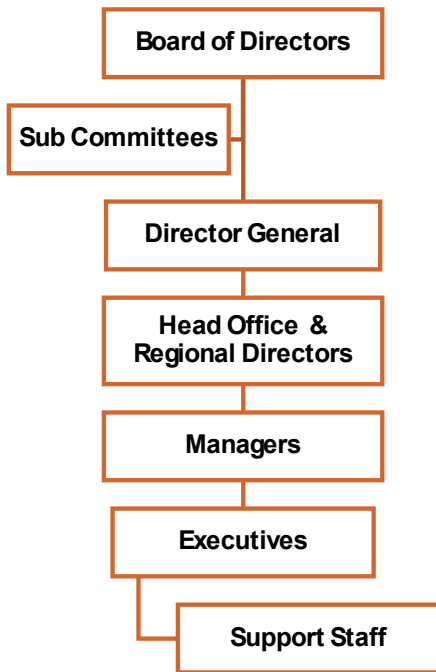
Overview

PHDT is committed to upholding the highest standards of corporate governance, ensuring transparency, accountability, and ethical conduct in all its operations. Our governance framework is designed to safeguard stakeholder interests, promote sustainable development, and strengthen confidence among the plantation community, industry partners, government bodies and Donors.

Organisational Structure

The organisation operates under a clearly defined organisational structure with well-established roles and responsibilities for the Board, management, and key committees.

An overview of the Organisations governance structure which depicts clear reporting lines as well as the list of the Committees together with its' roles elaborates the greater accountability are shown below.



Board Composition

The Board provides strategic direction and oversight, while management is responsible for the effective implementation of approved plans, policies, and programs.

The Board comprises eleven professionals who serve in the capacity of non-executive directors. Five (5) members representing the Regional Plantation Companies are nominated by the Planters Association,

four (4) members each representing the Ministries of Plantations & Community Infrastructure, Finance, Health & Housing respectively and Two (2) members representing the Trade Unions in the plantations.

Regular Board and committee meetings ensure continuous monitoring of performance, risk management, and compliance with statutory and regulatory requirements. During the year under review eleven (11) Board Meetings were physically conducted and considered important corporate events and actions, such as:

- ◇ developing and approval of the budgets;
- ◇ oversight of the performance of the business;
- ◇ review of risks and internal risk management and control systems;
- ◇ authorisation of major transactions;
- ◇ nominations for Board appointments,
- ◇ review of corporate responsibility and sustainability

The Board of PHDT have ultimate responsibility for the management, general affairs, direction, performance and long-term success of our operations as a whole and the responsibility of the Directors is collective, taking into account their respective roles. The Directors are Non-Executive Directors who essentially have a supervisory role. The Directors acknowledge their responsibility for the Company's corporate governance committed to act with integrity. There is a clear distinction on the responsibilities between the Chairman and the Management to ensure that there is a balance of power and authority. The Chairman is responsible to ensure Board effectiveness while the Management headed by the Director General who is responsible for the operations and organisational effectiveness and implementation of Board policies.

Remuneration Committee

The Remuneration Committee meeting for the year was held on 22nd October 2025.

The Committee comprised three Board Directors, Mr. S K L Obeysekere, Mr J Rodrigo and Mr V Weerabahu. The Committee together with the Director General reviewed the cadre requirements, evaluated the staff performances and also, recommended the remuneration packages for year 2026 based on industry levels while maintaining the optimum staff strength in order to fulfil the organisation requirements.



Corporate Governance

Internal Controls

Strong internal control systems and financial management practices are in place to ensure prudent use of funds and accurate financial reporting. Independent audits and periodic internal reviews support transparency and continuous improvement. The Company complies with applicable laws, environmental standards, and sector-specific regulations governing plantation development and sustainability in implementing its activities.

Through these measures, the organisation remains dedicated to maintaining integrity, enhancing operational effectiveness, and delivering long-term value to all stakeholders in the plantation's ecosystem.

Manual of Operations

The Company has its own internal rules and procedures laid down in its Manual of Operations which is reviewed periodically.

External Audit

The Company has engaged the services of M/S. Ernst & Young as the independent external auditors to conduct an audit to obtain reasonable assurance on whether the financial statements and relevant disclosures are free from material misstatements. M/S. Ernst & Young in addition to the audit services also provides non audit services but would not compromise with the independence of the auditor. There were no disagreements with the Company's External Auditors on any matter of accounting principles or practices, financial statement disclosures or auditing scope or procedures in the period under review.

Improvement of Credibility and Transparency of Financial Statements

Continuous reviews and developments were undertaken in order to improve the credibility and transparency of the financial statements during the year under review complying with The Sri Lanka Accounting Standard for Small and Medium-Sized Entities (SLFRS for SMEs). The ISO 9001:2008 achieved in 2012, which streamlined the systems and records with great clarity in communication, continues to help the organization to obtain accurate information in time.

Environmental Practices & Protection

Recognizing the importance of environmental stewardship and social responsibility in the plantations sector, the organisation integrates sustainability principles into its governance framework. This includes promoting responsible land use, supporting smallholder participation, encouraging best industry practices, and fostering community engagement.



Risk Management and Internal Control

Effective risk management is fundamental to safeguarding public funds, ensuring accountability, and sustaining the long-term impact of our development initiatives within plantation communities. As a non-profit organization entrusted with public resources, we maintain a structured and proactive approach to identifying, assessing, and mitigating risks that may affect our operations, financial integrity, and service delivery.

The key risk areas and corresponding mitigation measures implemented during the year are outlined below:

Risk Management Framework

Risk Category	Nature of Risk	Mitigation Measures Implemented	Residual Risk Rating
Operational Risk	Delays in project implementation, contractor inefficiencies, process weaknesses, and coordination challenges across regions.	<ul style="list-style-type: none"> • Monthly Board of Directors' meetings to monitor performance and address emerging issues. • Delegation of authority to Regional Offices for timely decision-making. • Maintenance of ISO 9001:2008 Quality Management System standards to strengthen internal processes. • Implementation of a Project Management Information System (PMIS) for real-time monitoring and reporting. • Structured contractor prequalification and evaluation procedures to ensure transparency and timely project completion. 	Low
Financial Risk	Misallocation or misuse of public funds, cash flow constraints, reporting inaccuracies, and non-compliance with financial regulations.	<ul style="list-style-type: none"> • Adherence to applicable accounting standards and financial regulations. • Weekly monitoring of cash flows and budget forecasts with variance analysis. • Preparation of financial statements in compliance with standards recognized by the Institute of Chartered Accountants of Sri Lanka. • Independent external audits to ensure transparency and accountability. • Strengthened internal controls over procurement, payments, and project disbursements. 	Low
Human Resource Risk	Staff turnover, skills gaps, performance inefficiencies, and employee dissatisfaction.	<ul style="list-style-type: none"> • Clearly defined employment contracts with structured renewal terms. • Comprehensive Human Resource Policy covering recruitment to separation. • Performance management through clearly defined KPIs aligned with organizational objectives. • Capacity-building and professional development initiatives. • Formal grievance redress mechanism to ensure fairness and transparency. 	Low



Risk Management and Internal Control

Risk Category	Nature of Risk	Mitigation Measures Implemented	Residual Risk Rating
Communication & Stakeholder Risk	Communication gaps between Head Office and Regional Offices; misalignment with stakeholders; reputational exposure.	<ul style="list-style-type: none"> Delegated authority to Regional Offices for local stakeholder engagement. Regular field visits by Head Office officials to liaise with government authorities and community leaders. Monthly regional review meetings to ensure strategic alignment. Upgraded IT systems to support accurate reporting and timely information sharing. 	Medium
Information Technology Risk	Data breaches, system failures, data loss, or disruption to digital operations.	<ul style="list-style-type: none"> Implementation of a comprehensive IT policy to safeguard confidentiality and data integrity. Regular system backups, updated antivirus protection, and network monitoring. Service Level Agreements (SLAs) with system providers to ensure reliability and business continuity. 	Low
Reputational / Public Perception Risk	Loss of stakeholder trust, negative public perception, or reduced donor confidence.	<ul style="list-style-type: none"> Transparent reporting on programme outcomes and financial utilization. Continuous enhancement of welfare services and infrastructure. Diversification of funding sources to ensure sustainability. Ongoing stakeholder engagement to strengthen public confidence and accountability. 	Medium



Corporate Social Responsibility

At PHDT, we remain committed to conducting our operations in a responsible and ethical manner. Sustainable development—encompassing long-term economic viability, social well-being, and environmental stewardship—continues to be a key strategic priority of the Company.

We recognize that embedding Corporate Social Responsibility (CSR) within the organization extends beyond the articulation of policies and the implementation of processes. It requires the development of appropriate capabilities and the cultivation of a culture that supports responsible business practices. Accordingly, continuous employee training and ongoing efforts to drive positive mindset changes remain integral to the success of our CSR initiatives.

The Company views the development of a comprehensive CSR framework as a dynamic and evolving process. In this regard, we actively engage with stakeholders and other interested parties to better understand and address environmental and social concerns. Particular emphasis is placed on matters affecting our plantation workforce, ensuring that their well-being and development remain central to our sustainability agenda.

During the year 2025 some of the Company's key community projects are highlighted below.

Education Support Initiatives

In 2025, PHDT, in collaboration with several donors, provided start-up grants to students from plantation communities who achieved outstanding academic results and qualified for university admission. Beneficiaries were selected based on merit, using Z-score rankings to ensure a transparent and equitable process.

During the year, the Company successfully raised funds amounting to Rs. 6.5 million to support this initiative. These funds were utilized to assist students who may have otherwise faced financial barriers in accessing higher education. The grants helped cover essential expenses associated with commencing university studies, including initial tuition fees, books, and living costs.

Through this initiative, PHDT continues to support educational advancement within plantation communities, contributing to long-term social and economic upliftment.



Environmental Protection

Environmental Sustainability – CSR Initiative

As part of its Corporate Social Responsibility (CSR) agenda, PHDT recognizes the importance of addressing environmental challenges associated with plantation activities, including deforestation, soil degradation, water pollution, biodiversity loss, and climate change. Promoting sustainable plantation management practices is essential to minimizing these impacts while supporting the long-term well-being of plantation communities.

During the year, PHDT focused on raising awareness and strengthening community engagement on key environmental issues, including land use changes, soil conservation, water resource management, carbon emissions, and biodiversity protection. In parallel, the Company promoted sustainable practices such as agroforestry, responsible use of agrochemicals, certification programmes, and reforestation and habitat restoration initiatives.

A key CSR project undertaken during the year was the continued partnership with the Rainforest Alliance to implement micro-watershed development initiatives in collaboration with selected Regional Plantation Companies (RPCs) in Sri Lanka.



Corporate Social Responsibility

This project was designed to deliver both environmental and social benefits, with the following key objectives:

- To identify, design, and implement sustainable micro-watershed projects within selected plantation landscapes
- To enhance awareness among stakeholders on groundwater conservation and sustainable water management practices
- To build institutional and community capacity through a “Training of Trainers” approach, enabling knowledge transfer and long-term adoption of sustainable practices

Through this initiative, PHDT aims to strengthen environmental resilience within plantation communities while fostering a culture of sustainability and shared responsibility. The project also contributes to improving water security, protecting ecosystems, and supporting livelihoods dependent on natural resources.

An investment of Rs. 4.9 million was made during the year to establish five micro-watersheds across the Hatton and Nuwara Eliya regions, covering 4.382 hectares across seven estates. This initiative reflects PHDT’s continued commitment to integrating environmental stewardship into its CSR programmes and creating sustainable value for both communities and the environment.



Craigielea Estate - Hatton Region



Glassow Estate - Nuwara Eliya Region



Edinburgh Estate - Nuwara Eliya Region



Glenugie Estate - Hatton Region



Great Western Estate - Nuwara Eliya Region

“Ditwah” Cyclone Assistance

In response to the impact of Cyclone “Ditwah” on plantation communities, PHDT undertook a targeted relief initiative to support affected families and restore essential services. Assistance was provided in the form of medicines, mid-day meals for Child Development Centres, water storage tanks, sanitary kits, as well as books and stationery for schoolchildren.

To facilitate these efforts, PHDT successfully mobilized Rs. 20.4 million through contributions from donors and other stakeholders. The initiative aimed to address immediate needs while supporting the well-being and continuity of education for vulnerable groups within the plantation sector.

Through timely intervention and collaborative support, PHDT reaffirmed its commitment to community resilience and social responsibility in times of crisis.



Sustainability

The Plantation Human Development Trust (PHDT), established in 1992, is a tripartite organisation formed through a collaborative partnership between the Government of Sri Lanka, Regional Plantation Companies, and the major Trade Unions representing the plantation sector. The Trust was established with the objective of enhancing the quality of life of plantation communities through structured and sustainable welfare programmes.

The Articles of Association of PHDT mandate the delivery of a broad spectrum of services to plantation worker communities, focusing on key areas such as Housing and Infrastructure, Water and Sanitation, Health and Childcare, as well as Social Mobilisation and Community Development.

The Government of Sri Lanka, through the Ministry of Plantation and Community Infrastructure designated as the line Ministry along with the Ministries of Health, Urban Development and Housing, and Finance, continued to extend its support during the year under review. These collaborative efforts are aimed at improving the socio-economic conditions of plantation communities, which constitute approximately 5% of the national population.

Programme Implementation

During the year under review, PHDT successfully implemented a range of community-focused programmes, including:

- **Housing and Re-roofing Initiatives**
Addressing fundamental shelter requirements and improving living conditions.
- **Health and Nutrition Services**
Provision of free medical services and the conduct of health clinics to improve overall well-being.
- **Water and Sanitation Projects**
Installation of safe water facilities and sanitation infrastructure to reduce health risks.
- **Community Empowerment Initiatives**
Strengthening Estate Worker Housing Co-operative Societies and upgrading Child Development Centres with modern facilities to enhance knowledge and capacity.

These interventions have significantly contributed towards improving the living standards of the plantation worker community.

Institutional Strengthening and Accreditation

In its continued efforts to enhance service delivery and operational excellence, PHDT has expanded its capabilities through several specialised initiatives:

- Accreditation by the Sri Lanka Standards Institution as an approved agent for facilitating quality improvements in line with ISO standards.
- Registration as a Grade C-6 contractor with ICTAD, enabling the provision of quality construction services within the plantation sector.
- Recognition by the Government of Sri Lanka under the Ministry of Child Development and Women Empowerment to conduct National Diploma programmes in Child Development, Pre-school Education, and Management.
- Accreditation as an approved training organisation for intermediate students of the Institute of Chartered Accountants of Sri Lanka.

Digital Transformation Initiative

PHDT has embarked on a digital transformation journey under the “SMART PHDT” initiative. This programme is designed to enhance digital literacy within plantation communities by facilitating access to modern information technology solutions, including affordable hardware and software.

Sustainability and Value Creation

All programmes undertaken during the year were implemented successfully, with a continued focus on sustainability and long-term impact. The additional income generated through PHDT’s expanded services was reinvested into community development initiatives, in alignment with the organisation’s mandate and Articles of Association.



People Behind Operations

Behind the Mission: People & Operations

Believing that our employees are our most valuable asset, we make an effort to develop the ability and productivity of our staff at all levels. We encourage a happy work culture, foster relationship with them at every level in the organisation, and make them express their views and share their ideas to bring about improvements in the organisation towards the achievement of the common goals described in our Vision and Mission statements.

Our employees take pride in their work as they are given due respect and by being empathetic and sensitive to each other's needs. We make every endeavor to foster a productive culture throughout the organisation.

Human Resource Procedure

The Human Resource and Administration Division is responsible for implementing policies and procedures of the organization.

In addition to the procedures and strategies towards Human Resource Development, the Administration functions are implemented as given below for the smooth functioning of the organisation covering the areas of logistics and maintenance, transportation, Stores and Office premises in both Main and Seven Regional offices.

- Effective management of transport functions of the organisation and maintenance of the fleet of vehicles with adequate controls.
- Managing the stores' function adhering to the store's procedure.
- Maintenance and good house-keeping of the office premises.
- Ensuring proper management of Office Equipment and Furniture.
- Ensure proper security for the assets of the organisation.
- Human Resource Planning and Cadre Budget
- Job analysis including Job description and Job specification
- Recruitment, Selection, Placement and Induction
- Salary Administration
- Personnel Record keeping including Statutory and Customary requirements in terms of Shop & Office Employee Act.
- Transfers
- Disciplinary Procedure
- Training and Development
- Grievance handling
- Industrial Relations
- Termination of Employment

Beyond the HRD and administration functions the organisation has offered welfare measures for all employees as follows:

- Indoor and outdoor medical insurance and personal accident insurance scheme
- Death benefit welfare scheme
- Distress loans and emergency loans schemes
- Staff welfare shop
- Sports and recreational activities
- Annual Celebrations and commemorations.

Development of skills and competency of employees

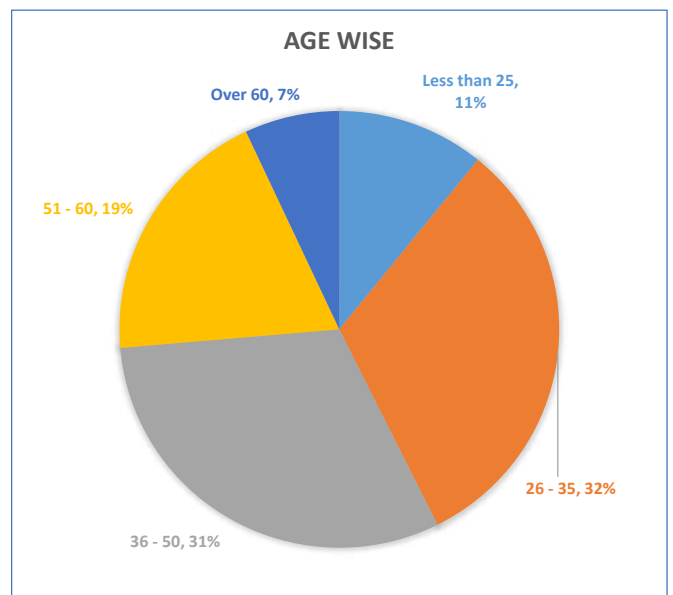
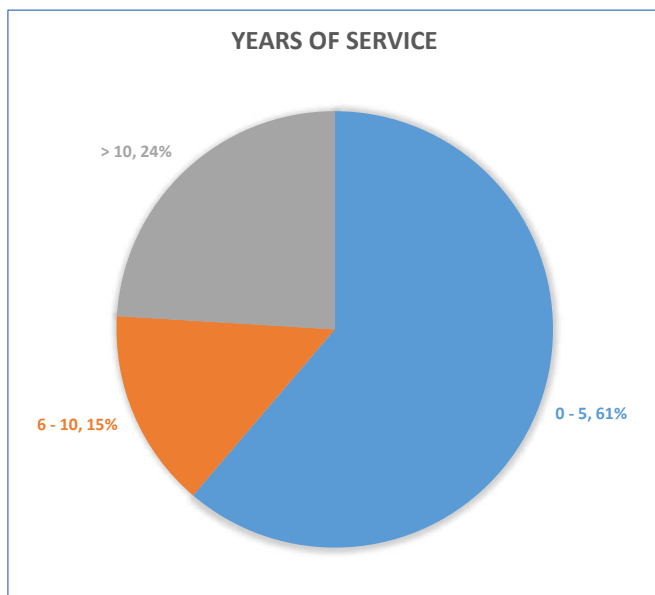
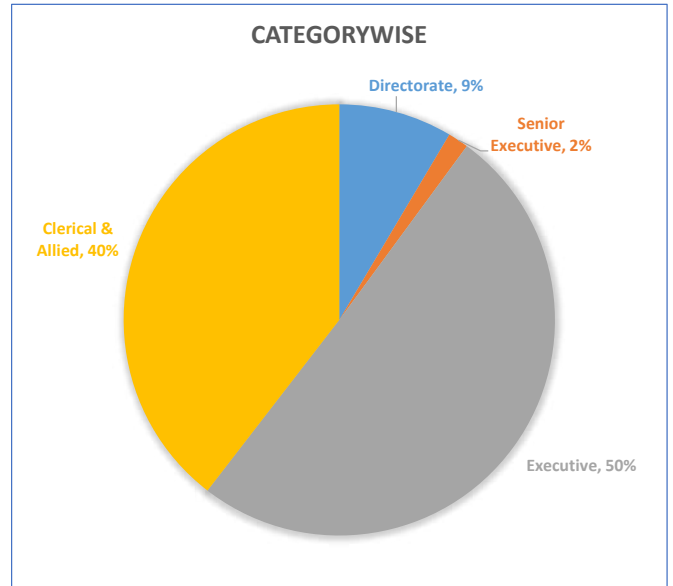
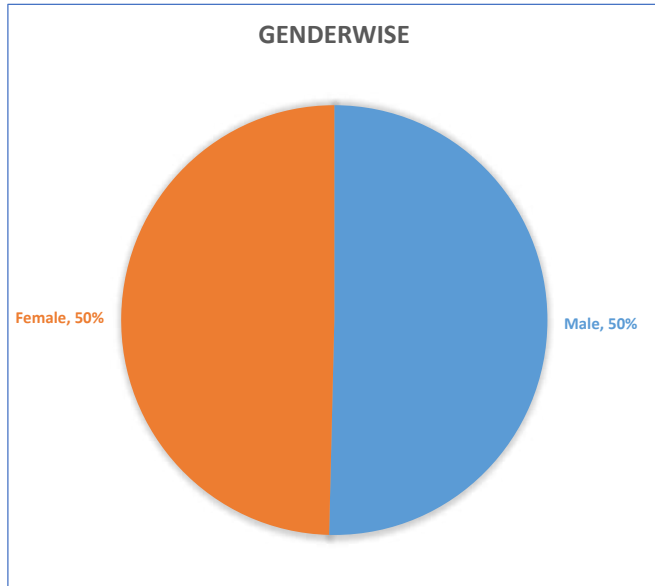
All employees were provided the opportunity to participate for both in-house and out-door training programmes, workshops etc. in addition to the orientation and awareness programmes for new recruits,

PHDT conducted training programmes/workshops for all staff in the Head Office and Regions to develop positive attitudes and self-motivation at total investment of Rs.2.6Mn.



People Behind Operations

Employee statistics





Our People

At PHDT, we believe that our people are our greatest asset. Our dedicated and diverse team is the driving force behind our success and growth. Throughout the year, each member has contributed their unique talents, expertise, and passion to ensure that we not only meet but exceed our goals and continue to inspire our mission.

Our teams ensure that everything runs smoothly behind the scenes. From managing stakeholder relationships to maintaining internal operations, these professionals are essential in ensuring that our services remain top-notch and that the community receive the best.

Together, our team demonstrates a relentless commitment to excellence, and it is their hard work and dedication that continues to shape the success of PHDT. As we look forward to the upcoming year, we are excited for the future and the continued growth of our team.

We extend our heartfelt thanks to every individual for their contribution and look forward to another year of success, innovation, and collaboration.

Head Office Team





Regional Teams



Galle



Kegalle



Ratnapura



Kandy



Badulla



Hatton



Nuwara Eliya



SMART Systems for Better Service Delivery

The year 2025 marked a significant milestone in the digital transformation journey of the Plantation Human Development Trust. With a clear vision of strengthening transparency, accountability, and data-driven decision-making, PHDT accelerated its ICT development initiatives to enhance communication, monitoring, and service delivery across plantation regions.

1. Strengthening Communication through Digital Media

In March 2025, PHDT launched its **Monthly Digital Newsletter**, creating a structured and consistent communication platform to highlight major activities, achievements, and regional progress updates. This initiative improved institutional visibility, enhanced stakeholder engagement, and ensured timely dissemination of information among Regional Offices, Regional Plantation Companies (RPCs), and development partners.



Further expanding its digital outreach, PHDT launched two official YouTube channels:

- **MALYAGAM TV**



- **THOTTAM TV**



These platforms showcase the latest field activities, community development initiatives, health and education programs, and special events conducted under PHDT. The introduction of these channels represents a strategic move toward greater transparency and public engagement while promoting the social development efforts carried out within the plantation sector.

2. Launch of Tea Dialogue – A Quarterly Voice for the Plantation Sector

In the 1st Quarter of 2025, the Plantation Human Development Trust (PHDT) proudly introduced “Tea Dialogue”, a quarterly magazine established as a dedicated knowledge-sharing platform for the plantation sector.



The magazine was conceptualized with the vision of creating an intellectual forum where plantation sector professionals, industry leaders, researchers, and policymakers can share their perspectives, experiences, and innovative ideas.



SMART Systems for Better Service Delivery

Tea Dialogue serves as a space to reflect on the rich history of the plantation industry while exploring emerging trends, development strategies, technological advancements, and social transformation initiatives shaping its future.

Through expert articles, opinion pieces, success stories, and research-based insights, the publication encourages constructive dialogue on sectoral challenges and opportunities. It highlights key developments in estate management, human development, sustainability, innovation, and community empowerment within plantation regions.

By launching Tea Dialogue, PHDT has strengthened its commitment to thought leadership and sector-wide collaboration. The magazine not only documents the evolving journey of the plantation industry but also inspires forward-thinking approaches that contribute to its sustainable growth and long-term resilience.

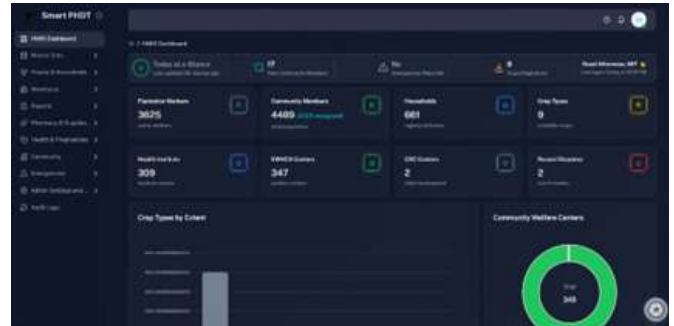
The introduction of this quarterly publication marks an important milestone in fostering knowledge exchange and professional engagement across the plantation community.

3. Development of the “SMART PHDT” System

A landmark achievement in 2025 was the initiation of the “SMART PHDT” digital management system a comprehensive, master data-driven platform designed to monitor and report Health Management Information and Project Management Information across all PHDT regions at a total investment of Rs: 15Mn.

The development of the Health Management Information component has been successfully completed, covering the following key areas:

- Estate population data management
- Infrastructure (Housing, Water supply, Sanitation) management
- Welfare (CDC, EWHCS) management
- Maternal and child nutrition monitoring
- Children’s education management
- Event and disaster management



This system enables real-time data monitoring, improved reporting accuracy, KPI tracking, and evidence-based decision-making at both regional and head office levels. The SMART PHDT – Sub Phase 1 system rollout and user training commenced successfully during the year, ensuring smooth adoption by regional users and strengthening institutional capacity in digital reporting and monitoring.

4. IT Infrastructure and Capacity Development

To support digital transformation, PHDT strengthened its IT infrastructure by facilitating laptops for regional staff, enabling efficient field data entry, reporting, and communication. Alongside hardware improvements, structured ICT training programs were conducted to enhance digital literacy and system utilization among regional officers. Capital investment during the year stand at Rs: 6.6Mn.

These initiatives have significantly improved operational efficiency, reduced manual processes, and enhanced coordination between Head Office and Regional Offices.

Transforming Vision into Digital Reality

The ICT developments implemented in 2025 demonstrate PHDT’s strong commitment to digital governance, transparency, and data-driven management. From enhanced digital communication platforms to the rollout of the SMART PHDT system and infrastructure strengthening, these initiatives collectively lay a robust technological foundation to support sustainable human development within the plantation community.

The year 2025 can confidently be recognized as a transformative year in PHDT’s journey towards becoming a fully integrated, digitally empowered organization.



Report of the Board of Directors on the Affairs of the Company

The Board of Directors of the Plantation Human Development Trust (the “Company”), a Company limited by guarantee incorporated in Sri Lanka under the Companies Act No.17 of 1982, and have re-registered, as per the Companies Act No.7 of 2007, present their Annual Report of the Board of Directors, the Financial Statements and the Report of the Auditors thereon, for the financial year ended 31st December 2025.

The Financial Statements have been prepared in accordance with the Sri Lanka Accounting Standards as required by Sri Lanka Accounting and Auditing Standards Act No. 15 of 1995 and the Companies Act No.7 of 2007.

The Board of Directors wish to inform the members that there has been no change during the accounting period in the nature of the business of the Company. The Company does not have subsidiaries.

Principle Activities

The principle activities of the Company (“Trust”) involves implementing and monitoring of social development activities for the workers in the estates. Social development activities involve the improvement of health and welfare, alleviation of poverty, facilitation of housing and residential quarters, advancement of education and knowledge, enhancement of the quality of life and the betterment of their living standards.

Review of Performance for the year ended 31st December 2025 and Future Developments

A review of the Company’s performance during the year with comments on financial results for the year ended 31st December 2025 and future developments is contained in the Director General’s Review. These reports, together with the Financial Statements reflect the State of Affairs of the Company.

Financial Statements

Section 168 (b) of the Companies Act require that the Annual Report of the Directors include Financial Statements of the Company completed and signed in accordance with Section 151 of the Act.

The requisite Financial Statements of the Company are given on pages 59 to 82 of the Annual Report.

Auditor’s Report

The Auditor’s Report on the Financial Statements is given on page 57 to 58 of the Annual Report.

Accounting Policies

Accounting policies adopted in preparation of financial Statements are given on pages 63 to 77 of the Annual Report. There were no material changes in the Accounting Policies adopted.

Interest Register

The Company maintains an Interest Register and the particulars of those Directors who were directly or indirectly interested in a contract of the Company are stated therein.

Donations

There were no donations made by the Company during the said financial year.

Director’s Interest in Contracts

General Notice of Director’s interest in compliance with Section 192 of the Companies Act No.07 of 2007 have been duly given and recorded at meetings of the Board of Directors of the Trust.

Directors Remuneration and other benefits

Directors remuneration in respect of the Company for the financial year ended 31st December 2025 is given in note 20 to the Financial Statements.

Board of Directors

The following were the Board of Directors of the Company as at the end of the said financial year.

Mr. Baduarabe Kankanamge Prabath Chandrakeerthi
Mr. Shanthi Kumar Lalith Obeyesekere
Mr. Sinnathamby Petchimuthu Vijekumaran
Mr. Johann Arjuna Rodrigo
Mr. Shanaka Duminda Samaradiwakara
Dr (Mrs) Nanayakkara Kuruppuge Chintha Gunarathna
Mr. Ramasamy Logadas
Mr. Anusha Suhandu Perera
Mr. Mohamed Haniffa Mohamed Zameel
Mr. Thushan Paramee Kodippily
Mr. Rathnayaka Mudiyansele Vidura
Weeraparakrama Weerabahu

Mr. Bathiya Bulumulla passed away on 15th March 2025.

Mr. G.A.A. Priyantha was nominated to the Board by the Ministry of Finance and Planning with effect from 4th March 2025 in place of Ms. P.A.N. Abeysekera.



Report of the Board of Directors on the Affairs of the Company

Mr. A.S. Perera was appointed to the Board by the Planters' Association of Ceylon with effect from 9th May 2025.

Mr. M.H.M. Zameel was nominated to the Board by the Ministry of Urban Development, Construction and Housing with effect from 16th June 2025.

Mr. T.P. Kodippily was nominated to the Board by the Ministry of Finance, Planning and Economic Development with effect from 25th July 2025 in place of Mr. G.A.A. Priyantha..

Mr. R.M.V.W. Weerabahu was appointed to the Board by the Planters' Association of Ceylon with effect from 26th September 2025 in place of Mr. K.G. Punchihewa.

The Board wishes to place on record the Company's sincere appreciation to the late Mr. Bathiya Bulumulla, Ms. P.A.N. Abeysekera, Mr. G.A.A. Priyantha and Mr. K.G. Punchihewa for their valuable contribution extended to the Company during their tenure on the Board.

A resolution for the re-appointment of Mr. Ramasamy Logadas, Nominee of the Ceylon Workers Congress, who is 73 years of age, will be proposed at the Annual General Meeting in terms of Section 211 of the Companies Act No. 07 of 2007. Mr. Ramasamy Logadas's re-appointment is recommended by the Directors.

A resolution for the re-appointment of Mr. Shanthi Kumar Lalith Obeyesekere, who is 71 years of age, will be proposed at the Annual General Meeting in terms of Section 211 of the Companies Act No. 07 of 2007. Mr. Shanthi Kumar Lalith Obeyesekere's re-appointment is recommended by the Directors.

Retirement of Director

- In terms of Article 55 of the Articles of Association, Mr. S.D. Samaradiwakara retires by rotation and the Plantation Management Committee of the Planters' Association of Ceylon has recommended his re-election to the Board of Directors.

Nominee Directors

Dr (Mrs) Nanayakkara Kuruppuge Chintha Gunarathne nominated as representative of the Ministry of Health and Mass Media completes her two-year term in office during the year. The Ministry of Health and Mass Media has re-nominated Dr (Mrs) Nanayakkara Kuruppuge Chintha Gunarathne as their nominee.

Mr. Ramasamy Logadas nominated as representative of the Ceylon Workers Congress completes his two-year term in office during the year. The Ceylon Workers Congress has re-nominated Mr. Ramasamy Logadas as their nominee.

Mr. Sinnathamby Petchimuthu Vijekumaran nominated as representative of the Lanka Jathika Estate Workers Union completes his two-year term in office during the year. The Lanka Jathika Estate Workers Union has re-nominated Mr. Sinnathamby Petchimuthu Vijekumaran as their nominee.


Auditors


The Financial Statements for the year ended 31st December 2025 have been audited by Messrs Ernst & Young, Chartered Accountants. In accordance with the Companies Act No.07 of 2007, a resolution relating to the appointment of auditors and authorizing the Directors to determine their remuneration will be proposed at the forthcoming Annual General Meeting.

The Auditors Messrs Ernst & Young, Chartered Accountants were paid Rs 3,288,204/- (2024 – Rs 2,757,288/30) as audit fees by the Company.

As far as the Directors are aware, the Auditors do not have any relationship (other than that of an Auditor) with the Company other than those disclosed above. The Auditors also do not have any interest in the Company.

**By order of the Board of
Plantation Human Development Trust**


.....
Director


.....
Director

**S S P CORPORATE
SERVICES (PRIVATE) LIMITED**


.....
Secretaries
**S S P Corporate Services
(Private) Limited Secretaries**

Dated on this 27th day of February 2026

FINANCIAL REPORTS

Financial Stewardship for Stronger Communities





Financial Calendar

Interim Reports

1 st Quarter ending	31.03.2025	25.04.2025
2 nd Quarter ending	30.06.2025	25.07.2025
3 rd Quarter ending	30.09.2025	31.10.2025
Annual Accounts Year Ended	31.12.2025	27.02.2026

Meetings

33rd Annual General Meeting 27th March 2026



Independent Auditor's Report



Shape the future
with confidence

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PLANTATION HUMAN DEVELOPMENT TRUST

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Plantation Human Development Trust, which comprise the statement of financial position as at 31 December 2025, and the statement of comprehensive income, statement of changes in reserves and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Company as at 31 December 2025, and of its financial performance and cash flows for the year then ended in accordance with Sri Lanka Accounting Standards for Small and Medium -sized Entities (SLFRS for SMEs).

Basis for opinion

We conducted our audit in accordance with Sri Lanka Auditing Standards (SLAuSs). Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the Code of Ethics issued by CA Sri Lanka (Code of Ethics) and we have fulfilled our other ethical responsibilities in accordance with the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information included in the 2025 Annual Report

Other information consists of the information included in the Annual Report, other than the financial statements and our auditor's report thereon. Management is responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with Sri Lanka Accounting Standards for Small and Medium -sized Entities, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do.

Those charged with governance are responsible for overseeing the Company's financial reporting process.



Independent Auditor's Report

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SLAuSs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SLAuSs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on other legal and regulatory requirements

As required by section 163 (2) of the Companies Act No. 07 of 2007, we have obtained all the information and explanations that were required for the audit and, as far as appears from our examination, proper accounting records have been kept by the Company.

27th February 2026
Colombo



Statement of Financial Position

Year ended 31st December 2025

	Notes	2025	2024
		Rs.	Rs.
ASSETS			
Non-Current Assts			
Property, Plant and Equipment	3	53,826,445	54,424,753
		53,826,445	54,424,753
Current Assets			
Levy and Other Receivables	4	476,265,957	361,541,085
Income Tax Recoverable		3,630,768	3,630,768
Investments	5	2,113,697	2,047,827
Cash and Cash Equivalents	10	216,813,821	135,200,049
		698,824,243	502,419,729
Total Assets		752,650,688	556,844,482
RESERVES AND LIABILITIES			
Reserves			
Project Reserves		4,469,274	4,469,274
General Reserves		1,615,251	1,615,251
Accumulated Fund		89,300,670	52,461,609
Revolving Funds	11	46,942,220	46,903,434
Total Reserves		142,327,415	105,449,568
Non-Current Liabilities and Deferred Income			
Retirement Benefit Liability	6	31,014,009	29,521,847
Deferred Grants and Recoveries	7	42,237,782	45,674,988
		73,251,791	75,196,835
Current Liabilities			
Other Projects	8	47,262,168	30,077,970
Other Payables	9	489,809,314	346,120,109
		537,071,482	376,198,079
Total Reserves and Liabilities		752,650,688	556,844,482

These financial statements are in compliance with the requirements of the Companies Act No. 07 of 2007.

Director Finance

The Board of Directors is responsible for these Financial Statements. Signed for and on behalf of the Board by,

Director

Director

The Accounting Policies and Notes on pages 63 through 77 form an integral part of the Financial Statements.

27th February 2026
Colombo



Statement of Comprehensive Income

Year ended 31st December 2025

	Notes	2025	2024
		Rs.	Rs.
Income for Recurrent Expenses	12	154,455,443	170,461,554
Total Recurrent Expenses	Statement- I	(168,098,994)	(155,550,803)
(Deficit)/Excess from Activities		(13,643,551)	14,910,751
Other Income and Gains	13	68,302,851	24,768,815
Other Expenses	Statement- II	(24,065,890)	6,289,016
Project Administrative Income	14	50,074,648	42,804,487
Project Administrative Expenditure	Statement III	(47,609,401)	(43,023,840)
Finance Cost	15.1	-	(57,983)
Finance Income	15.2	3,780,403	3,483,071
Surplus/(Deficit) Before Tax		36,839,061	49,174,316
Income Tax Expense		-	-
Surplus/(Deficit) for the Year		36,839,061	49,174,316

The Accounting Policies and Notes on Pages 63 through 77 from an integral part of the Financial Statements



Statement of Changes in Reserves

Year ended 31st December 2025

	Project	General	Accumulated	Revolving	Total
	Reserves	Reserves	Fund	Fund	
	Rs.	Rs.	Rs.	Rs.	Rs.
As at 01 January 2024	4,469,274	1,615,251	3,287,293	46,237,903	55,609,721
Loan Recovered	-	-	-	665,531	665,531
Surplus/(Deficit) for the Year	-	-	49,174,316	-	49,174,316
As at 31 December 2024	4,469,274	1,615,251	52,461,609	46,903,434	105,449,568
Loan Recovered	-	-	-	38,786	38,786
Surplus/(Deficit) for the Year	-	-	36,839,061	-	36,839,061
As at 31st December 2025	4,469,274	1,615,251	89,300,670	46,942,220	142,327,415

The Accounting Policies and Notes on Pages 63 through 77 from an integral part of the Financial Statements



Statement of Cash Flows

Year ended 31st December 2025

	Note	2025	2024
		Rs.	Rs.
Cash Flows From / (Used in) Operating Activities			
Surplus/(Deficit) Before Tax		36,839,061	49,174,316
Adjustments for,			
Depreciation	3	10,476,571	12,459,017
Loss/(Profit) on Disposal of Property, Plant and Equipment	13	(4,192,123)	(12,550,000)
Finance Costs	15.1	-	57,983
Finance Income	15.2	(3,780,403)	(3,483,071)
Provision for Bad and Doubtful Receivables	13		(22,324,849)
Amortization of Lease Rental		-	536,735
Amortization	13	-	(4,242,760)
Long Outstanding Debtor Write-off		-	3,040,081
Payable Write Back	13		(288,280)
Provision for Defined Benefit Plans	6	5,429,884	5,701,985
Operating Income before Working Capital Changes		44,772,990	28,081,157
(Increase) / Decrease in Trade and Other Receivables		(114,725,170)	96,097,344
Increase / (Decrease) in Trade and Other Payables		160,873,402	(102,636,265)
Increase / (Decrease) in Deferred Grant	7	(3,437,206)	(3,281,598)
Cash Generated from Operations		87,484,016	18,260,638
Defined Benefit Plan Costs Paid	6	(3,937,722)	(4,927,925)
Finance Costs Paid	15.1	-	(57,983)
Net Cash from/(Used in) Operating Activities		83,546,294	13,274,730
Cash Flows From / (Used in) Investing Activities			
Acquisition of Property, Plant and Equipment	3.1	(16,335,839)	(14,018,913)
(Investments)/Withdrawal in Investments	5	(65,870)	(166,351)
Proceeds/from Disposal of Property, Plant and Equipment		10,650,000	12,550,000
Finance Income	15.2	3,780,403	3,483,071
Net Cash Flows From / (Used in) Investing Activities		(1,971,306)	1,847,808
Cash Flows From / (Used in) Financing Activities			
Payments under Finance Lease Liabilities	7	-	(2,369,933)
Receipts from Revolving Funds	11	38,786	665,531
Net Cash Flows (Used in) Financing Activities		38,786	(1,704,402)
		81,613,774	13,418,136
Cash and Cash Equivalents at the Beginning of the Year	10	135,200,049	121,781,913
Cash and Cash Equivalents at the End of the Year	10	216,813,821	135,200,049

The Accounting Policies and Notes on Pages 63 through 77 from an integral part of the Financial Statements



Notes to the Financial Statements

Year ended 31st December 2025

1. CORPORATE INFORMATION

1.1 General

Plantation Human Development Trust is a Company limited by guarantee, incorporated and domiciled in Sri Lanka. The registered office of the Company is located at 427/14, Robert Gunawardene Mawatha, Battaramulla.

1.2 Principal Activities and Nature of Operations

Project activities involve implementing and monitoring of social development activities including mainly, Health and Welfare, Elevation of Poverty, Housing and Residential facilities and water etc., in order to empower and sustain the plantation community, future generation, strengthen the management and worker relationships, and empower themselves through an interdependency process to become self-reliant, and attain quality of their lives.

1.3 Parent Undertaking

The Company does not have parent and undertaking on its' own.

1.4 Date of Authorization for Issue

The Financial Statements of Plantation Human Development Trust for the year ended 31 December 2025, covering the period 01 January 2025 to 31 December 2025, were authorized for issue in accordance with a resolution of the Board of Directors on 27 February 2026.



Notes to the Financial Statements

Year ended 31st December 2025

2. GENERAL POLICIES

2.1 Basis of Preparation

These Financial Statements have been prepared in accordance with the Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs) issued by the Institute of Chartered Accountants of Sri Lanka.

The functional currency of the Company is Sri Lankan Rupees. The Financial Statements of the Company are presented in Sri Lankan Rupees. The Financial Statements have been prepared on a historical cost basis unless otherwise indicated.

2.1.1 Statement of Compliance

The Financial Statements of the Company, which comprise the Statement of Financial Position, Statement of Comprehensive Income, Changes in Reserves and Cash Flows together with Accounting Policies and Notes to the Financial Statements have been prepared in accordance with Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs).

The preparation and presentation of these Financial Statements are in compliance with the requirements of the Companies Act No.07 of 2007.

2.1.2 Comparative Information

The accounting policies have been consistently applied by the company and are consistent with those used in the previous year. The previous year's figures have been re-arranged wherever necessary to conform to the current year's presentation.

2.1.3 Significant Accounting Judgments, Estimates and Assumptions

The preparation of Financial Statements in conformity with Sri Lanka the Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs) requires management to make judgment, estimates and assumption that affect the application of accounting policies and the reported amounts of assets, liabilities, income, expenses and the disclosure of contingent liabilities. However, uncertainty about these assumptions and estimates could results in outcomes that require material adjustment to the carrying amount of the assets or liabilities affected in future periods.

The key items which involve these judgments, estimates and assumptions are discussed below.

Depreciation of Property, Plant and Equipment

The provision for depreciation is calculated using straight line method over the useful life of the assets. The useful life of an asset is defined in terms of the asset's expected utility to the entity. The useful life of an asset may be shorter than its economic life. The estimation of the useful life of an asset is a matter of judgement based on the experience of the entity with similar assets. Estimation made over the useful life of the assets is disclosed in Note 2.2.4 to these Financial Statements.

Impairment

The impairment of Property Plant and Equipment is disclosed in Note 2.2.4 to these Financial Statements.

Taxes

Refer Note 2.2.9 to these Financial Statements.



Notes to the Financial Statements

Year ended 31st December 2025

2.1.4 Going Concern

Directors have made an assessment of the Company's ability to continue as a concern and is satisfied that it has the recourses to continue in operations for the foreseeable future. Furthermore, directors is not aware of any material uncertainties that may cast significant doubt upon the Company's ability to continue as going concern. Therefore, the Financial Statements continue to be prepared on the going concern basis.

2.2 SIGNIFICANT ACCOUNTING POLICIES

2.2.1 Revenue Recognition

a) Levy Income and Project Management Fees

On this basis levy income and project management fees recognized when all the following conditions are satisfied.

- The amount of revenue can be measured reliably.
- It is probable that the economic benefits associated with the transaction will flow to the entity.
- The stage of completion of the transaction at the end of the reporting period can be measured reliably; and
- The cost incurred for the transaction and the costs to complete the transaction can be measured reliably

b) Interest Income

Interest income is recognized as interest accrues, taking into account the effective yield of the asset.

c) Other Income

Other income is recognised on an accrual basis.

Net gains and losses of a revenue nature on the disposal of property, Plant and Equipment have been accounted for in the statement of comprehensive income, having deducted from proceeds on disposal, the carrying amount of the assets and related selling expenses.

Gains and losses arising from incidental activities to main income generating activities and those arising from a group of similar transactions which are not material, are aggregated, reported and presented on a net basis.

2.2.2 Grants

Grants are recognised at their fair value where there is reasonable assurance that the grant will be received and all attaching conditions, if any, will be complied with. When the grant relates to an expense item it is recognised as income over the periods necessary to match them to the costs to which it is intended to compensate on a systematic basis.

Grants related to assets, are deferred in the Statement of Financial Position and credited to Statement of Comprehensive Income over the useful life of the asset.



Notes to the Financial Statements

Year ended 31st December 2025

2.2.3 Expenditure Recognition

Expenditure are recognized in the Statement of Comprehensive Income on the basis of a direct association between the cost incurred and the earning of specific items of income. All expenditure incurred in the running of the Company and in maintaining the property, plant and equipment in a state of efficiency has been charged to Statement of Comprehensive Income.

For the purpose of presentation of the Statement of Comprehensive Income the directors are of the opinion that “function of expenses” method presents fairly the elements of the Company’s performance, and hence such presentation method is adopted.

Finance Cost and Other Cost

Interest expenses and other expenses are recognized on an accrual basis.

2.2.4 Property, Plant and Equipment

Property, plant and equipment are stated at cost less accumulated depreciation and impairment. The cost of an item of property, plant and equipment comprise its purchase price and any directly attributable costs of bringing the asset to working condition for its intended use. Where an item of property, plant and equipment comprises major components having following different useful lives, they are accounted for as separate items of property, plant and equipment.

Buildings	25 Years
Computer and Peripherals	3 Years
Electrical and Electronic Equipment	5 Years
Other Office Equipment	8 Years
Wooden Furniture	8 Years
Steel Furniture	8 Years
Office Fittings	8 Years
Motor Vehicles	4 Years

Subsequent Expenditure

Expenditure incurred to replace a component of an item of Property, Plant and Equipment that is accounted for separately, including major inspection and overhaul expenditure, is capitalized. Other subsequent expenditure is capitalized only when it increases the future economic benefits embodied in the item of Property, Plant and Equipment. All other expenditure is recognized in the Statement of Income and Expenditure as an expense as incurred.

Depreciation

The provision for depreciation is calculated by using a straight line method on the cost of all Property, Plant Equipment.

Depreciation of an asset begins when it is available for use whereas depreciation of an asset ceases at the earlier of the date that the asset is classified as held for sale and the asset is de-recognized.

The appropriateness of the useful lives, residual value and the depreciation rates are assessed annually.



Notes to the Financial Statements

Year ended 31st December 2025

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on de-recognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the Statement of Comprehensive Income in the year the asset is derecognised.

Impairment of Non-Financial Assets

At each reporting date, property, plant and equipment and inventory are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognized immediately in Statement of Income and Expenditure.

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount (selling price less costs to complete and sell, in the case of inventories), but not in excess of the amount that would have been determined had no impairment loss been recognized for the asset (group of related assets) in prior years. A reversal of an impairment loss is recognized immediately in Statement of Comprehensive Income.

2.2.5 Financial Assets

Financial assets within the scope of Section 11 of the Sri Lanka Accounting Standards for Small and Medium Sized Entities (SLFRS for SMEs) have been recorded at transaction price unless the transaction is a financing transaction. Financing transactions are recorded at present value of future cash payments discounted at the market rate for a similar debt instrument.

The financial assets include Cash and Cash Equivalents, Investments, Levy and Other Receivables.

a) Cash and Cash Equivalents

Cash and cash equivalents are defined as cash in hand, demand deposits and short term highly liquid investments, readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

For the purpose of Cash Flow Statement, cash and cash equivalents consist of cash in hand. Investments with short maturities i.e. three months or less from the date of acquisition are also treated as cash equivalents.

b) Levy and Other Receivables

Levy and Other Receivables are stated at the amounts they are estimated to realise.

At the end of each reporting period, the carrying amounts of Levy and other receivables are reviewed to determine whether there is any objective evidence that the amounts are not recoverable. If so, an impairment loss is recognized immediately in Statement of Comprehensive Income.

c) Investments

Investments include investments in Fixed Deposits and stated at amortized cost.



Notes to the Financial Statements

Year ended 31st December 2025

2.2.6 Financial Liabilities

Financial liabilities within the scope of Section 11 of the Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs) have been recorded at transaction price unless the transaction is a financing transaction. Financing transactions are recorded at present value of future cash payments discounted at the market rate for a similar debt instrument.

The financial liabilities include Interest Bearing Loan and Borrowing and Trade and Other Payable.

a) Finance Leases

Finance leases, which transfer to the Company substantially all the risks and benefits incidental to ownership of the leased item, are capitalised at the inception of the lease at the fair value of the leased property or, if lower, at the present value of the minimum lease payments. Lease payments are apportioned between the finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are charged to the Statement of Income and Expenditure.

Capitalised leased assets are depreciated over the shorter of the estimated useful life of the asset and the lease term, if there is no reasonable certainty that the Company will obtain ownership by the end of the lease term. The depreciation policy for depreciable leased assets is consistent with that for depreciable asset that are owned as described in 2.2.4 above.

2.2.7 Employee Benefits

a) Defined Benefit Plan - Gratuity

Defined benefit obligation of the Company is determined through a management estimate carried out internally by the Company. The resulting difference between brought forward provision at the beginning of the year and the carried forward provision at the end of the year is dealt within the Statement of Comprehensive Income.

The Company is liable to pay gratuity in terms of Gratuity Act No. 12 of 1983, the liability for the gratuity payment to an employee arises only on the completion of the 05 years of continued service with the Company.

The gratuity liability is not externally funded.

b) Defined Contribution Plans - Employees' Provident Fund and Employees' Trust Fund

All employees are eligible for Employees' Provident Fund and Employees' Trust Fund contributions in line with the prevalent statutes and regulations. The Company contributes 12% and 3% of gross employee emoluments to EPF and ETF respectively.

2.2.8 Provisions

Provisions are recognized when the Company has a present obligation (legal or constructive) as a result of a past event, where it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. When the Company expects some or all of a provision to be reimbursed, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. The expense relating to any provision is presented in the Statement of Comprehensive Income net of any reimbursement.



Notes to the Financial Statements

Year ended 31st December 2025

2.2.9 Taxation

Income tax expense represents the sum of the tax currently payable and deferred tax.

a) Current Taxes

Current income tax assets and liabilities for the current and prior periods are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted by the reporting date.

The provision for income tax is based on the elements of income and expenditure as reported in the Financial Statements and computed accordance with the provisions of the relevant tax legislations.

b) Indirect Taxes

Plantation Human Development is gazetted under the Gazette No-2412/08 of the Domestic Socialist Republic of Sri Lanka (Government Notification) published on 25 November 2024. The Management believes that the Company is a government institution and the inflows received is considered as donations. Therefore, the Company doesn't carry out a business activity as such the inflows are not liable for indirect taxes.

c) Deferred Taxation

Deferred Tax is not recognised in the financial statement since the temporary differences are not material.



Notes to the Financial Statements

Year ended 31st December 2025

3. PROPERTY, PLANT AND EQUIPMENT					
3.1	Gross Carrying Amounts	Balance	Additions	Disposals	Balance
		as at			as at
		01.01.2025			31.12.2025
	At Cost	Rs.	Rs.	Rs.	Rs.
	Land & Building	91,166,979	3,783,618	-	94,950,598
	Computer and Peripherals	53,392,789	6,665,132	-	60,057,921
	Electrical and Electronic Equipment	23,244,438	423,265	-	23,667,703
	Other Office Equipment	4,654,496	14,990	-	4,669,486
	Wooden Furniture	6,751,539	3,707,821	-	10,459,360
	Steel Furniture	3,907,957	1,741,013	-	5,648,970
	Office Fittings	515,311	-	-	515,311
	Motor Vehicles	137,434,055	-	(10,900,000)	126,534,055
	Total Gross Carrying Amount	321,067,564	16,335,839	(10,900,000)	326,503,404
3.2 Accumulated Depreciation					
3.2	Accumulated Depreciation	Balance	Charge for	Disposals	Balance
		as at			the Year
		01.01.2025			31.12.2025
	At Cost	Rs.	Rs.	Rs.	Rs.
	Building	61,767,144	2,765,363	-	64,532,507
	Computer and Peripherals	45,626,082	4,132,279	-	49,758,360
	Electrical and Electronic Equipment	15,654,974	1,861,354	-	17,516,328
	Other Office Equipment	4,201,134	141,459	-	4,342,593
	Wooden Furniture	5,625,562	199,563	-	5,825,125
	Steel Furniture	3,547,475	107,603	-	3,655,078
	Office Fittings	498,512	14,400	-	512,912
	Motor Vehicles	129,721,928	1,254,250	(4,442,123)	126,534,055
	Total Accumulated Depreciation	266,642,811	10,476,271	(4,442,123)	272,676,958
3.3 Net Book Values					
3.3	At Cost			2025	2024
				Rs.	Rs.
	Land & Building			30,418,090	29,399,835
	Computer and Peripherals			10,299,560	7,766,707
	Electrical and Electronic Equipment			6,151,375	7,589,464
	Other Office Equipment			326,893	453,362
	Wooden Furniture			4,634,235	1,125,977
	Steel Furniture			1,993,892	360,482
	Office Fittings			2,400	16,800
	Motor Vehicles			-	7,712,127
	Total Carrying Amount of Property, Plant and Equipment			53,826,445	54,424,753

3.4 During the financial year, the Company acquired Property, Plant and Equipment to the aggregate value of Rs.-16,335,839/- (2024 -Rs. 14,018,913/-) Cash payments amounting to Rs.-16,335,839/- (2024 - Rs.14,018,913/-) were made during the year for purchase of Property, Plant and Equipment.

3.5 The Land values recorded in the financial statements as zero values. Because these lands were transferred to plantation human development trust by the government.



Notes to the Financial Statements

Year ended 31st December 2025

4. LEVY AND OTHER RECEIVABLES	2025	2024
	Rs.	Rs.
Levy and Gratuity Receivables	209,371,843	258,267,893
Less: Allowances for Doubtful Debts	(176,925,026)	(227,967,286)
	32,446,817	30,300,607
Project Receivables	436,960,770	323,404,429
Other Receivables	6,406,591	6,971,194
Advances and Prepayments	451,779	864,856
	476,265,957	361,541,085
5. INVESTMENTS	2025	2024
	Rs.	Rs.
Fixed Deposits	2,113,697	2,047,827
	2,113,697	2,047,827
6. RETIREMENT BENEFIT LIABILITY	2025	2024
Retirement Benefits Obligation - Gratuity	Rs.	Rs.
Balance as at 01 January	29,521,847	28,747,787
Provision for the year	5,429,884	5,701,985
Payments made During the year	(3,937,722)	(4,927,925)
Balance as at 31 December	31,014,009	29,521,847



Notes to the Financial Statements

Year ended 31st December 2025

7 DEFERRED GRANTS AND RECOVERIS				
7.1 Foreign and Local				
As Property, Plant and Equipment At Cost	Balance as at	Additions During the	Adjustments During the	Balance as at
	01.01.2025	Year	Year	31.12.2025
	Rs.	Rs.	Rs.	Rs.
Plantation Development Support Programme (PDSP)	21,813,402	-	-	21,813,402
United Nations Populations Fund (UNFPA)	284,990			284,990
Social Republic of Sri Lanka Initial Project	1,378,045	-	-	1,378,045
Programme Support Group / Technical Assistant Team	312,665	-	-	312,665
United Nation International Children`s Emergency Fund (UNICEF)	779,081	-	-	779,381
Social Welfare Programme - II - Housing	7,872,487	-	-	7,872,487
Asian Development Bank	30,950			30,950
Investment and Restructuring Fund	163,474	-	-	163,474
HIV /AIDS Project	66,584,339			66,584,339
International Labour Organization Project	85,675	-	-	85,675
Institutional and Housing Support	134,050			134,050
Ministry of Youth Empowerment and Socio Economic Development.	15,612,879			15,612,879
Care International	304,040	-	-	304,040
Bernet Institute - Fixed Assets Grant	574,550	-	-	574,550
Save the Children International	125,750	-	-	125,750
Early Child Development (ECDP)	1,035,478	-	-	1,035,478
Water Supply & Sanitation Improvement Project (WASSIP)	26,989,163			26,989,163
Health- Intelligent Sensor Soap Dispenser	1,192,265	-	-	1,192,265
EWHC Federation Project	16,500			16,500
Sarvodaya Grant	5,543,285	-	-	5,543,285
	181,560	-	-	181,560
Gross Carrying value	151,014,627	-	-	151,014,927
Less : Accumulated Depreciation	(124,667,728)	(3,437,506)	-	(128,105,234)
Net Carrying value	26,346,899	(3,437,506)	-	22,909,693



Notes to the Financial Statements

Year ended 31st December 2025

7.2 RECOVERIES

	Balance as at 01.01.2025	Loan Recovered	Settlements	Balance as at 31.12.2025
	Rs.	Rs.	Rs.	Rs.
Estate Infrastructure Development Programme	19,288,289			19,288,289
National Housing Development Authority	39,800			39,800
	19,328,089	-	-	19,328,089
	45,674,988			42,237,782

8 OTHER PROJECTS

	Balance as at 01.01.2025	Fund Received During the year	Disbursements	Balance as at 31.12.2025
	Rs.	Rs.	Rs.	Rs.
Other Projects	30,077,970	48,753,536	(31,569,339)	47,262,168
	30,077,970	48,753,536	(31,569,339)	47,262,168

9 OTHER PAYABLES

	2025	2024
	Rs.	Rs.
Construction Activity Payable	467,288,409	332,924,606
Other Payables	7,340,980	5,651,329
Sundry Creditors including Accrued Expenses	15,179,925	7,544,174
	489,809,314	346,120,109



Notes to the Financial Statements

Year ended 31st December 2025

10. CASH AND CASH EQUIVALENTS IN THE CASH FLOW STATEMENT				2025	2024
Components of Cash and Cash Equivalents				Rs.	Rs.
10.1 Favorable Cash and Cash Equivalents Balances					
Cash and Bank Balances				216,813,821	135,200,049
Total Cash and Cash Equivalents for the Purpose of Cash Flow Statement				216,813,821	135,200,049
11. REVOLVING FUNDS		Balance as at 01.01.2025	Loan Recovered	Balance as at 31.12.2025	Balance as at 31.12.2024
		Rs.	Rs.	Rs.	Rs.
Social Welfare Programme 11(Reroofing)		2,716,576	-	2,716,576	2,716,576
Plantation Development Support Programme		27,120,882	38,786	27,159,668	27,120,882
Health Motor Bike - PDSP		15,803,925	-	15,803,925	15,803,925
DNCWS - Water Tariff Collection 2022		1,262,050	-	1,262,050	1,262,050
		46,903,434	38,786	46,942,220	46,903,433
12 INCOME FOR RECURRENT EXPENDITURE				2025	2024
				Rs.	Rs.
Levy Income from Regional Plantation Companies				154,455,443	170,461,554
				154,455,443	170,461,554
13 OTHER INCOME AND GAINS				2025	2024
				Rs.	Rs.
Levy Income from Plantation Small Holders' Companies				4,119,744	3,829,134
Profit on Disposal of Property, Plant and Equipment				4,192,123	12,550,000
Sundry Income				2,406,328	2,919,856
Long Outstanding Payable Write Back				54,000	288,280
Bad Debt Reversal of Over Provision				51,042,260	-
Amortization on Deferred Grant				3,437,506	4,242,760
Income from ECDP Training Center				144,500	98,188
Income from water testing lab -WASSIP				2,225,020	821,903
Income from Southern Highway Cottage				60,870	18,693
Income from Water Tariff Collection -2025				620,500	-
				68,302,851	24,768,815



Notes to the Financial Statements

Year ended 31st December 2025

14 PROJECT ADMINISTRATIVE INCOME		2025	2024
		Rs.	Rs.
	Ministry Project Management Fee	40,189,069	25,776,091
	Other Project Income	9,885,579	17,028,395
		50,074,648	42,804,487
15 FINANCE COST AND INCOME		2025	2024
		Rs.	Rs.
15.1 Finance Cost			
	Finance Charges on Lease Liabilities	-	57,983
		-	57,983
15.2 Finance Income			
	Income from Investments :		
	-Interest on REPO	3,610,045	3,282,006
	-Interest on Fixed Deposits	156,159	183,412
	-Interest on Savings Deposits	14,200	17,653
		3,780,403	3,483,071
16. NET INCOME / (EXPENDITURE) BEFORE TAX			
	Stated after Charging		
	Audit Fees	3,288,204	2,336,683
	Employees Benefits including the following	130,116,454	116,483,711
	- Defined Benefit Plan Costs - Gratuity	5,429,884	5,065,570
	- Defined Contribution Plan Costs - EPF & ETF	12,147,683	11,077,496
	Depreciation	10,476,571	12,459,017
	Allowances for Doubtful Debts	(51,042,260)	(22,324,849)
	Legal Expenses	597,300	494,960
17. INCOME TAX EXPENSE			
	Current Income Tax	-	-
	Income Tax Expense Reported in the Income Statement	-	-



Notes to the Financial Statements

Year ended 31st December 2025

17.1 Reconciliation Between Current Tax Expense and the Product of Accounting Income

Profit/(Loss) from Trade Business (Note 17.2)	(11,210,655)	24,986,560
Finance Income (Note 15.2)	3,780,403	3,483,071
Total Statutory Income	3,780,403	28,469,630
Less : Tax Losses	(3,780,403)	(28,469,630)
Income Liabe for Income Tax	-	-
Tax Free Allowance	-	-
Taxable Income / (Tax Loss)	-	-
Income Tax at 14%	-	-
Current Tax Expense	-	-

17.2 Profit from Business

	2025	2024
	Rs.	Rs.
Surplus/(Deficit) Before Tax	36,839,061	49,174,316
Disallowed Expenses	23,638,026	27,402,601
Allowable Expenses	(67,824,355)	(48,107,287)
Investment Income	(3,780,403)	(3,483,071)
	(11,127,672)	24,986,560

17 Tax Losses

Tax Losses brought forward	37,967,271	73,900,000
Tax losses Incurred	11,127,672	-
Tax losses utilised	(3,780,403)	(35,932,729)
Tax losses carried forward	45,314,539	37,967,271

18 COMMITMENTS AND CONTINGENCIES

The Company does not have significant commitments and contingences as at reporting date.



Notes to the Financial Statements

Year ended 31st December 2025

19 EVENTS OCCURRING AFTER THE REPORTING DATE

There are no significant events occurred after the reporting date.

20 RELATED PARTY DISCLOSURES

Details of significant related party disclosures are as follows:

20.1 Transactions with related entities

The Directors of the Trust are also Directors of the following one or more companies with which the Trust had the following transactions during the year.

Related Party	Levy Receivable	
	2025	2024
	Rs.	Rs.
Malwatte Valley Plantations PLC	10,743,130	12,143,130
Horana Plantation PLC	1,334,763	844,686
Kelani Valley Plantation PLC	1,776,260	-
Hapugastenne Plantation PLC	35,362,675	-
Maturata Plantation PLC	47,778,404	-
Udupussellawa Plantation PLC	20,325,855	-

20.2 Transactions with Key Management Personnel of the Trust

The Trust has paid Rs 915,000/- to the members of the Board of Directors during the year (2024-Rs.815,000/-) as sitting allowances and no emoluments have been paid to the members of the Board of Directors.



Detailed Statement of Income and Expenditure

Year ended 31st December 2025

STATEMENT I		
RECURRENT TRUST EXPENSES	2025	2024
	Rs.	Rs.
Salaries and Wages	85,868,570	80,813,342
Holiday Pay and Overtime	1,284,807	1,444,414
EPF	9,805,115	8,861,997
ETF	2,342,568	2,215,499
Staff Medical Scheme and Insurance	3,976,585	4,072,719
Personal and Accident Insurance	66,649	65,037
Travelling and Subsistence	623,575	508,752
Vehicle Running and Fuel	8,346,565	8,246,007
Motor Vehicle Maintenance	8,192,564	6,542,764
Motor Vehicle Insurance	1,137,058	1,171,504
Audit Fees	3,288,204	2,336,683
Gratuity	4,700,672	5,065,570
Printing and Stationeries	1,706,313	1,866,444
Telephone	379,021	414,890
Postage	390,873	366,289
Newspapers	37,240	50,250
Staff Welfare	2,752,068	2,554,410
Company Secretarial Work	469,986	377,169
Electricity	2,244,822	2,923,630
Water	500,725	348,362
Security	4,720,676	5,140,207
Building Upkeep	11,447,256	5,595,268
Equipment Upkeep	312,017	2,449,732
Bungalow Expenses	3,113,967	3,665,806
Staff Quarters Expenses	355,000	519,000
Medical Officer Quarters Expenses	346,841	138,237
General Expenses	2,527,691	1,738,528
Conferences and Meeting	2,713,333	3,129,529
Lease Expenses	35,213	62,427
Bank Charges	206,817	208,944
Legal Expenses	597,300	494,960
Advertising - Recruitment	99,812	367,404
Death Donation Expenses	3,900	8,180
Staff Birthday Expenditure	18,945	15,950
Stamp duty	11,475	12,250
Internet Protocol Virtual Private Network Expenses	1,957,025	1,147,415
Professional Charges	604,051	209,474
Anniversary of PHDT Expense	-	35,233
Other Insurance	375,885	366,526
CEO Forum Expenses	537,811	-
	168,098,994	155,550,803



Detailed Statement of Income and Expenditure

Year ended 31st December 2025

STATEMENT II		
OTHER EXPENSES	2025	2024
	Rs.	Rs.
Depreciation	10,476,571	12,459,017
Expense for ECDP Training Center	141,613	-
Expense for water testing lab -WASSIP	1,789,376	-
Expense for from Southern Highway Cottage	67,974	-
Expense for from Water Tariff Collection -2025	633,360	-
Rent	335,459	-
Amortization of Lease Rental	-	536,735
Reversal of over provision	-	(22,324,849)
Long Outstanding Receivables Write Off	7,991,985	3,040,081
Capacity Building Programme for Staff	2,629,552	-
	24,065,890	(6,289,016)

STATEMENT III		
	2025	2024
	Rs.	Rs.
PROJECT ADMINISTRATIVE EXPENSES		
Staff Salaries & Staff Expenses	23,642,851	16,796,779
Motor Vehicle Fuel	6,043,253	8,738,426
EPF	2,565,938	1,823,169
Motor Vehicle Maintenance	3,251,128	5,612,393
Expenditure On WASSIP Project	347,453	-
Holiday Pay & Overtime	322,889	125,817
Medical Insurance - Project	896,988	970,719
Gratuity & Compensation	729,213	636,415
Vehicle Insurance - Project	613,951	640,090
ETF	630,021	455,792
Printing & Stationery	1,207,943	1,299,299
Conferences & Meetings	588,593	135,593
Professional Charges - Project	275,000	175,000
Ministry Overhead	-	1,815,000
Travelling & Subsistence	944,824	1,045,292
Staff Welfare	3,063	167,703
Bank Charges	69,159	118,193
Personal Accident Insurance	18,386	12,001
Staff Rent - Project	72,500	85,000
Project Consultant Fee	3,778,333	820,000
Other Expenses - Project	781,284	827,502
Legal Expenses	136,000	177,700
Telephone - Project	389,419	545,957
NGO Forum Expenses	301,210	-
	47,609,401	43,023,840



Detailed Statement of Deferred Grants

Year ended 31st December 2025

STATEMENT IV				
DEFERRED GRANTS	Balance	Additions	Adjustment	Balance
Foreign and Local	as at	During the	During the	as at
As Property, Plant and Equipment	01.01.2025	Year	Year	31.12.2025
At Cost	Rs.	Rs.	Rs.	Rs.
Gross Carrying value	151,014,627	-	-	151,014,627
Less : Accumulated Depreciation	(124,667,728)	(2,730,945)	-	(128,105,234)
Net Carrying value	26,346,900	(2,730,945)	-	22,909,394
Recoveries	Balance as at	Loan Recovered	Settlements	Balance as at
	01.01.2025			31.12.2025
	Rs.	Rs.	Rs.	Rs.
Estate Infrastructure Development Programme	19,288,289	-	-	19,288,289
National Housing Development Authority	39,800	-	-	39,800
	19,328,089	-	-	19,328,089



Detailed Statement of Deferred Grants

Year ended 31st December 2025

As Funds	Balance as at 01.01.2025	Adjustments During the year	Fund Received During the year	Management Fee	Disbursements	Balance as at 31.12.2025
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Ministry of Plantation and Community Infrastructure						
Infrastructure Projects	(51,617,567)	20,042,118	-	-	-	(31,575,449)
New Life Housing Project	(8,794,938)	(15,637,247)	-	-	-	(24,432,185)
Township Project	(489,533)	489,533	-	-	-	-
Green Gold Housing Project	(158,845,477)	14,149,096	234,387,329	(13,095,113)	(252,766,429)	(176,170,594)
Indian Housing Project	(18,319,516)	4,228,000	811,605	(8,506,265)	(742,559)	(22,528,735)
Field Rest Rooms Project – 2020	(538,686)	-	-	-	-	(538,686)
New Housing Project -2020	(41,399,237)	42,496	230,208,198	(11,626,985)	(219,068,959)	(41,844,487)
Special Project 2020	(6,761,672)	808,641	142,517	-	(37,044)	(5,847,558)
Special Project 2021	(8,725,771)	245,060	139,560	-	-	(8,341,151)
Indian Housing Infrastructure Project -2021	(27,857,218)	544,993	6,364,240	-	-	(20,947,985)
Special Project - 2023	(54,813)	-	-	-	-	(54,813)
Clean Sri Lanka Project-2025	-	-	37,111,872	(2,104,259)	(106,804,162)	(71,796,549)
Special Project -2025	-	-	396,609	(7,800)	(389,999)	(1,190)
Indian Housing Infrastructure Project -2025	-	-	50,938,924	(4,848,648)	(78,971,663)	(32,881,387)
	(323,404,429)	24,912,690	560,500,854	(40,189,070)	(658,780,815)	(436,960,770)
Other Projects						
Palm Foundation Project	371,300	-	150,000	-	(521,300)	-
Wash Project	524,690	-	-	-	-	524,690
PHDT Funds	4,891,686	-	-	-	-	4,891,686
Early Child Development Project	30,366	-	-	-	(30,366)	-
UNICEF Grant	284,277	-	-	-	-	284,277
International Labour Organization Project	1,866,370	-	-	-	-	1,866,370
Diploma Funds for CDOs	136,281	-	-	-	-	136,281
Projects with Ceylon Workers Congress	3,800,596	-	-	-	-	3,800,596
World Health Organization	772,383	-	-	-	(772,383)	-
Burnet Institute	1,327,697	-	-	-	-	1,327,697
SCI Project	3,840,309	-	-	-	-	3,840,309
Uniliver	826,578	-	-	-	-	826,578
Provincial District Health Services	8,536,426	-	-	-	-	8,536,426
World Health Organization - 2022/2024	2,907,805	-	975,436	-	(3,883,241)	-
World Vision Project - 2023/2024	(325,005)	-	17,632,317	-	(17,307,311)	-
Satva Foundation Project - 2023/2024	222,500	-	-	-	(222,500)	-
Sarvodaya Project 2023/2024	11,905	-	-	-	(11,905)	-
CTTCT Project 2024	51,807	-	2,104,705	-	(1,997,301)	159,211
CDC Project 2025	-	-	7,384,838	-	(6,632,667)	752,171
Ray of Hope Revolving Fund - CTTCT Project 2024	-	-	12,500	-	-	12,500
Disaster Relief Fund Project -2025	-	-	20,493,740	-	(190,365)	20,303,375
	30,077,971	-	48,753,536	-	(31,569,339)	47,262,168
	(293,326,458)	24,912,690	609,254,390	(40,189,070)	(690,350,154)	(389,698,602)
Net balance of Grants	(247,651,469)					(347,461,119)



Detailed Statement of Deferred Grants

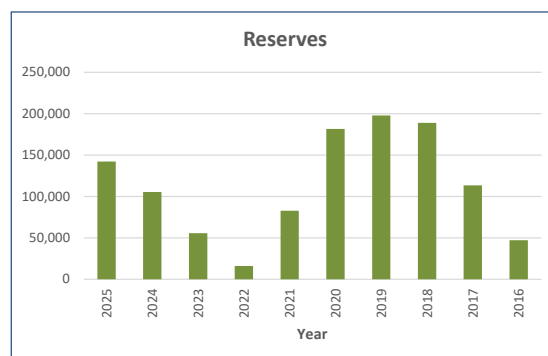
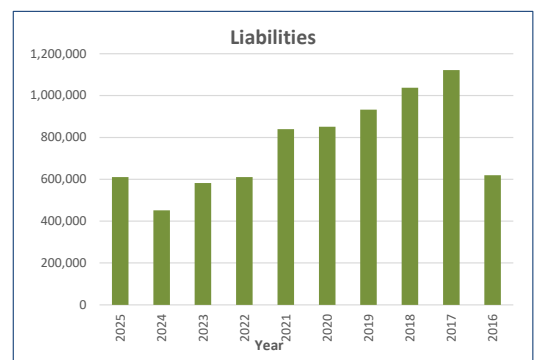
Year ended 31st December 2025

	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Reclassified to Receivables						
Infrastructure Projects	51,617,567	-	-	-	-	31,575,449
New Life Housing Project	8,794,938	-	-	-	-	24,432,185
Township Project	489,533	-	-	-	-	-
Green Gold Housing Project	158,845,476	-	-	-	-	176,170,594
Indian Housing Project	18,319,516	-	-	-	-	22,528,735
Field Rest Rooms Project - 2020	538,686	-	-	-	-	538,686
New Housing Project	41,399,237	-	-	-	-	41,844,487
Special Project 2020	6,761,672	-	-	-	-	5,847,558
Special Project 2021	8,725,772	-	-	-	-	8,341,151
Indian Housing Infrastructure Project -2021	27,857,218	-	-	-	-	20,947,985
Special Project - 2023	54,813	-	-	-	-	54,813
Clean Sri Lanka Project-2025	-	-	-	-	-	71,796,549
Special Project -2025	-	-	-	-	-	1,190
Indian Housing Infrastructure Project -2025	-	-	-	-	-	32,881,387
	323,404,428					436,960,770



Ten Year Summary

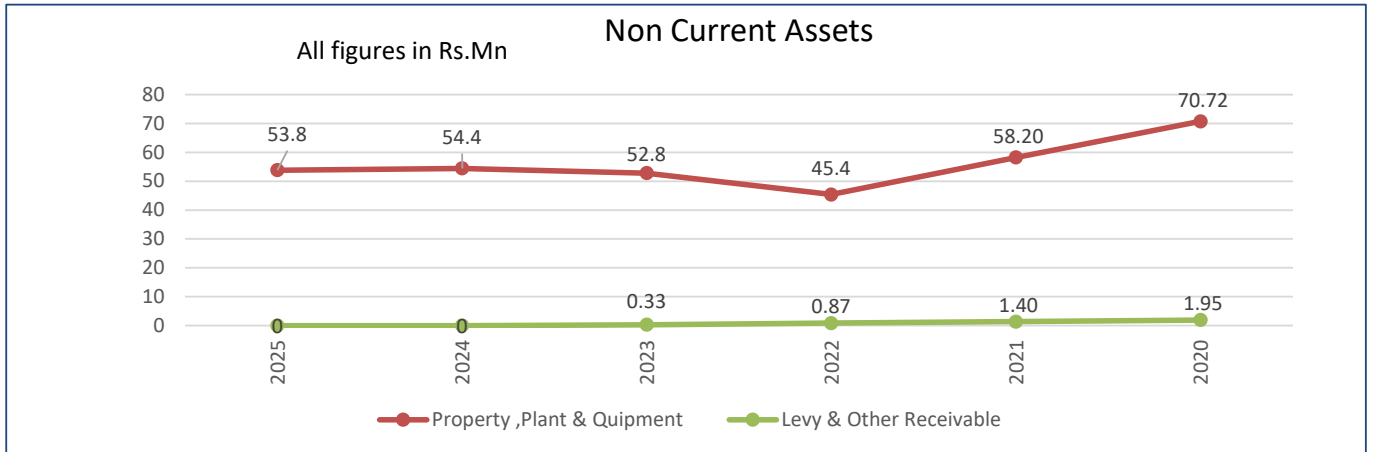
	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000
Operational Results										
Recurrent Expenditure & Levy	154,455	170,461	143,175	110,434	64,025	138,024	141,924	139,567	141,896	136,116
Gain / (Loss) on Project Activities	50,075	42,804	57,450	(11,916)	4,589	(870)	11,773	76,137	82,078	15,903
Income / (Loss) Before Tax	36,839	49,174	38,853	67,186	(103,101)	(15,327)	12,972	39,056	73,412	(20,230)
Income Tax Expenses				-	-	3,732	4,970	6,462	7,270	35
Income / (Loss) After Tax	36,839	49,174	38,853	67,186	(103,101)	(19,059)	8,002	32,594	66,142	(20,195)
Reserves										
Project Reserves	4,469	4,469	4,469	4,469	4,469	4,469	4,469	4,469	4,469	4,469
General Reserves	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615
Accumulated Fund	89,300	52,461	3,287	(35,566)	31,621	130,902	147,923	139,921	107,327	41,185
Revolving Funds	46,942	46,903	46,237	45,501	45,015	44,598	43,956	42,906		
	142,326	105,448	55,608	16,019	82,720	181,584	197,963	188,911	113,411	47,269
Liabilities										
Non Current Liabilities	73,251	75,197	78,665	115,076	115,092	115,695	91,733	140,073	149,404	177,728
Current Liabilities	537,071	376,198	503,529	495,836	724,500	735,201	841,197	897,614	972,401	441,511
	610,322	541,395	582,194	610,912	839,592	850,896	932,930	1,037,687	1,121,805	619,239
Assets										
Non Current Assets	53,826	54,424	53,200	46,338	59,601	72,673	47,450	26,432	34,183	53,114
Current Assets	698,824	502,419	584,604	580,783	862,711	959,810	1,083,444	1,157,260	1,201,033	613,394
	752,650	556,843	637,804	627,121	922,312	1,032,483	1,130,894	1,183,692	1,235,216	666,508



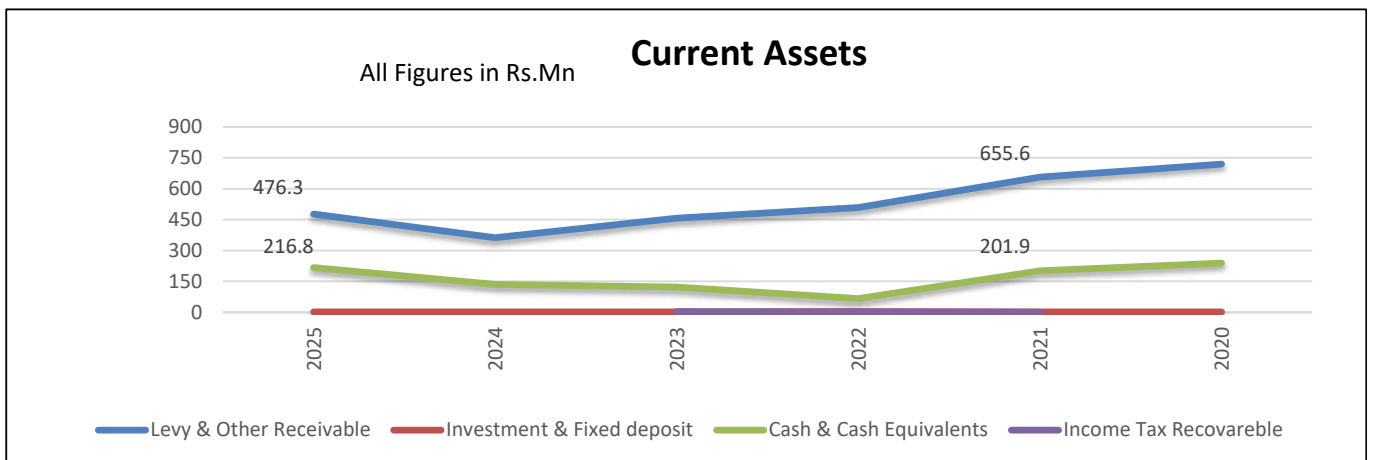


Graphical View of Financial Statements

	2025	2024	2023	2022	2021	2020	2019
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Non Current Assets							
Property, Plant & Equipment	53.8	54.4	52.8	45.4	58.20	70.72	44.97
Levy & Other Receivable	0	0	0.33	0.87	1.40	1.95	2.48
	53.8	54.4	53.13	46.27	59.60	72.67	47.45



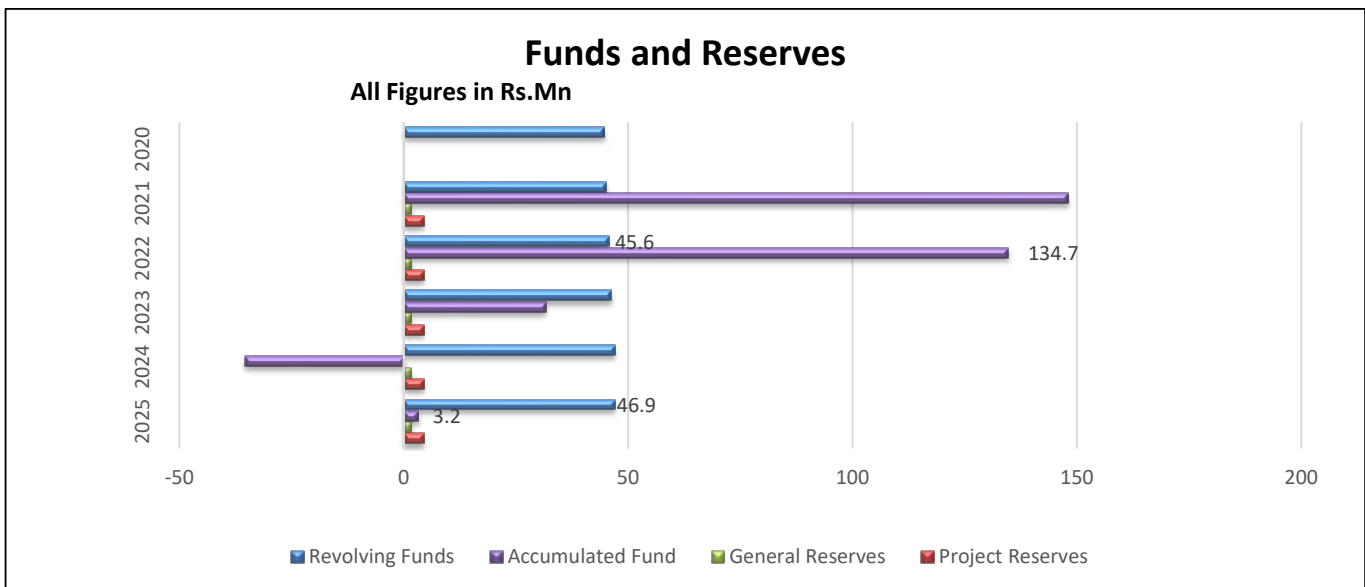
	2025	2024	2023	2022	2021	2020	2019
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Current Assets							
Levy & Other Receivable	476.3	361.5	457	509.0	655.6	720.0	1,010.9
Investment & Fixed deposit	2.1	2	1.8	3.6	1.5	1.4	1.3
Cash & Cash Equivalents	216.8	135.2	121.7	66.1	201.9	238.4	71.1
Income Tax Recoverable	3.6	3.6	3.6		3.6	1.1	-
	698.8	502.3	584.1	578.7	862.6	960.9	1,083.3
TOTAL	752.6	556.7	637.23	625.0	922.2	1,033.6	1,130.8



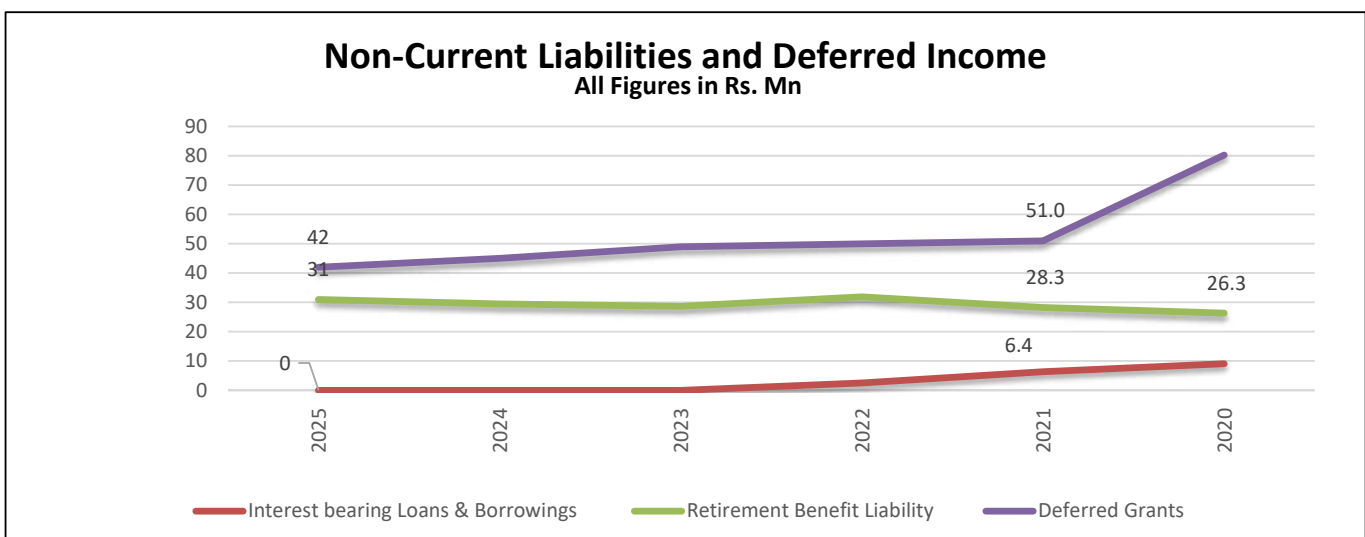


Graphical View of Financial Statements

	2025	2024	2023	2022	2021	2020	2019
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Funds and Reserves							
Project Reserves	4.5	4.4	4.4	4.4	4.4	4.4	4.4
General Reserves	1.6	1.6	1.6	1.6	1.6	1.6	1.6
Accumulated Fund	89.2	52.4	3.2	-35.4	31.6	134.7	147.9
Revolving Funds	46.9	46.9	46.2	45.6	45.0	44.6	44.0
	142.2	105.3	55.4	16.2	82.6	185.3	197.9



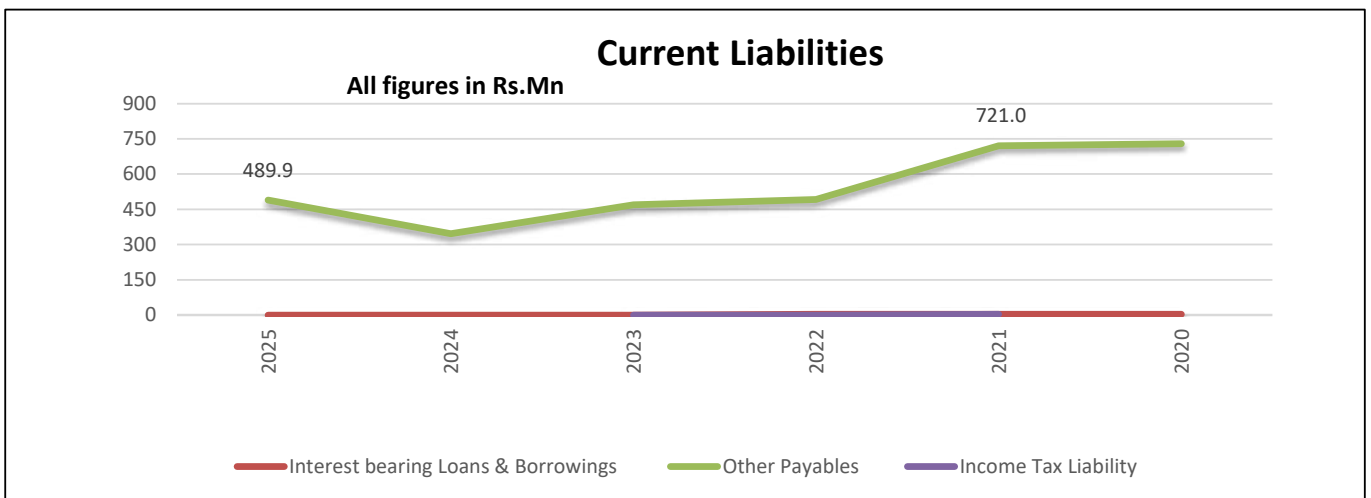
	2025	2024	2023	2022	2021	2020	2019
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Non-Current Liabilities and Deferred Income							
Interest bearing Loans & Borrowings	0	0	0	2.5	6.4	9.1	0.8
Retirement Benefit Liability	31	29.5	28.7	31.9	28.3	26.3	25.3
Deferred Grants	42	45	49	50	51.0	80.3	65.6
	73	74.5	77.7	84.4	85.6	115.7	91.7





Graphical View of Financial Statements

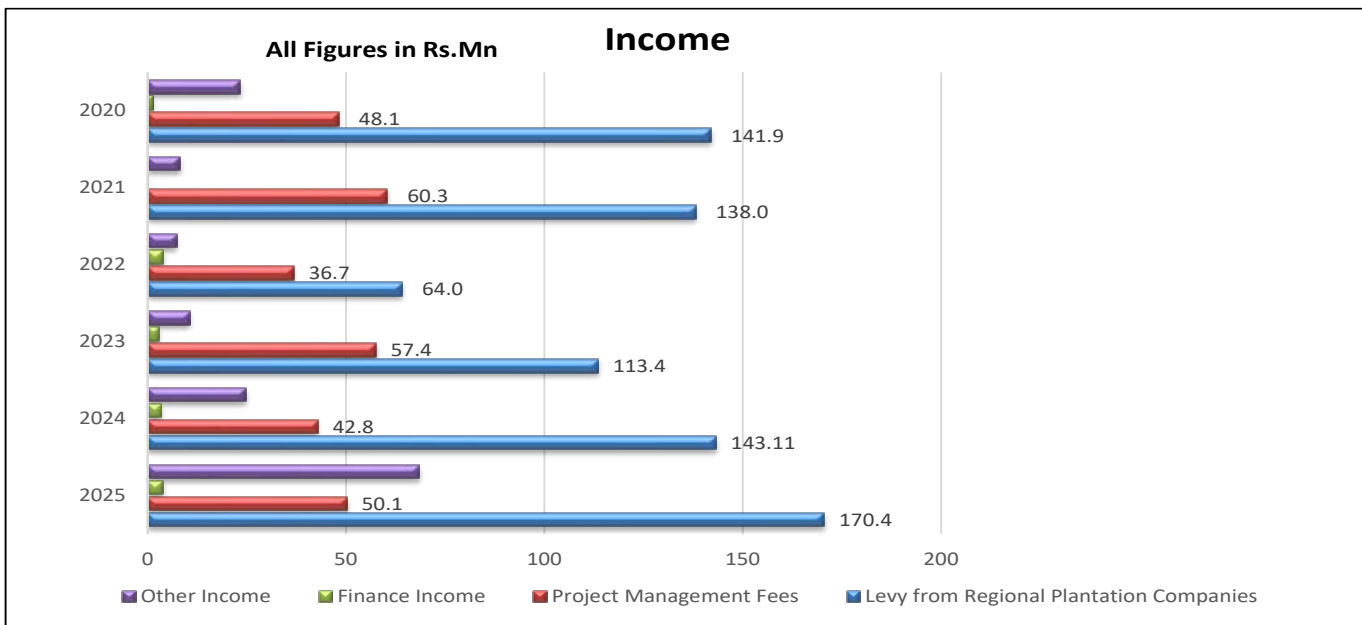
	2025	2024	2023	2022	2021	2020	2019
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Current Liabilities							
Interest bearing Loans & Borrowings	0	0	0	3.7	3.5	3.8	0.8
Other Payables	489.9	346.1	469.3	492.1	721.0	728.7	837.5
Income Tax Liability	0	0	0	-	-	-	2.9
	489.9	346.1	469.3	495.8	724.5	732.5	841.2
TOTAL	752.6	556.5	635.1	627.1	922.2	1,033.5	1,130.8



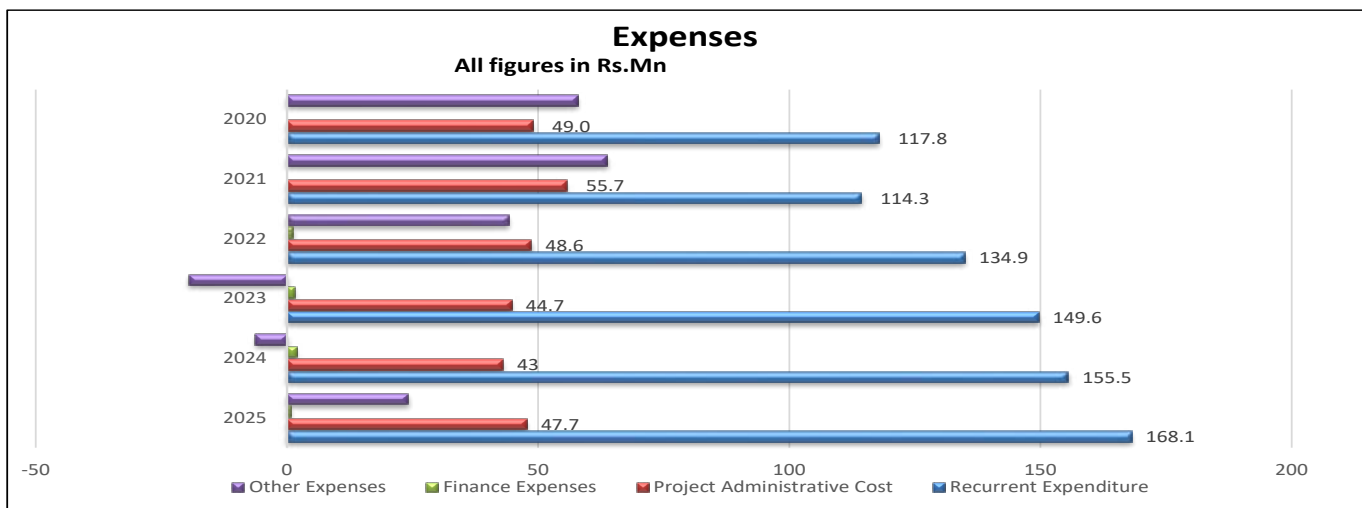


Graphical View of Financial Statements

	2025	2024	2023	2022	2021	2020	2019
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Income							
Levy from Regional Plantation Companies	154.5	170.4	143.11	113.4	64.0	138.0	141.9
Project Management Fees	50.1	42.8	57.4	36.7	60.3	48.1	75.0
Finance Income	3.8	3.4	2.7	3.9	0.2	1.4	5.2
Other Income	68.3	24.76	10.5	7.2	8.1	23.3	13.5
	276.7	241.36	213.71	161.2	132.6	210.8	235.6



	2025	2024	2023	2022	2021	2020	2019
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Expenses							
Recurrent Expenditure	168.1	155.5	149.6	134.9	114.3	117.8	118.6
Project Administrative Cost	47.7	43	44.7	48.6	55.7	49.0	63.3
Finance Expenses	0	0.05	0.29	0.71	2.0	1.5	1.2
Other Expenses	24.1	-6.3	-19.5	44.1	63.8	57.9	39.6
	239.9	192.25	175.09	228.3	235.8	226.1	222.7
Income Before Tax	36.8	49.11	38.62	(67.1)	(103.1)	(15.3)	13.0





Notice of Annual General Meeting

Notice is hereby given that the 33rd Annual General Meeting of the members of the Plantation Human Development Trust will be held at the “Royal Ballroom”, Grand Monarch, Thalawathugoda, on Friday, 27th March 2026 at 9:30 AM for the following purposes

AGENDA

1. Call meeting to order and read the notice convening the meeting.
2. To receive and consider the Report of the Board of Directors on the Affairs of the Company, Independent Auditor’s Report and the Audited Accounts for the year ended 31st December 2025.
3. To re-elect Mr. S.D. Samaradiwakara who retires by rotation in terms of Article 55 of the Articles of Association as a Director.
4. To consider and if thought fit to pass the following Ordinary Resolution pertaining to the re-appointment of Mr. Ramasamy Logadas, as a Director who is over 70 years of age, in compliance with Section 211 of the Companies Act No. 07 of 2007 and whose appointment has been recommended by the Board.

Ordinary resolution

“That the age limit of 70 years referred to in Section 210 of the Companies Act No. 07 of 2007 shall not apply to Mr. Ramasamy Logadas, Director, who is 73 years of age. (having reached 70 years of age on 10th March 2022) and accordingly that Mr. Ramasamy Logadas be and is hereby re-appointed a Director of the Company in terms of Section 211 of the Companies Act No. 07 of 2007”

5. To consider and if thought fit to pass the following Ordinary Resolution pertaining to the re-appointment of Mr. Shanthi Kumar Lalith Obeyesekere, as a Director who is over 70 years of age, in compliance with Section 211 of the Companies Act No. 07 of 2007 and whose appointment has been recommended by the Board.

Ordinary resolution

“That the age limit of 70 years referred to in Section 210 of the Companies Act No. 07 of 2007 shall not apply to Mr. Shanthi Kumar Lalith Obeyesekere, Director, who is 71 years of age. (having reached 70 years of age on 9th April 2024) and accordingly that Mr. Shanthi Kumar Lalith Obeyesekere be and is hereby re-appointed a Director of the Company in terms of Section 211 of the Companies Act No. 07 of 2007”

6. Re-appoint the Auditors and authorise the Directors to determine their remuneration.

By Order of the Board of Directors of the
PLANTATION HUMAN DEVELOPMENT TRUST
S S P CORPORATE SERVICES (PRIVATE) LIMITED
SECRETARIES

03rd March 2026

Note:

1. If you are unable to be present at the meeting, please complete the Form of Proxy or Appointment of Corporate Representative format enclosed and return same to the Company’s Secretaries, S S P Corporate Services (Private) Limited, No.101, Inner Flower Road, Colombo 3, not less than 48 hours before the scheduled time of meeting.
2. In terms of Article No.39 “A proxy need not be a member of the Company” (i.e. the Trust)



Form of Proxy

I/We of being a member/ members of the Plantation Human Development Trust, hereby appoint.

Mr. Baduarabe Kankanamge Prabath Chandrakeerthi	or failing him
Mr. Shanthi Kumar Lalith Obeyesekere	or failing him
Mr. Sinnathamby Petchimuthu Vijekumaran	or failing him
Mr. Johann Arjuna Rodrigo	or failing him
Mr. Shanaka Duminda Samaradiwakara	or failing him
Dr (Mrs.) Nanayakkara Kuruppuge Chintha Gunarathna	or failing her
Mr. Ramasamy Logadas	or failing him
Mr. Anusha Suhandu Perera	or failing him
Mr. Mohamed Haniffa Mohammed Zameel	or failing him
Mr. Thushan Paramee Kodippily	or failing him
Mr. Rathnayake Mudiyansele Vidura Weeraparakrama Weerabahu	or failing him

Mr/Ms.....of as my/our Proxy to vote for me/us and on my/our behalf at the Annual General Meeting of the Company to be held on 27th March 2026 at 9.30 a.m. and at any adjournment thereof and every poll which may be taken in consequence thereof.

ITEM	Please mark X in appropriate cages below	
	FOR	AGAINST
1. To receive and consider the Report of the Board of Directors on the Affairs of the Company, Independent Auditor’s Report and the Audited Accounts for the year ended 31st December 2025.	<input type="checkbox"/>	<input type="checkbox"/>
2. To re-elect Mr. S.D. Samaradiwakara as a Director who retires by rotation in terms of Article 55 of the Articles of Association.	<input type="checkbox"/>	<input type="checkbox"/>
3. To re-appoint Mr. Ramasamy Logadas who is over 70 years of age as a Director of the Company by passing the Ordinary Resolution set out in the Notice of Meeting.	<input type="checkbox"/>	<input type="checkbox"/>
4. To re-appoint Mr. Shanthi Kumar Lalith Obeyesekere who is over 70 years of age as a Director of the Company by passing the Ordinary Resolution set out in the Notice of Meeting	<input type="checkbox"/>	<input type="checkbox"/>
5. To re-appoint Auditors and to authorize the Directors to determine their remuneration.	<input type="checkbox"/>	<input type="checkbox"/>

As witness my/our hand/s this day of Two Thousand and Twenty Six.

Signature of Member

Note: Instructions as to completion are given overleaf.



Instructions As To Completion Of Proxy

1. Kindly complete the form of proxy by filling in legibly your full name and address, signing in the space provided and filling in the date of signature.
2. If the proxy form is signed by an Attorney, the relative power of attorney should also accompany the proxy form for registration, if such power of attorney has not already been registered with the Company.
3. In the case of a Company/Corporation, the proxy must be under its Common Seal, which should be affixed and attested in the manner prescribed by its Articles of Association/Statute.
4. The completed form of proxy should be deposited at the office of the Company's Secretaries, S S P Corporate Services (Private) Limited No. 101, Inner Flower Road, Colombo 3, not less than 48 hours before the time appointed for the holding of the meeting.

Article 43 of the Articles of Association of the Plantation Human Development Trust provides for Corporations acting by Representatives at Meetings.

“Any Corporation, Trade Union or Body Corporate which is a member of the Company may, by resolution of its Directors or other Governing Body authorise such person as it thinks fit to act, as its representative at any general meeting of this Company, and the person so authorised shall be entitled to exercise the same powers on behalf of the corporation, etc. which he represents as if he were an individual member of the Company.”

At any meeting of the Company the production of a copy of such resolution certified by the Chairman or by one Director or the Secretary of such corporation, etc., as being a true copy of the resolution shall be accepted by the Company as sufficient evidence of the validity of the representative's appointment and his right to vote. A representative so appointed shall not be deemed to be a proxy.

A FORMAT for appointment of a Representative is also enclosed.



Corporation / Trade Union / Company Acting By Representative

Article 43 of the Articles of Association of the Plantation Human Development Trust provides for Corporations acting by Representatives at Meetings.

“Any Corporation, Trade Union or Body Corporate which is a member of the Company may, by resolution of its Directors or other Governing Body authorise such person as it thinks fit to act, as its representative at any General meeting of this Company, and the person so authorised shall be entitled to exercise the same powers on behalf of the corporation, etc. which he represents as if he were an individual member of the Company.”

At any meeting of the Company the production of a copy of such resolution certified by the Chairman or by one Director or the Secretary of such corporation, etc. as being a true copy of the resolution shall be accepted by the Company as sufficient evidence of the validity of the representative’s appointment and his right to vote. A representative so appointed shall not be deemed to be a proxy.

Specimen Resolution:

Name of Body Corporate :
(hereinafter referred to as “us”) resolved “That (insert full name of person acting as Representative)
.....
failing whom
failing whom
be and is hereby authorised to represent us at the Annual General Meeting of the Plantation Human Development Trust to be held on 27th March 2026 at 9.30 a.m. and at any adjournment thereof.

Certified true copy

.....
NAME OF BODY CORPORATE
Signature and Designation
(Use rubber stamp)

Note: If you wish to appoint your Representative, please issue a certified copy of the relevant resolution to such Representative, who should produce same at the Annual General Meeting.



Corporate Information

NAME OF THE COMPANY

Plantation Human Development Trust

LEGAL FORM

A Company limited by guarantee incorporated in Sri Lanka under the Companies Act No. 17 of 1982 and re-registered under the Companies Act No. 7 of 2007

REGISTRATION NO.

GA 78

REGISTERED / HEAD OFFICE

No. 427/14, Robert Gunawardena Mawatha,
Battaramulla, Sri Lanka.
Tel. 011-2887497-9, 2887500,
Fax 011-2888619, 2887476
Web Site: www.phdt.org

REGIONAL OFFICES

Galle

C/o Walahanduwa Estate, Walahanduwa.
Tel. 091-2245754 / 2222424

Ratnapura

Paradise, Kuruwita.
Tel. 045-2262497 / 2262102

Badulla

Hingurugama Complex, Badulla.
Tel. 055-2226205 / 2226248

Kegalle

Sir Francis Molamure Mawatha, Ranwala, Kegalle.
Tel. 035-2222485 / 2222486

Kandy

No.1, Balakotuwa Camp Road, Pallekelle,
Kundasale.
Tel. 081-2421679 / 2422284

Hatton

No. 243/1, Main Street, Dickoya.
Tel. 051-2222988 / 2222792

Nuwara Eliya

No. 56, St. Andrew's Drive, Nuwara Eliya.
Tel. 052-2222681 / 2223757

AUDITORS

M/s. Ernst & Young
Chartered Accountants
Rotunda Towers
No. 109, Galle Road
Colombo 03

SECRETARIES

M/s. SSP Corporate Services (Pvt) Ltd.
No. 101, Inner Flower Road
Colombo 3

BANKERS

Bank of Ceylon
Hatton National Bank PLC

Concept & Designed by: IT Team PHDT

Plantation Human Development Trust



More information call us
+ 94 112887498

www.phdt.org