

Board of Directors

GRI 2-9



1. Mr. A M Pandithage - Chairman - Executive Director
2. Dr. W G Roshan Rajadurai - Managing Director/Executive Director
3. Mr. N P Abeysinghe - Chief Executive Officer/ Executive Director
4. Mr. Malik J Fernando - Non-Executive Director
5. Mr. S L Athukorala - Non – Executive Director
6. Lt. Col. J M Kariapperuma - Independent Non-Executive Director
7. Mr. N Ekanayake - Senior Independent Non-Executive Director
8. Mr. M C B Talwatte - Independent Non-Executive Director
9. Mr. J D N Gunasekara - Non-Executive Director
10. Ms. H D K Randiligama - Independent Non-Executive Director
11. Mr. T M Hewagama - Non-Executive Director
12. Mr. Anura Weerakoon - Non - Executive Director



Board of Directors



Mr. A M PANDITHAGE

Chairman

Appointed to the Board in July 2009

Key Skills and Experience

- ▶ Strategic leadership in corporate transformation and diversification
- ▶ Veteran leader in shipping, logistics and freight forwarding
- ▶ Widely respected for award-winning contributions to shipping, logistics, and freight forwarding sectors
- ▶ Honored as Business Leader of the Year 2025 by LMD
- ▶ First Sri Lankan to receive the Pinnacle lifetime Award from the Chartered Institute of Logistics and Transport
- ▶ Inducted as a Legend of Logistics by the Sri Lanka Logistics and Freight Forwarding Association

Professional Appointments

- ▶ **Chairman & Chief Executive** - Hayleys PLC since July 2009
- ▶ **Executive Chairman** - Haycarb PLC, Hayleys Fabric PLC, Singer (Sri Lanka) PLC, Hayleys Fibre PLC, Dipped Products PLC, Kelani Valley Plantations PLC, Horana Plantations PLC, Alumex PLC, The Kingsbury PLC and Hayleys Leisure PLC
- ▶ **Chairman & Executive Director** - Hayleys Produce Marketing Limited, Hayleys Plantation Services (Pvt) Ltd, TTEL Hydro Power Company (Pvt) Ltd, TTEL Somerset Hydro Power Company (Pvt) Ltd
- ▶ **Non-Executive Director** - Diesel & Motor Engineering PLC

Qualifications & Affiliations

- ▶ **Fellow Member** – The Chartered Institute of Logistics and Transport (UK)
- ▶ **Member** - The Advisory Council of the Ceylon Association of Shipping Agents (CASA)
- ▶ **Council Member** – The Employers' Federation of Ceylon
- ▶ **Honorary Consul** – The United Mexican States (Mexico) to Sri Lanka

Number of Shares Held – Nil



Dr. W G ROSHAN RAJADURAI

Managing Director

Appointed to the Board in 2013

Key Skills and Experience

- ▶ Extensive expertise in plantation management and agribusiness
- ▶ Strong leadership in tea, rubber and plantation industries across High, Mid & Low elevations
- ▶ Policy development and industry representation
- ▶ Academic and research contributions in agriculture and plantation management
- ▶ Over 40 years of planting experience (since 1983)

Professional Appointments

- ▶ **Managing Director/Executive Director** - Kelani Valley Plantations PLC, Horana Plantations PLC
- ▶ **Former Director/CEO** - Kahawatta Plantations (Dilmah)
- ▶ **Executive Director** - Hayleys Plantation Services (Pvt) Ltd, DPL Plantations (Pvt) Ltd, Hayleys Produce Marketing Ltd, TTEL Hydro Power Company (Pvt) Ltd, TTEL Somerset Hydro Power (Pvt) Ltd, Kelani Valley Resorts (Pvt) Ltd, Kalupahana Power Company (Pvt) Ltd, Mabroc Teas (Pvt) Ltd and Home for Every Plantation Worker Foundation (Guarantee) Ltd,
- ▶ **Chairman** – Ceylon Planters' Provident Society, the Consultative Committee on Estates of Tea Research Board
- ▶ **Board Chairman** - World Vision Lanka
- ▶ **Former Chairman** – International Chamber of Commerce
- ▶ **Board Member** – Tea Wages Board (Appointed by Minister of Labour), Tea Research Institute of Sri Lanka (TRI), Tea Small Holders Development Authority

Qualifications & Affiliations

- ▶ DSc. in Agriculture
- ▶ PhD. in Management
- ▶ MBA/MSc. in Agriculture & Plantation Crops (University of Peradeniya)
- ▶ MSc. in Organizational Behavior (OB)
- ▶ BSc. (Hons) in Plantation Management

Number of Shares Held – 7,000



Mr. N P ABEYSINGHE

Chief Executive Officer

Appointed to the Board on 1st August 2025

Key Skills and Experience

- ▶ 38 years of experience in the plantation industry. Career began in 1988 as Assistant Superintendent at Sri Lanka State Plantations Corporation, then joined Talawakelle Tea Estates PLC at its inception (post-privatization) and advanced steadily through leadership roles
- ▶ Strong leadership in tea estate administration and agribusiness
- ▶ Proven ability to drive organizational growth and sustainability
- ▶ Deep industry knowledge built over nearly four decades
- ▶ Served as Director – Plantations, before appointment as Director/CEO in August 2025

Professional Appointments

- ▶ **Executive Director** - Hayleys Plantation Services (Pvt) Ltd, TTEL Hydro Power Company (Pvt) Ltd, TTEL Somerset Hydro Power Company (Pvt) Ltd

Qualifications & Affiliations

- ▶ MBA from the University of Southern Queensland (USQ), Australia

Number of Shares Held – Nil

**Mr. MALIK J FERNANDO***Non-Executive Director*

Appointed to the Board in 1998

Key Skills and Experience

- ▶ Expertise in global tea industry and brand building
- ▶ Leadership in luxury hospitality and tourism development
- ▶ Strong commitment to sustainability, social justice, and environmental conservation
- ▶ Crisis management and industry coalition building
- ▶ **Founder** - Resplendent Ceylon Ltd and MJF Leisure, pioneering Sri Lanka's luxury hotel brand with resorts such as Ceylon Tea Trails, Wild Coast Tented Lodge, and Cape Weligama (Sole Sri Lankan members of Relais & Châteaux)
- ▶ **Founder** - Sri Lanka Tourism Alliance, recognized internationally for its private sector-led crisis recovery efforts after the 2019 Easter attacks

Professional Appointments

- ▶ **Chairman** - Resplendent Ceylon Ltd and MJF Leisure
- ▶ **Co-Chairman** - MJF Holdings Ltd and Dilmah Ceylon Tea (the first producer-owned tea brand, now sold in over 100 countries)
- ▶ **Non-Executive Director** - TTEL Hydro Power Company (Pvt) Ltd, TTEL Somerset Hydro Power Company (Pvt) Ltd and Hayleys Plantation Services (Pvt) Ltd

Qualifications & Affiliations

- ▶ B.Sc. in Business Management from Babson College, US

Number of Shares Held – Nil**Mr. S L ATHUKORALA***Non-Executive Director*

Appointed to the Board in 2016

Key Skills and Experience

- ▶ Over 40 years of expertise in management, finance, accountancy, auditing, consultancy and human resources
- ▶ Strong leadership in audit governance and financial oversight
- ▶ International experience in the field of finance and organizational management
- ▶ Retired international staff member of the Asian Development Bank (ADB), Manila, with extensive exposure across multiple Asian countries

Professional Appointments

- ▶ **Audit Committee Chairman** – Hayleys Consumer Products Ltd, David Peiris Group of Companies and The Institute of Chartered Accountants of Sri Lanka
- ▶ **Former Audit Committee Chairman** - Talawakelle Tea Estates PLC (until Dec 2024), currently serving as a member
- ▶ **Member** – Audit Advisory Committee of UNICEF
- ▶ **Member** – Audit Committee of Assetline Finance Limited

Qualifications & Affiliations

- ▶ **Fellow Member** – Institute of Chartered Accountants of Sri Lanka
- ▶ **Fellow Member** – Chartered Institute of Management Accountants (CIMA), UK
- ▶ **MBA** – University of Warwickshire, UK
- ▶ **Certified Management Accountant** – Australia

Number of Shares Held – Nil**Mr. N EKANAYAKE***Senior Independent Non-Executive Director*

Appointed to the Board in 2024

Key Skills and Experience

- ▶ Over 30 years of post-qualifying experience in finance, management, IT, and procurement
- ▶ Expertise in corporate restructuring, divestment projects, and financial leadership
- ▶ Strong governance and strategic leadership in construction and plantation sectors
- ▶ International exposure through senior roles in Sri Lanka and Vietnam

Professional Appointments

- ▶ **Chairman** - Siam City Cement (Lanka) Ltd, Mahaweli Marine (Pvt) Ltd [90% owned subsidiary of Siam City Cement (Lanka) Ltd], Insee Ecocycle Lanka (Pvt) Ltd [fully owned subsidiary of Siam City Cement (Lanka) Ltd]
- ▶ **Senior Independent Director** – Kelani Valley Plantations PLC and Hayleys Fabric PLC
- ▶ **Former Vice President** – Holcim Lanka Ltd, Colombo
- ▶ **Former General Manager** – Ruhunu Cement Co. Ltd, Colombo
- ▶ **Former Finance Director** – Holcim (Vietnam) Ltd, Ho Chi Minh City

Qualifications & Affiliations

- ▶ **Fellow Member** – Institute of Chartered Accountants of Sri Lanka (FCA)
- ▶ **Associate Member** – Certified Practicing Accountants (CPA), Australia
- ▶ **Fellow Member** – Institute of Certified Management Accountants of Sri Lanka (FCMA)
- ▶ **Alumni** – London Business School, UK and IMD Business School, Switzerland

Number of Shares Held – Nil

Board of Directors



Lt. Col. J M KARIAPPERUMA
Independent Non-Executive Director

Appointed to the Board in 2020

Key Skills and Experience

- ▶ 36 years of expertise in the plantation industry
- ▶ 30 years in senior corporate management roles
- ▶ Strong leadership in production, marketing, and manufacturing operations
- ▶ Experience in organizational governance and crisis management
- ▶ Cross-sector involvement in plantations, hospitality, and sports administration

Professional Appointments

- ▶ **Director General** – BMICH and Bandaranaike National Memorial Fund
- ▶ **Former Board Member** – Vallibel Plantation Management Ltd., Uni-Dil Packaging Ltd., Plantation Human Development Trust
- ▶ **Former Consultant** – Sri Lanka Cricket (Women's Cricket Operations & Development)
- ▶ **Former Manager** – Sri Lanka National Men's Cricket Team (2021, including World Cup in UAE)
- ▶ **Former Director & CEO** - Horana Plantations PLC (2013–2020)
- ▶ **Former Head of Produce & Marketing** – Hapugastenna Plantations PLC and Udapussellawa Plantations PLC (Finlays Tea Estates Lanka Ltd.)
- ▶ **Former Manufacturing Advisor** – Balangoda Plantations PLC

Qualifications & Affiliations

- ▶ Completed General Management Programme at the Business School of the National University of Singapore (NUS)
- ▶ Commissioned Lieutenant Colonel in the Sri Lanka Army Volunteer Force (Current Professional Officer)

Number of Shares Held – Nil



Mr. M C B TALWATTE
Independent Non-Executive Director

Appointed to the Board in 2024

Key Skills and Experience

- ▶ Over 20 years of management and leadership experience
- ▶ Expertise in project management, innovation, and entrepreneurship
- ▶ Strong background in technology, healthcare, and tourism ventures
- ▶ Proven ability to scale businesses and attract acquisitions by listed companies
- ▶ **Founder** - Credence Genomics (pvt) Ltd,
- ▶ **Co - Founder** - UPay

Professional Appointments

- ▶ **Independent Non-Executive Director** – Horana Plantations PLC and Kelani Valley Plantations PLC
- ▶ **Chairman**– George Keyt Foundation (Sri Lankan art promotion)
- ▶ **Former Chairman** – Sri Lanka Broadcasting Corporation, Life Line Pharmaceuticals
- ▶ **Director** – Saffron Leisure (Pvt) Ltd, Plush Villas
- ▶ **Former Project Manager** - Nortel Networks (Malaysia & Sri Lanka)

Qualifications & Affiliations

- ▶ **B.Eng (Hons) in Manufacturing Systems Engineering** – University of Warwick, UK
- ▶ **MSc. in Engineering Business Management** – University of Warwick, UK

Number of Shares Held – 1,200



Mr. J D N GUNASEKARA
Non-Executive Director

Appointed to the Board in 2024

Key Skills and Experience

- ▶ Nearly 30 years of senior leadership across finance, strategy, governance, and general management, with extensive international exposure.
- ▶ Proven track record across FMCG, retail, leisure, plantations, apparel, renewable energy, and financial services, driving business, transformation, ERP implementations, AI-enabled automation, analytics, M & A and investor relations
- ▶ Strong background in corporate governance, risk management, compliance, and Board leadership, combined with hands-on expertise in data analytics, dashboarding, and technology-enabled decision-making

Professional Appointments

- ▶ **Executive Director** – Dilmah Ceylon Tea Company PLC since October 2020
- ▶ **Group Finance Director & Executive Board Member** – MJF Group
- ▶ **Senior Independent Director** – Bank of Ceylon
- ▶ **Board Audit Committee Chair** – Bank of Ceylon
- ▶ **Chairman** – Integrity & Ethics Committee of the International Chamber of Commerce
- ▶ **Former Chief Financial Officer** – MJF Group / Dilmah Ceylon Tea Company PLC
- ▶ **Former Head of Corporate Planning & Reporting** – Brandix Mercury Asia Ltd
- ▶ **Former Vice President Finance & Accounting** – FRP Services & Company (Japan) Ltd
- ▶ **Former Senior Leadership Team Member** – AVIVA Global Services (UK & Sri Lanka Operations)
- ▶ **Executive Committee Member** – Policy Advocacy Committee, ICC Sri Lanka

Qualifications & Affiliations

- ▶ **Fellow Member** – Chartered Institute of Management Accountants (CIMA), UK
- ▶ **Fellow Member** – Association of Chartered Certified Accountants (ACCA), UK
- ▶ **Chartered Global Management Accountant (CGMA)** – American Institute of Certified Public Accountants (AICPA), USA
- ▶ **B.Sc. degree** – University of Sri Jayewardenepura
- ▶ **Postgraduate Diploma in Marketing** – Chartered Institute of Marketing (CIM), UK
- ▶ Additional qualifications in ISO, Lean Sigma, and related disciplines

Number of Shares Held – Nil



Ms. H RANDILIGAMA

Independent Non-Executive Director

Appointed to the Board in 2024

Key Skills and Experience

- ▶ Expertise in procurement, inventory control and supply chain management
- ▶ Strong leadership in business strategy & process transformation, ERP implementation and capability development
- ▶ International exposure in Australia and New Zealand across multiple industries
- ▶ Proven track records in both local and multinational organizations

Professional Appointments

- ▶ **Group Director** – Supply Chain & Business Excellence of Vallibel One PLC
- ▶ **Board Member** – Board of Investment of Sri Lanka (BOI), Hayleys Leisure PLC, National Apprentice and Industrial Training Authority (NAITA), Sri Lanka
- ▶ **Career journey** – MAS Holdings, Silueta Pvt Ltd, Dialog Axiata PLC, Hayleys Dipped Products PLC
- ▶ **International roles** – Teys Australia, Wesfarmers Industrial & Safety Australia, and EnerSys Australia & New Zealand

Qualifications & Affiliations

- ▶ **MBA in Business Administration** – Postgraduate Institute of Management (PIM), Sri Lanka
- ▶ **Bachelor's Degree in Business Management Special in Accountancy** – University of Kelaniya, Sri Lanka

Number of Shares Held – Nil



Mr. MILINDA HEWAGAMA

Non-Executive Director

Appointed to the Board on 5th May 2025

Key Skills and Experience

- ▶ Two decades of experience in finance management, corporate reporting, budgeting, financial planning and analysis
- ▶ Strong leadership in embedding sustainability and ESG across operations
- ▶ Proven track records in advancing corporate reporting and governance standards
- ▶ Strategic contribution to organizational growth and direction

Professional Appointments

- ▶ **Current Group Chief Financial Officer** – Hayleys PLC (responsible for Group's Financial reporting, Environmental, ESG, Tax, Risk & safety and Corporate secretarial function)
- ▶ **Member** – Hayleys Group Management Committee (GMC) (Joined Hayleys in 2010; appointed to GMC in 2023. Key role in driving Hayleys' ESG agenda and enhancing corporate reporting practices)
- ▶ **Director** – The Kingsbury PLC, Hayleys Leisure PLC, Kelani Valley Plantations PLC
- ▶ **Board Member** – United Nations Global Compact Network of Sri Lanka
- ▶ **Former Member** – Corporate Governance Committee of CA Sri Lanka, contributing to the Code of Best Practice in Corporate Governance 2023

Qualifications & Affiliations

- ▶ **MBA** – University of Colombo
- ▶ **BBA (Special) in Finance** – University of Colombo
- ▶ **Member** – Institute of Chartered Accountants of Sri Lanka (CA Sri Lanka)

Number of Shares Held – Nil



Mr. ANURA WEERAKOON

Non-Executive Director

Appointed to the Board on 15th September 2025

Key Skills and Experience

- ▶ Over 41 years of experience in the plantation industry
- ▶ Strong leadership in estate administration and corporate governance
- ▶ Proven ability to implement modern management practices and operational improvements
- ▶ Recognized for pioneering system development strategies in plantation management

Professional Appointments

- ▶ **Former Chief Executive Officer/Executive Director** – Kelani Valley Plantations PLC (appointed December 2018)
- ▶ **Non-Executive Director** – DPL Plantations (Pvt) Ltd
- ▶ **Director** – Kelani Valley Resorts (pvt) Ltd and Mabroc Teas (pvt) Ltd
- ▶ **Former Director** – Malwatte Valley Plantations PLC

Qualifications & Affiliations

- ▶ Extensive expertise in plantation management and system development strategies
- ▶ Specialized in introducing modern management systems to the plantation sector

Number of Shares Held – Nil