

JKTIMES

4th Quarter 2021/22 | News from October, November & December 2021



Chairman's Message



Krishan Balendra
Chairman

1st January 2022

Dear Colleagues,

On behalf of the Group Executive Committee, I wish you and your families a Happy, Healthy and Prosperous New Year!

As we commence a New Year, 2022, with renewed optimism but fully aware of the challenges the macro environment poses for the country, I wish to recognise the efforts of our teams across the Group during 2021. Whilst we never anticipated that 2021 will have the type of disruptions and lockdowns we witnessed, I was, yet again, proud of the manner in which each and every one of you responded – showcasing the typical resilience, passion and determination that are hallmarks of John Keells. The way we lived by our values, looked after each other, our communities and other stakeholders and served our customers and strived to achieve business excellence epitomised the spirit of JKH.

I wish to use this opportunity to recap some of our highlights from last year, which truly demonstrated how we raised the bar, despite the continued unprecedented circumstances. We completed the residential and commercial towers of Cinnamon Life – and commenced the handover of apartments while the 'Offices at Cinnamon Life' secured an anchor tenant for all of the rentable space which is a significant achievement. We also entered into a landmark agreement with the Sri Lanka Ports Authority and the Adani Group of India, to build the west container terminal at the port of Colombo, which will be the second port terminal for the Group. The Colombo West International Terminal will be one of the largest investments ever in Sri Lanka.

Another landmark investment for the Group, is the private placement of shares up to USD 80 million to the Asian Development Bank which was approved by our shareholders in December; I humbly believe, our ability to attract one of the most prestigious global institutions to invest in Sri Lanka during this volatile period, is an endorsement of the strength of John Keells. We also concluded the refinancing of the USD 395 million term loan facility of Cinnamon Life – yet another key transaction to be concluded in 2021. These are just a few of the key highlights of the Group in addition to all the efforts of all our businesses to ensure the smooth running of operations and executing our growth plans during the year. As we look back on some of these achievements, we can be truly thankful and proud of what we have collectively achieved.

In terms of our outlook for 2022, we are seeing strong momentum in all our businesses post the lockdowns which ended in October 2021. As you know, our leisure sector was the most impacted by COVID-19 related lockdowns and travel restrictions; however, our resorts in the Maldives have recovered with occupancy now at pre-pandemic levels. We are hopeful that the recovery trend in tourism will continue given the importance of this industry to the country and the Group. With the booster dose of the vaccination being freely available, we hope that, despite the emergence of new variants of the virus, the spread of the virus will be contained where people are protected against serious illness. In that context, it is vital that we all play our part and obtain the booster doses available to protect ourselves and our loved ones. While the vaccination rollout is very encouraging, we must still remember to be conscious towards maintaining health and safety protocols and best practices as life returns to normal.

In 2022, we will continue our focus on disruptive innovation, data driven decision making, DE&I (Diversity, Equity and Inclusion) and ESG (Environmental, Social and Governance). OCTAVE too is gathering momentum with great progress in retail, financial services and consumer foods, together with the Group-wide initiative on single customer view. There is greater emphasis by our investors, shareholders and the public on ESG and the work we do through our ONE JKH initiative, our initiatives such as *Praja Shakthi* of John Keells Foundation and our work in sustainability is of paramount importance, not only as it is good for business, but also, as it is the right thing to do for our people, our communities and our planet.

I take this opportunity to appreciate the passion and commitment of the John Keells team and look forward to your continued support in the new year. While we know the pandemic is not fully behind us and the macro environment will pose challenges, I am confident that the platform we have laid for all our businesses will ensure we can strive to achieve our long-term objectives supported by the teamwork, passion and commitment that is typical of JKH. I look forward to your support in ensuring a successful 2022!

Thank you and stay safe!
Yours sincerely,

Krishan

First working day at Head Office for 2022



Krishan Balendra -
Chairman



Gihan Cooray -
Deputy Chairman & Group Finance
Director



Suresh Rajendra -
President Leisure Group



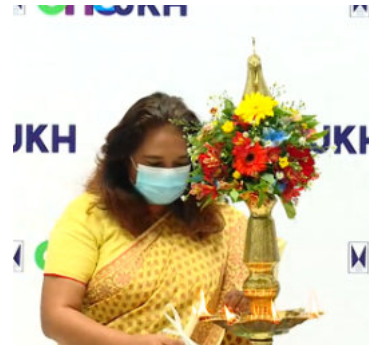
Nadija Tambiah -
President - Legal, Secretarial, and
Corporate Social Responsibility



Isuru Gunasekera -
Executive Vice President & Chief
People Officer, Head of
Sustainability, Group Initiatives and
Enterprise Risk Management



Chairman's speech



Nisreen Rehmanjee -
Executive Vice President & Head of
Group Tax, Corporate Finance and
Social Entrepreneurship



Mikael Svensson -
Executive Vice President, CEO,
Cinnamon Hotels and Resorts



Hishan Sinhawansa -
Executive Vice President & Deputy
CEO and Chief Operating Officer of
Cinnamon Hotels and Resorts



Changa Gunawardena -
Executive Vice President & Chief
Financial Officer, Leisure Industry Group

The first working day for 2022 was marked with the lighting of the oil lamp at John Keells Group Head Office followed by the Chairman's address, which was live streamed to all Group staff.

Chairman Krishan Balendra was joined by Gihan Cooray - Deputy Chairman and Group Finance Director and the members of the Group Executive Committee present at Head Office - Suresh Rajendra - President Leisure Group, Nadija Tambiah - President Legal, Secretarial, and Corporate Social Responsibility, Isuru Gunasekera - Executive Vice President & Chief People Officer, Head of Sustainability, Group Initiatives and Enterprise Risk Management, Nisreen Rehmanjee - Executive Vice President & Head of Group Tax, Corporate Finance and Social Entrepreneurship, Mikael Svensson - Executive Vice President, CEO, Cinnamon Hotels and Resorts, Hishan Sinhawansa - Executive Vice President & Deputy CEO and Chief Operating Officer of Cinnamon Hotels and Resorts and Changa Gunawardena - Executive Vice President & Chief Financial Officer, Leisure Industry Group to light the oil lamp.

Awards and Recognitions

John Keells Holdings PLC wins overall Gold at the CA Annual Report Awards 2021!



TRANSPARENCY AND TRUST

John Keells Holdings PLC (JKH) was pronounced the **Gold award winner** for **Overall Excellence in Annual Financial Reporting** at the 56th Annual Report Awards Ceremony 2021, organised by the Institute of Chartered Accountants of Sri Lanka (CA Sri Lanka).

Awards won by John Keells Holdings PLC

GOLD Awards

- Overall Excellence in Annual Financial Reporting
- Diversified Sector (above 10 subsidiaries)
- Management Discussion & Analysis
- Integrated Reporting
- Integrated Reporting: Best Disclosure on Business Model
- Integrated Reporting: Best Disclosure on Stakeholder Engagement

SILVER Award

- Corporate Social Responsibility

Awards won by Group Companies

GOLD Sector Award

- Food & Beverage Sector – Ceylon Cold Stores PLC

SILVER Sector Awards

- Food & Beverage Sector – Keells Food Products PLC
- Insurance Sector – Union Assurance PLC



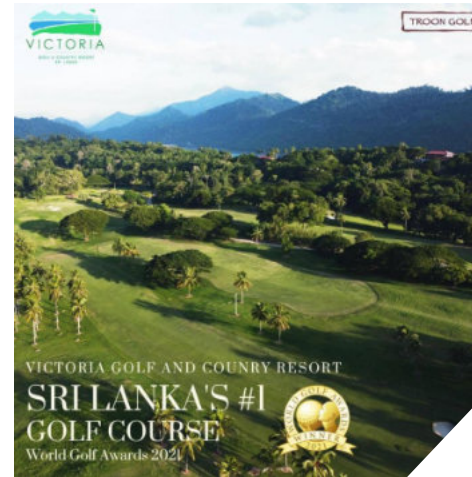
www.keells.com



Awards and Recognitions



Union Assurance PLC was recognised as a Great Place to Work for the 9th year, as well as a Best Place to Work in Asia for 2021. Union Assurance also achieved the Bronze Award in the Large Enterprise Category at the GPTW Awards Ceremony held on 16th November 2021, making Union Assurance the only insurance company in Sri Lanka to be among the top three in this category.



Victoria Golf & Country Resort (VGCR) was named as Sri Lanka's best golf course at the 8th Annual World Golf Awards on 28th October 2021. The World Golf Awards celebrate and reward excellence in golf tourism, world-class courses and golf destinations, recognizing leaders setting the benchmark in the industry. Votes are cast by professionals working within the golf industry and by golf tourism consumers.



John Keells IT was recognized as a "GAME CHANGER" at SAP's brand-new King of Cluster programme on 1st December 2021. Through this programme, SAP recognized John Keells IT as a partner with an outstanding brand presence, prominent customer success stories and diverse industry experience. Microsoft also recognized John Keells IT as the winner in 3 key award categories at Microsoft Inspire 2021; Azure Tech Intensity Partner of the year, SAP on Azure Partner of the year, and Azure Migrate Partner of the year. Moreover, John Keells IT was acknowledged as the partner who helped Keells digitally at the UiPath Automation Excellence Awards.

Keells was recognized as the nation's Most Popular Supermarket and the Nation's Most Popular Service Provider in the Online (Food & Grocery) category by LMD on 30th November 2021.



Launch of John Keells *Praja Shakthi* Digital Learning Initiative



John Keells Foundation (JKF) launched the pilot of John Keells *Praja Shakthi* Digital Learning Initiative on 11th November 2021. The objective of the project is to support and facilitate online learning of school children from disadvantaged backgrounds, who are preparing for public examinations during the COVID-19 pandemic and mitigate the increased inequalities in accessing educational opportunities.

The distribution of a total of 100 Samsung A8 tabs and data packages to 13 O'Level and 87 A'Level students in John Keells *Praja Shakthi* locations of Colombo-02 and Ranala were held on 22nd November 2021 and 11th November 2021 respectively. Deutsche Bank, John Keells Office Automation and Dialog Axiata PLC partnered with JKF for the pilot, while Elephant House and Cinnamon Hotels & Resorts partnered to support the logistics of the events in Ranala and Colombo-02. The events were graced by the respective Divisional Secretaries and representatives from the project partners, parents, principals of participant schools and the students receiving tablets.

Christmas Edition of Kala Pola online!



Due to the success of Kala Pola Online Edition in February 2021, JKF together with the George Keyt Foundation decided to take Kala Pola online once again ahead of Christmas to continue to empower Sri Lankan artists during the pandemic. Kala Pola Christmas Edition 2021 went live from 28th November to 12th December 2021. The virtual gallery was hosted by JKF on the dedicated event page on www.srilankanartgallery.com with 273 artists participating and 5,083 works of art on display.

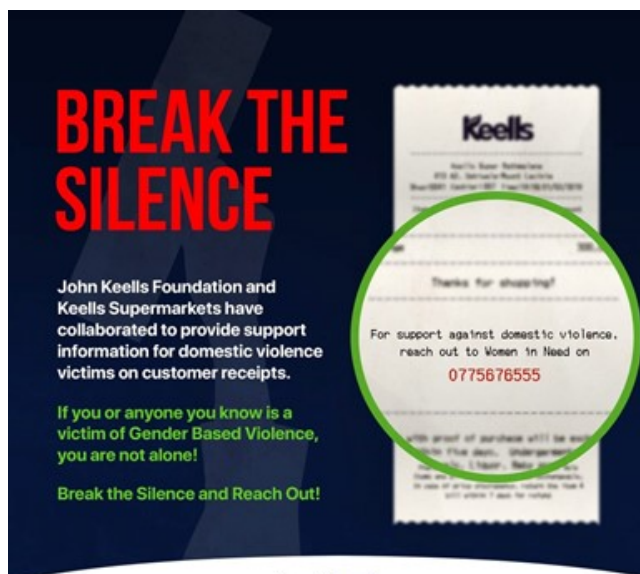
Nation's Trust Bank was the banking partner for Kala Pola Christmas Edition and also supported in facilitating a QR code-based payment gateway through a strategic partnership with FriMi.

Kala Pola Christmas Edition also featured two side events – namely, Children's Christmas Workshop with the Shyamala School of Art and the 'Spotlight on Artists' series with Arun Dias Bandaranaike featuring Pala Pothupitiye, Anoli Perera and Sanjeeewe Senevirathna enabling knowledge sharing by Sri Lankan artists whose art has been showcased outside the country.

Project WAVE (Working Against Violence Through Education)



John Keells Foundation (JKF) conducted its annual campaign in commemorating the International Day for the Elimination of Violence Against Women to raise awareness on gender based violence (GBV) under Project WAVE. This year's campaign focused on domestic violence as a response to reports on a surge in domestic violence complaints during the pandemic, encouraging both victims and bystanders to break the silence on violence.



Apart from the message to staff by Chairman on 25th November 2021, a public campaign was conducted via social media, television, and a strategic partnership with Keells Supermarkets to further create awareness on the available helplines that victims can reach out to in times of need. A panel discussion was aired on TV1 on 24th November 2021 through a strategic partnership with MTV with panelists comprising Manel Jayamanna, the Executive Director of the National Committee on Women, DIG Renuka Jayasundara, Director of the Police Research and Development Division, Niroshika Hettiarachchi, Attorney-at-Law and Project Coordinator of Women in Need (WIN) and Carmeline Jayasuriya, Head of Operations - JKF.

John Keells Group Chairman's Awards 2021



Krishan Balendra - Chairman



Isuru Gunasekera - Executive Vice President & Chief People Officer, Head of Sustainability, Group Initiatives and Enterprise Risk Management



The event was hosted by **Russel Valentine** - Brand Manager - Keells Food Products and **Isuri Abeywickrema** - Executive - Corporate Communications

John Keells Group Chairman's Awards for outstanding achievement was held virtually for the 2nd year, on 26th November 2021.

A special music video performed by Dinuk Gunasekera from JMSL, Veenadhvani Lekamge from Cinnamon Hotels & Resorts, Prasanna Rupkumar from John Keells Properties, Hasanika Jayasinghe from JSML, Janaka Maduranga from JMSL, Rakbo Perera from OCTAVE & Teshani Weerasekera - Management Trainee, JMSL was the curtain raiser for this year's event.



The **2021 Chairman's Award for Sustainability Performance** was won by Tea Smallholder Factories PLC, for its triple bottom line performance and ongoing commitment to sustainable practices despite an extremely challenging period.

The winning team: Harish Wanasinghe - CEO, Nalaka Weragoda - Assistant Manager Quality Assurance, Sanjaya Dissanayake - Head of Operations & Sustainability Champion of Tea Smallholder Factories, & Sudajith Devapriya - Manager Engineering.

John Keells Group Chairman's Awards 2021

This year too, **Special Performances In Sustainability**, was recognized to highlight noteworthy initiatives that embody the Group's commitment to long-term sustainability. Jaykay Marketing Services was the winner in this category for their significant contribution and for collaborative team efforts with positive upstream and downstream supply chain effects in the successful implementation of the 'Say No to Food Waste!' project.

The winning team: Dinuk Gunasekera - Senior Executive Brand Development & Sustainability Champion of JMSL, Kishan Puckee - Assistant Manager - Service Assurance, Minoshala Nissanka - Assistant Brand Manager, Nirmal Hettiarachchi - Assistant Manager, Technical Head - Fresh Produce, Sisara Nelumdeniya - Assistant Manager, Category Management - Fresh Produce & Visal Perera - Manager, Category Management - Fresh Foods.



Team 'SURGE' from The Consumer Foods Sector won the 2021 John Keells Group **Chairman's Award for Disruptive Innovation**.

The winning team: Iranda Gunawardena - Head of Business Systems, Kasun Elvitigala - Assistant Manager - Sales Operations & Planning (Beverages), Kavishan Kanagaratnam - Executive IT, Pasan Weerawardhana - Executive IT, Rajitha Etipola - Manager IT Applications, Ruvimal Rodrigo - Assistant Manager - Sales Administration (Frozen Confectionery).

The inaugural John Keells Group Chairman's Award for Diversity, Equity, and Inclusion was presented to the HR Team of Jaykay Marketing Services, for creating opportunities for women to work in non-traditional roles across many outlets resulting in a current gender ratio of 49% at Keells and more women in supervisor roles.

The team: Arunajith Nandana - Manager HR Operations, Ashan Ransilige - Head of HR, Retail Sector, Saranga Dehipitiya - Manager Talent Acquisition, Shamintha Fernando - Assistant Manager Employee Relations & Sudarshani Basnayake - Manager Employee Engagement & Industrial Relations.



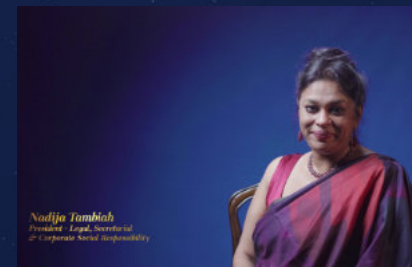
John Keells Group Chairman's Awards 2021

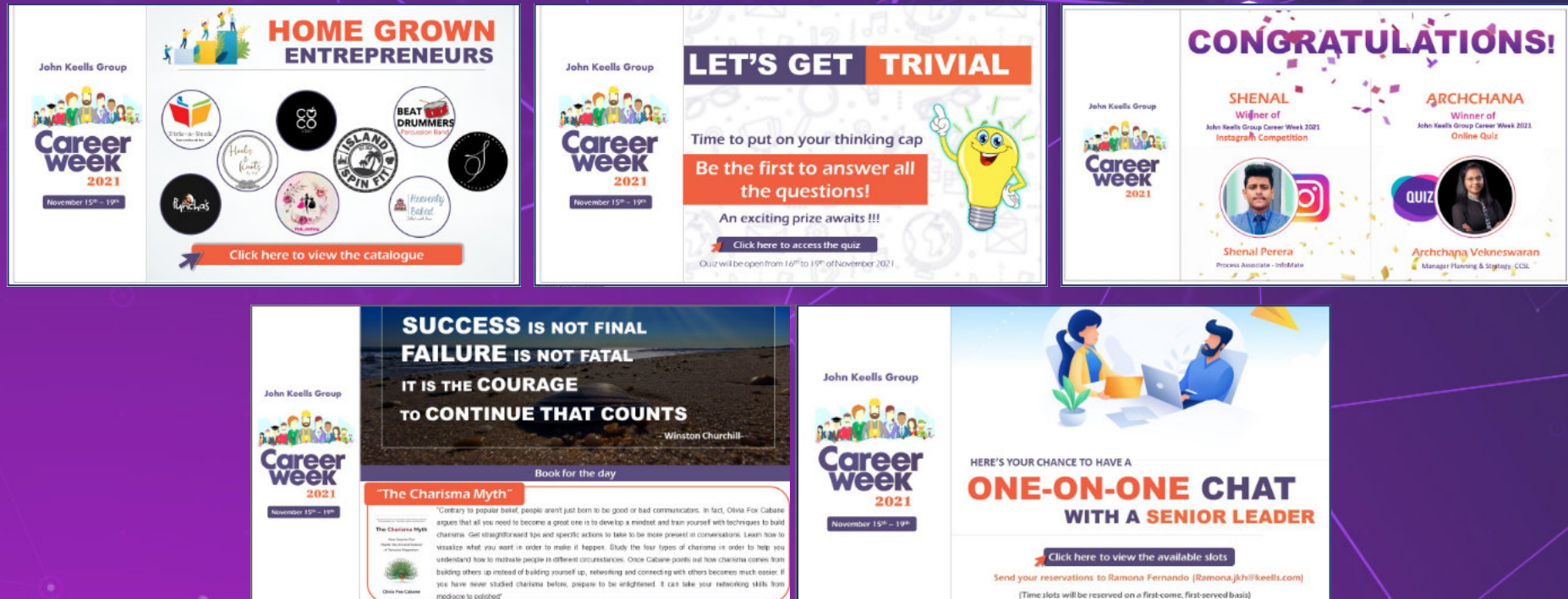


A special award for Diversity, Equity, and Inclusion was also presented at the 2021 Chairman's Awards to the ONE JKH Core Initiatives team, for the multitude of initiatives rolled out during the year to make Life at JKH more inclusive.

The Team - Ashan Ransilge - Head of HR - Retail Sector, Imani Perera - Head of Group Learning and Development, Isuru Gunasekera - Chief People Officer & Head of Sustainability, Enterprise Risk Management and Group Initiatives, Jude Martino - Head of Beverages, Consumer Foods Sector, Kumudu Munasinghe - Head of Corporate Communications & Group Lead - Diversity, Equity & Inclusion, Nadija Tambiah - Head of Group Legal, Secretarial & CSR, Nelindra Fernando - Sector Financial Controller, Consumer Foods Sector, Nilusha Fernando - Head of Marketing, Jaykay Marketing Services, Patrick Pereira - Head of Learning & Development - Cinnamon Hotels and Resorts, Shanith Perera - Financial Controller, Transportation Sector, Sonali Peiris - (former) Head of Sustainability, Enterprise Risk Management and Group Initiatives, Terrence Fernando - General Manager, Cinnamon Red, Vindya Cooray - Head of Bancassurance, Union Assurance & Wishanth Wijesinha - Head of John Keells X.

A special additional feature of this year awards was this year the Group recognized the collective efforts of everyone at the John Keells Group, and therefore, for contributions towards the Group's success across a turbulent time, the Team Chairman's Award for Outstanding Achievement goes to all of us - The humans of John Keells!





The John Keells Group Career Week 2021 was held from the 15th to 19th November 2021.

The objective of the programme was to encourage and assist in steering one's career towards reaching their goals.

There were several activities lined up this year from 'One on One Chats' with Senior Leadership, an Instagram Competition featured around the theme of #MyMotivationatJKH, a movie and book recommendation along with an inspirational quote, a Quiz Competition to refresh our knowledge on JKH, a catalogue featuring our Home Grown Entrepreneurs and last but not least a compilation of videos featuring our very own colleagues speaking of what motivates them at JKH and also sharing with us the best advice they have received.

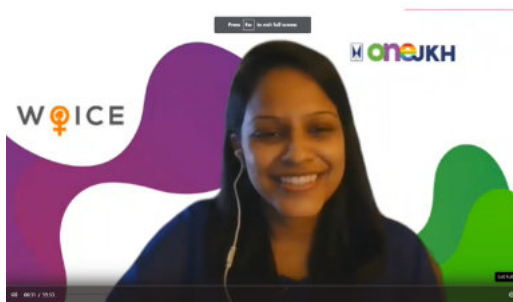


John Keells Blog

Stories from Our People, about Life at JKH!

Creative word artists out there!! Here is your chance to win a gift voucher by submitting blog post entries to jkh@keells.com. Your posts should be about your experiences at your work place! Check out our blog on <http://blog.keells.com>

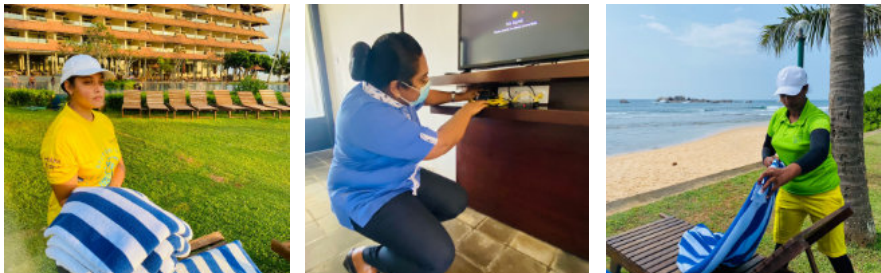
Group Diversity, Equity and Inclusion activities



The 2nd installment of WOICE, one of the Group's women-centric learning initiatives to inspire and educate female employees was held on 4th November 2021. The participants received the opportunity to hear firsthand from Anushka Weeraratne - Chief Executive Officer of Lanka Marine Services, on how she shattered the glass-ceiling in a largely male dominated industry. The challenging and highly regulated nature of the business did have it's fair share of issues from many different perspectives. However, by facing these challenges through perseverance, challenging herself to keep doing better, giving the best and never under-delivering paved the way for her to climb the ladder of success. The recording is available on the Group L&D channel on MS Stream.



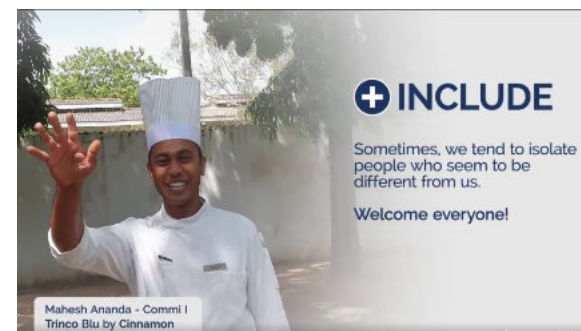
CEEBEE's - the Group's Childcare services provider, opened an additional facility in Malabe! Contact your BU HR Head for more details.



Hikka Tranz by Cinnamon reached another milestone in the Cinnamon Hotels & Resorts' journey towards achieving Diversity, Equity, and Inclusion (DE&I) by recruiting the first-ever female Maintenance Technician and two Swimming Pool Attendants to the workforce.

Hikka Tranz by Cinnamon, Hikkaduwa became the first resort hotel to achieve this remarkable milestone, as it enabled them to introduce females to non-traditional roles within the workforce of the resorts.

These jobs traditionally have been male dominant since its inception. However, Hikka Tranz underwent several changes to create an inclusive environment for these women. Further, Hikka Tranz has taken on the goal of the Group to achieve DE&I by increasing the ratios up to 15% of Females in the workforce.



To commemorate International Day of Persons with Disabilities, a video was developed with the assistance of employees of Trinco Blu by Cinnamon. The video was shared on social media with the message that the John Keells Group continues to nurture a culture where diversity in our teams is valued and Life at JKH is inclusive, on 3rd December 2021.

Union Assurance



Union Assurance HEALTH 360 was launched on 13th October 2021 as a health insurance solution that covers a wide range of health protection needs for the entire family. It offers benefits across three generations covering the policyholder's spouse, children, and parents with a wealth of benefits.

Union Assurance HEALTH 360 is designed to help consumers manage the rising cost of health care, especially given the unforeseen nature of a family's health needs. With a HEALTH 360 solution, consumers now have the liberty to obtain the best treatment for their loved ones and themselves, without holding back owing to limitations in affordability.

Union Assurance PLC, Sri Lanka's fastest growing life insurer, renewed its partnership with the Bar Association of Sri Lanka on 3rd November 2021 for the fifth year in a row, cementing the mutual relationship between the two organisations.



This partnership introduced the members of the Bar Association to Union Assurance's Group Life Protection insurance plan, which includes comprehensive health coverage for COVID-19 hospitalisation, medication, maternity services, physicians, and dental services, as well as an array of exclusive partner benefits.

Union Assurance PLC celebrated its Annual Awards on 9th October 2021. For the second year in a row, UA honored top achievers in the Agency, Bancassurance, and Corporate sales forces at a glittering gala. The event, which drew over 3,000 people, was graced by the leadership team that included Krishan Balendra, Chairman of John Keells Group, Suresh Rajendra, President John Keells Group, and Head of Financial Services Sector, and Jude Gomes, Chief Executive Officer of Union Assurance.

The entertainment performances included Yohani & Satheeshan, and the show was hosted by Niranjani Shanmugaraja, Saranga Disasekera, and Stephanie Siriwardene.



Union Assurance under the Sisumaga+ banner distributed tablets and desktop computers on 15th September 2021 to 397 child development centres in the country.



Union Assurance Premier Club, the largest and most attractive rewards scheme in the Sri Lankan insurance industry, recognised top achievers on 07th November 2021, at Shangri-La Colombo. The platform is designed to recognise the Company's insurance advisors who have demonstrated world-class salesmanship and customer service.

The top achievers were recognised with an array of lifestyle and business promotion awards. Amongst the benefits received are a company-maintained luxury vehicle with fuel and cash rewards.



Cinnamon Air

Cinnamon Air, Sri Lanka's premier domestic airline and the only airline in the country to offer a scheduled flight service covering a wide range of popular tourist destinations, recently held the opening ceremony of its new aircraft maintenance hangar at Bandaranaike International Airport (BIA) on 17th December 2021. The new hangar is located alongside Cinnamon Air's exclusive domestic passenger terminal at BIA, which makes Cinnamon Air the only domestic airline to have a dedicated terminal as well as an aircraft maintenance hangar within the premises of BIA.



Having commenced construction of the new hangar in March 2021, Cinnamon Air declared it open at an opening ceremony attended by the Chairman - Airport & Aviation Services (Sri Lanka) Limited as the chief guest, Director General - Civil Aviation Authority of Sri Lanka, and other distinguished guests. The ceremony included religious observations, as well as lighting of the oil lamp and it was concluded with breakfast at the hangar.

John Keells Properties

Crescat Boulevard re-opened its doors on 19th November 2021 after an extensive refurbishment in time for seasonal shopping. The newly revamped mall features sleek, enhanced interiors and fresh shopping and dining experiences within the well-loved and familiar location in the heart of the city.

Crescat's new look, feel and ambience positions the mall comfortably within Colombo's leading commercial centres and its evolving landscape. Its uniqueness lies in its convenience, variety of choice and intimate and warm shopping experience in comparison to conventional malls. To date, Crescat also has the most easily accessible supermarket out of the malls in Colombo, convenient parking and well-equipped amenities and grocery options.



John Keells Properties has reported a strong demand for the real-estate options at The Victoria Golf and Country Resort (VGCR). The country's leading property developer has announced that over 50% of its exclusive Sunrise Ridge Holiday Homes have been sold as at November 2021 and the premium land plots from phase one, which was launched in September 2020, have been sold out.

Hikka Tranz by Cinnamon

The staff of Hikka Tranz who worked in the Intermediate Care Centre (ICC) operations was recognized for their extraordinary contributions and efforts made during the COVID-19 crisis and for extending their fullest support at a ceremony held on 1st October 2021.

Hikka Tranz took on the challenge of assisting the National Health Services, which was unable to cope with the pandemic. With the agreement of the healthcare partner Asiri hospital, within 7 days the hotel was converted from a construction site into an ICC facility with 140 rooms.

97% of the Hikka Tranz team volunteered to carry out the ICC operations, which provided facilities to over 2,450 patients with 321 children and especially took in elderly that other ICC operations rejected. An estimated number of over 450 lives were saved as access to facilities such as oxygen and medication were provided. A memento in the category of 'HEALTHCARE HERO' was awarded to all associates who volunteered to work in the high-risk zone of the ICC operations and the 'FRONTLINER' memento was awarded to associates, who volunteered to work in the ICC operations.



OCTAVE



OCTAVE, the John Keells Group Data and Advanced Analytics Centre of Excellence, took part in a fully virtual career fair organized by the University of Colombo - School of Computing from 22nd November 2021 to 10th December 2021. Graduates had the chance to 'visit' a stall dedicated to OCTAVE, obtain information about available job roles and apply with the possibility of joining the OCTAVE Team.

John Keells PLC



John Keells PLC appreciated Mr. Ajith Narankotuwa on 25th October 2021, for 25 years of his loyal and dedicated service to the organization.



John Keells PLC felicitated Mr. Duran De Alwis as Employee of the Year and Mr. Sujeewa Dehigaspitiya as Champion of the Year for 2020/2021 on 21st December 2021.

Ellaidhoo Maldives by Cinnamon

In commemoration of breast cancer awareness month, the resort launched a poster campaign and an awareness session on breast cancer on 19th October 2021. This was conducted for all female staff by the resort Doctor.



As an initiative to celebrate the "World Clean-up Day 2021" Team Ellaidhoo Maldives by Cinnamon planned and successfully executed a campaign of Digital Clean-Up Week 2021 at the hotel from 5th – 11th October 2021.

Ellaidhoo Maldives by Cinnamon Team came together on 1st December 2021, to create Awareness for the Prevention of HIV & AIDS and to eliminate the stigma it causes. The Resort Doctor Thofeek Hussain conducted an awareness session with an educational insight to the team, highlighting this year's theme for International World AIDS Day of "End inequalities. End AIDS". Further red ribbons were tagged for the guests and team as a symbol of marking awareness.



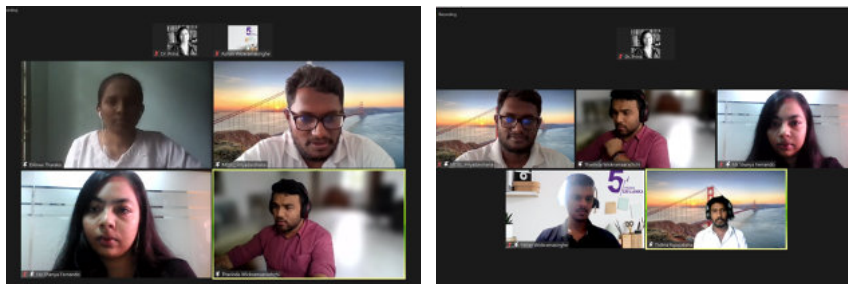
Ellaidhoo Maldives by Cinnamon organized the Annual Christmas Cake Mixing Ceremony on 12th October 2021. This event marked the official commencement of the X-Mas arrangements of Ellaidhoo Maldives by Cinnamon.



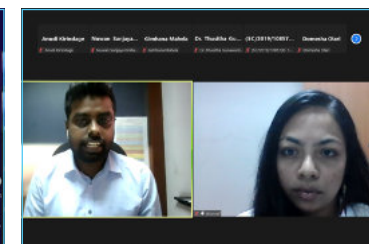
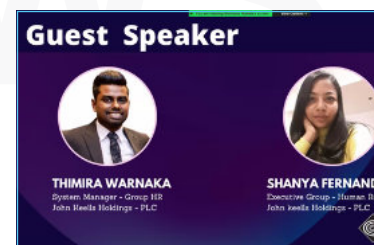
To commemorate International Day on Eliminating Violence Against Women, the resort organized and executed an awareness campaign on 25th November 2021, to create awareness and support to fight the End Violence Against Women (#EndVAWG). Orange Ribbons were shared with guests and staff to show support and as awareness, a Selfie Booth with an orange theme was also part of the Campaign. Activists around the world use orange to call attention to the various forms of violence that prevent women from reaching their full potential.

Center Functions

The Center HR Team participated in a range of activities organized by the University of Ruhuna. On 29th October 2021, Virtual Mock Interviews were organized for the students in their final year and the participants were given constructive feedback and advice which would help them when facing interviews in the future.

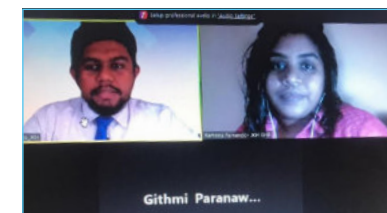


A Virtual workshop was conducted on 28th November 2021, in line with "RuEdCa '21" the Educational & Career Fair of the University on the theme of "Alternative pathways to success" and 80 students from the University participated.



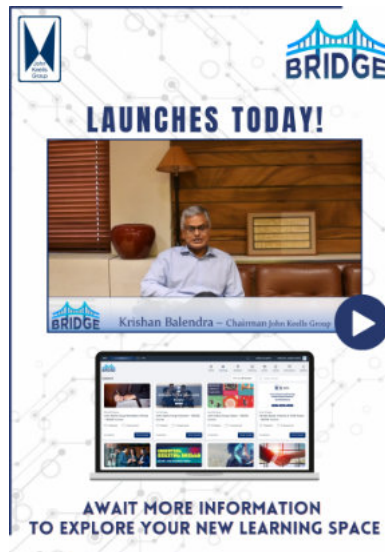
A mentoring session was also conducted for the students at on 26th November 2021 to share knowledge in developing CVs.

The Center HR Team participated as consultants, representing JKH for AIESEC NextGen Member Development Programme held on 8th December 2021. This entailed one-to-one discussions with the students as well as sharing of knowledge in developing CV's and tips were also given on presenting themselves for upcoming corporate interviews.



'The Quizathon' is a series of virtual quiz competitions aimed at sharing industry and sector-based knowledge and information through a quiz format, encouraging learning through healthy competition across the group. The Quizathon will comprise of 7 stops touching on each sector of the Group namely transportation, consumer foods, property, retail, financial services, leisure and other (plantation, IT).

The fourth stop, centering on the leisure sector took place on the 2nd December 2021, with an audience of over 80 logging in. Mikael Svensson, CEO of Cinnamon Hotels and Resorts & Nalaka Amaratunga, CEO of Leisure Inbound, addressed the gathering and interacted with the audience throughout the competition, making for a fun filled session. Dharshika Nadeeshani from Ellaidhoo Maldives, emerged as the winner of the competition with the highest number of points.



The John Keells Group Learning and Development (L&D) team launched 'BRIDGE', a shared Learning Management System (LMS) to add value to the Group's Learning culture on 11th November 2021. Chairman,

Krishan Balendra addressed Group-wide learners during the launch emphasizing how learning has evolved with the advancements in online learning.

One of the key objectives of setting up 'BRIDGE' was to bring a majority of our Group Business Units to one LMS which would provide Group L&D the capability of conducting mandatory programmes, identify soft-skill and

technical skill-based programmes virtually due to the high demand of bite sized learning across the Group. With the addition of this learning management system to the existing platforms across the Group, all sectors are now able to be connected and cross share learning content.

Tea Smallholder Factories

The inauguration of the John Keells English Language Scholarship Programme (JKELSP) in Galle took place on 04th December 2021, with the participation of the TSF PLC Factory Superintendents and representatives from Gateway International School at Thawalama Ashokarama Temple.



The Chief Clerk of New Panawenna Tea Factory was presented with a BRAVO Award on 1st December 2021, in recognition of her commitment for covering the duties of the Chief Clerk of Karawita Tea Factory who was on maternity leave, for a period of 100 days.

John Keells X

johnkeellsX
ACCELERATE. INNOVATE. ELEVATE.

ACCELERATE

For early stage startups who want to learn and grow

INNOVATE

For startups and scale-ups who want to co-create solutions

ELEVATE

For scale-ups ready for growth capital

John Keells X, the Startup Accelerator and Open Innovation programme run by John Keells Holdings PLC, launched its latest iteration JKK 4.0 which is uniquely poised to attract and support early stage technology and tech-enabled startups, solve use case led business challenges and help grow mature startups.

The programme offers seed funding, mentoring, training, office space and other resources to help startups and scale-ups navigate the various challenges faced in the early stages of their startup journey. Selected startups have unparalleled access to the businesses within the John Keells Group and its leadership, to tap into the industry expertise and knowledge that resides within. JKK has also aligned strategic partnerships with organizations that will broad base the innovation ecosystem available to all participants.

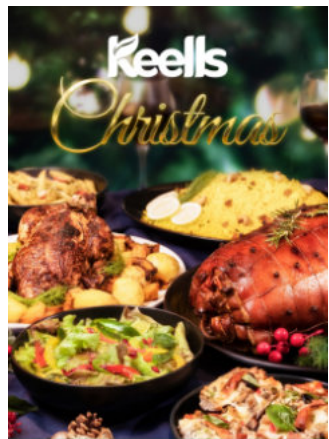
This year's programme was launched on 1st December 2021 with three unique tracks – namely Accelerate, Innovate and Elevate for startups to engage and collaborate with the John Keells Group. More details could be found at www.johnkeellsx.com

Walkers Tours & Whittalls Travels

Walkers Tours & Whittalls Travels joined Sri Lanka's largest volunteer campaign - 'Nurdle Free Lanka' project initiated by Pearl Protectors as a volunteer partner to clean the debris of the X-Press Pearl disaster from our shores. Through 12 volunteer mobilizations, over 1122 Kgs of nurdles mounting to 60 million plastic pellets were collected. While the collected nurdles were handed over to MEPA, other plastic and glass waste were separated and disposed responsibly by handing them over to the recycling partners such as Eco spindles, Zero Trash, etc. During the Volunteer award ceremony, held on 5th December 2021, which was also World Volunteer Day, Leisure Inbound of JKH was recognized as a significant contributor to the campaign.



Keells



This Christmas season, a wide variety of Christmas treats were made available instore and online via [keellsuper.com](https://www.keellsuper.com) and the Keells mobile App from 26th November 2021 onwards. Keells featured an impressive spread of meats, cheese, ham, accompaniments, and a fresh range of fresh vegetables.

An assortment of bakery treats from stollen, mince pies, breudhers to even a Do-It-Yourself Gingerbread Houses were available for purchase at Keells to usher in the Christmas cheer. Keells also had cake ingredients and exclusive products from brands such as Cadbury, MasterFoods, Barilla and Basso. The seasonal range extended to corporate gift giving with a variety of hampers, as well as a range of products on discount to build your own hamper.

Keells organized an inter-cluster knowledge tournament “Genext’ 21” on 1st December 2021 at Mihilaka Madura, BMICH, with the objective of creating a digital learning eco system in the retail industry while bringing gamification together with a fun learning culture. A specialty of this event was that the initial rounds of this knowledge tournament were conducted via the KRA online platform.

A total of 4000 employees divided in to 126 teams participated, resulting in a total of 13 cluster champion teams qualifying for the initial rounds of the tournament. Four outlets qualified for the semifinals. The final battle was between Moratuwa Mall and Pita Kotte Outlet. Following a few intense rounds, the Moratuwa Mall outlet team won the Genext’21 Trophy.



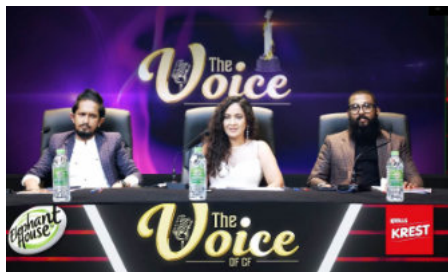
Keells commemorated World Aids Day on 1st December 2021. The employees were briefed, and a red ribbon was pinned in the uniform which was worn throughout the day.



Keells Employee of the Year 2021 was held on 16th December 2021 at OZO Colombo. The Keells Employee of the Year Awards ceremony is more than just an annual event but also a celebration of Keells team members who have gone above and beyond to truly embody the Keells values. Thushara Silva from the Keells operations department was selected as the Employee of the Year for 2021 from among 7 other nominees. The ‘She Inspires’ award was also introduced for the first time at the 2021 awards ceremony to appreciate the exemplary and inspiring contribution of women within the Keells team. The 25 years of Service Appreciation Award recognized team members that have shown immense loyalty and commitment towards the company. The event was streamed live through YouTube with live entertainment acts to further brighten the occasion, performed by 2forty2 band, Lahiru Perera (La signore) and Beat Drummers.



Ceylon Cold Stores



"The Voce of CF" was organized to facilitate all level of employees across the Consumer Foods Sector to encourage perusing their singing talents and compete across the sector with their outstanding performances.

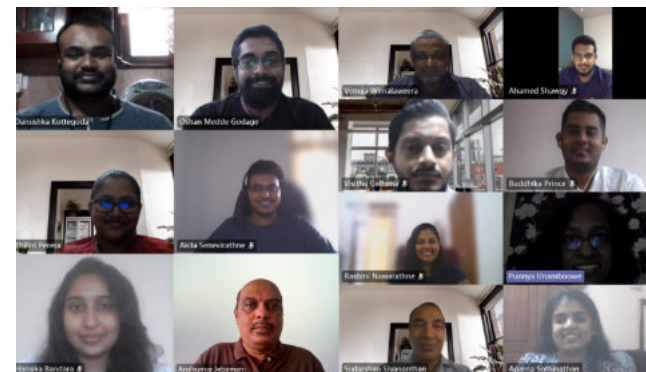
The first round of the event was judged by a professional panel of judges. The top 11 contestants received the opportunity to undergo a comprehensive voice training and to witness the excitement behind a studio's operation. The grand finale was concluded on 17th November 2021 and the most talented winner, 1st runner up, 2nd runner and most popular singer were awarded with valuable gifts. The grand finale was telecasted through a FB live event.

John Keells IT



John Keells IT (JKIT) successfully completed a project on 15th November 2021 to migrate IT infrastructure to MS Azure cloud at Rockland Distilleries (Pvt) Ltd with the aim of enhancing its SAP application performance, agility and stability. The team at John Keells IT closely assessed the mission's critical workloads of SAP and transformed the existing on-premises data center with an onboard Disaster Recovery (DR) solution for Rockland Distilleries (Pvt) Ltd and introduced the Azure Project where a migration of IT infrastructure to Microsoft Azure cloud was implemented successfully, with many benefits to the organization.

Atlas, a leading producer of stationary products that exemplify functional excellence endorsed by generations of Sri Lankan consumers, sought to expand its operational capability to meet its growth in demand. As Atlas' digital transformation partner, John Keells IT (JKIT) conducted a full-system cloud migration to Azure, which was completed on 10th October 2021. Using the scalable infrastructure on Azure, Atlas could easily enhance its operational capacity in catering to demand expansions.



John Keells Office Automation

John Keells Office Automation was appointed as an authorized distributor and re-seller of ViewSonic projectors in Sri Lanka.

The array of ViewSonic multimedia projectors under JKO's portfolio includes solutions that will meet the requirements of corporates, Government sector, schools, universities and even homes. The range includes short throw, SVGA, XGA as well as WXGA projectors. The initial range of projectors was launched on 24th November 2021.



John Keells Office Automation conducted its Annual Employee Awards Ceremony in a semi-virtual set up on 17th December 2021. The award winners and JKO's Leadership Team were present at the awards ceremony whereas the event proceedings were broadcasted live to the rest of the audience using MS Teams. The event was organized to present Employee Awards for Employee of the Year (EOY), Champion of the Year (COY), Service Excellence Awards (for employees those who had completed 10 and 25 years of service in the company) as of the year 2021. 'She Inspires Award' was a new and social category that was introduced at this year's awards ceremony which aimed at recognizing female employees.

Mr. Janaka Nishantha - Regional Sales Manager and Ms. Kasuni Edirisinghe - Junior Support Staff Executive were recognized as Employee of the Year and Champion of the Year respectively whilst Mr. Marasinghe Gunaratne - Technical Manager - Outstation, Mr. Denver Jayasinghe - Senior Sales Executive - Consumables, and Mr. Sandun Lenora - Solutions Specialist were recognized for their long service of 25 years rendered to the Company and Group. 7 other staff were also recognized for their 10 years of service rendered to the Company and Group. Mrs. Dilhari Darius - Assistant Manager - COE won the inaugural 'She Inspires Award 2021' at JKO at the said awards ceremony.

John Keells Logistics

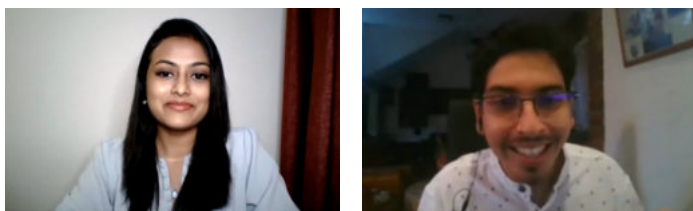
John Keells Logistics commissioned the construction of a state-of-the-art warehousing facility to be located at Raddolugama on 02nd November 2021, which will be strategically located in the logistics corridor of Sri Lanka to facilitate the growing supply chain demands of the region. The Warehousing Facility will consist of a total area spanning 100,000 SQFT and a storage capacity of 18,000 CBM.



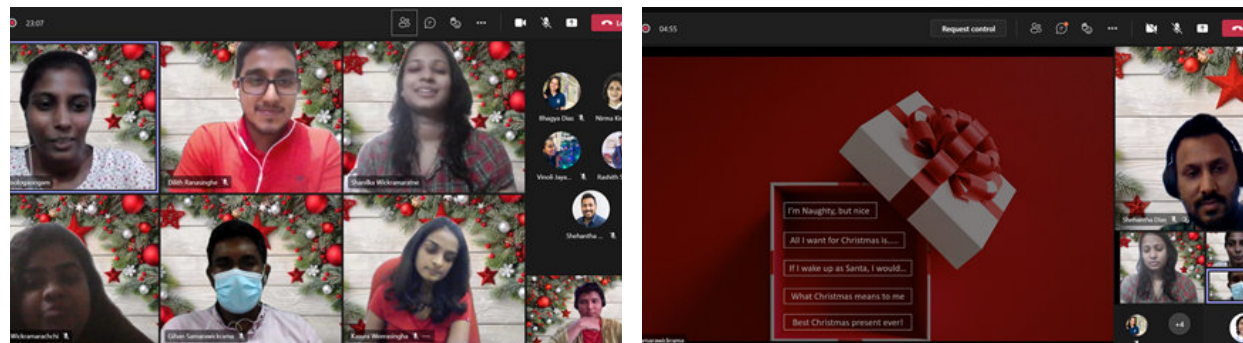
Sports, Clubs and Societies

Behind the Mic - the JKH Speakers' Club

The Club organised their second Behind the Mic session with Ashinsanie Weerasinghe, the Corporate Communication Specialist/Trainer at Blue Mango Partners, on 17th November 2021 from 4.30 PM onwards via MS Teams. The session was moderated by Clyde Rodrigo, Assistant Manager, Learning and Development - Infomate.

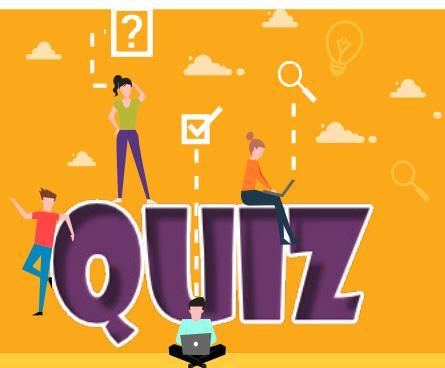


The JKH Speakers' Club Christmas Party



The club hosted a Christmas Party for its members and others from the John Keells Group from 5.00 PM onwards on 16th December 2021. It was an evening full of Christmas goodies, carols, and cheer.

Quiz & Competitions



Answer all 5 questions correctly and win fabulous prizes!

All you got to do is answer 5 simple questions based on the latest issue of JK Times! Send in your answers along with your name, BU and contact number to isuri.jkh@keells.com on or before the **17th February, 2022**.

1. Under the pilot project of John Keells Praja Shakthi Digital Learning Initiative, tabs and data packages were distributed to students from which 2 locations?
2. What was the name of the new award category presented at this year's Chairman's Awards?
3. What was the Instagram Competition's theme at this year's John Keells Group Career week?
4. What is the name of the inter-cluster knowledge tournament organized by Keells?
5. What are the 3 unique tracks of the John Keells X programme?

**Winner of JK
TIMES 3Q Quiz**

Dhanushi Rodrigo



This newsletter is published by John Keells Holdings PLC for internal circulation only.

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