

Gareth Mead  
LIPTON Teas and Infusions  
gareth.mead@lipton.com

8/4/2025

**Where is the Trust?**

We note your announcement of the establishment of the “Africa Tea Industry Progress (ATIP) Foundation” on 3rd April. We applaud your commitment to developing the East African tea industry, however we continue to seek your response on the key issues that are relevant for our community in Kericho. We seek your response regarding 6 points in your press release:

	<b>Lipton Press Release</b>	<b>Our community's questions</b>
1.	The announcement states that “work on additional outcomes of the transaction, set to benefit the broader community in the surrounding areas, began following completion at the end of December.”	The sale of the Kenyan business was completed in July (not December). Please explain.
2.	“Meetings with community representatives to discuss the transaction-related initiatives have continued throughout the year.”	We have repeatedly proposed to meet to discuss these initiatives, but you have not responded. Please explain.
3.	“The distribution of 15% of the shares in the main Kenyan operating company”	No update has been provided. Please explain.
4.	“The establishment of a community welfare trust funded by a joint LIPTON Teas and Infusions and Browns endowment of one billion Kenyan shillings.”	No update has been provided. Please explain.
5.	Your original announcement of the transaction on 7 <sup>th</sup> May 2024 also included a commitment that Browns “will pay an above-market premium to Kenyan smallholders... offering double what farmers would previously have received... securing a substantial uplift in farmers’ livelihoods.”	There is no mention of this commitment in your 3 <sup>rd</sup> April 2025 press release. Our local understanding from smallholders in Kericho is that there has been no evidence to show that this commitment has been met. Please explain.
6.	“LIPTON Teas and Infusions and Browns are appointing independent experts to listen to the needs of local people...”	The views of the local community – including local community organisations, major local co-operatives and SACCOs and local county government - were clearly expressed to the Board of Lipton on 1 <sup>st</sup> May 2024 (see attached). These views were ignored. The issue of historic injustices relating to community land remains unresolved. Please explain.

Yours Faithfully,

Signed:



John K. Rop  
Chairman

Signed:



Joel K. Kimetto  
Secretary General

Signed:



Joseph K. Towett  
Treasurer

To: The Board of Lipton Teas and Infusions NV  
Eduard van Beinumstraat 4-36  
2Amsterdam, 7<sup>th</sup> Floor,  
1077 CZ Amsterdam  
The Netherlands

cc.: Partners & Investors of CVC Capital Partners

1<sup>st</sup> May 2024

**Local Community Voice regarding Lipton Tea Estate**

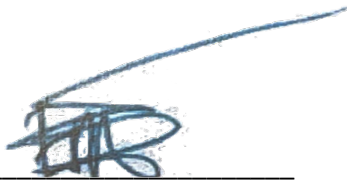
We refer to the recent article in the Business Daily (12<sup>th</sup> April 2024).

We, the undersigned, represent the voice of the local community in Kericho and Bomet counties including the members of the Kipsigis Community Clans, major local co-operatives and SACCOs and local county government.

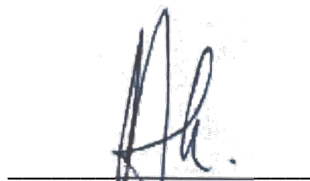
We strongly believe that the transfer or use of the land on which the tea estates are located should follow the UN Declaration of Human Rights and should be subject to the “free, prior and informed consent” of the local community.

In the event that Lipton Teas and Infusions consider a sale of their Kericho tea estate, we firmly support the proposal to acquire the estate under “community ownership” as proposed by the community consortium.

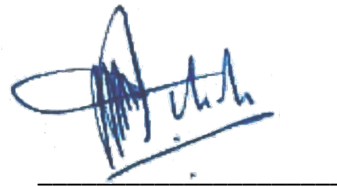
We look forward to creating a better future together for prosperity.



**Dr. Erick Mutai**  
Governor  
Kericho County



**Dr. Hillary Barchok**  
Governor  
Bomet County



**Paul Chirchir**  
Chairman,  
Sinendet Tea Multi Co-op Soc Ltd



**Mathew Ruto**  
Chairman  
Imarisha SACCO Ltd



**Ezekiel Koske**  
Chairman  
Mau Tea Multi Co-op Soc Ltd



**Richard Mutai**  
Chairman  
Kenya Highlands SACCO Ltd



**John K. Rop**  
Chairman  
Kipsigis Community Clans



**Joel Kimutai Kimetto**  
Secretary General  
Kipsigis Community Clans



**Joseph K. Towett**  
Treasurer  
Kipsigis Community Clans