



ANNUAL REPORT
2021 PUBLIC BENEFIT CORPORATION

Teatulia is proud to announce its conversion
to a Public Benefit Corporation (PBC).

A Public Benefit Corporation still has a profit-making goal, but it also has a broader public benefit purpose: to make a material positive impact on society and the environment. PBCs must work to achieve this purpose and therefore have the flexibility to make decisions that balance profits with social causes and environmental responsibility. Our mission of doing right by the environment and people have been in our DNA since inception, and now we have made it official with the conversion to a PBC.

Thank you for your support as we continue our mission
of leaving this world better than we found it.

VALUES & BELIEFS: TEA ON A MISSION

We are a Denver-based, Bangladeshi-grown organic tea company working to create a regenerative and self-sustaining community. We bring the best-tasting, organic tea straight to your cup. We are:



FOR THE ENVIRONMENT

We own our own tea garden! It started as a barren wasteland that we brought back to life through natural farming methods.



FOR THE PEOPLE

Women working in our garden benefit from innovative education, health and cattle-lending programs that help lift families out of the cycle of poverty.



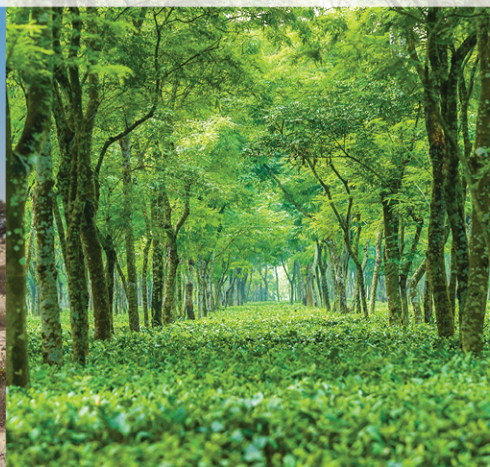
FOR THE TASTE

Because our tea comes direct from our garden to your cup, Teatulia is some of the freshest, best-tasting tea out there.

1995



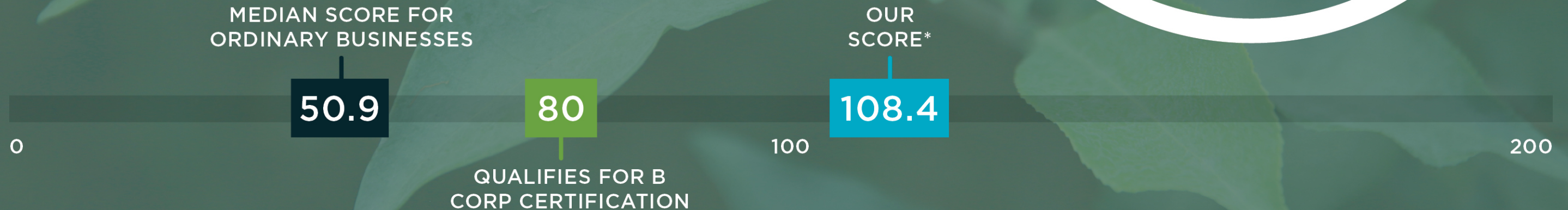
TODAY



MEASURING PROGRESS: B CORP IMPACT SCORE



Based on the B Impact assessment, Teatulia Organic Teas earned an overall score of 108.4 of 250. The median score for ordinary businesses who complete the assessment is currently 50.9. Each company is evaluated within 5 sections: Governance, Workers, Community, Environment, and Customers.



*Pending 2021 Recertification Acceptance

OUR PEOPLE

CULTURE

We believe our culture is paramount to all that we do and recognize that it needs to be nurtured to bring out the best in everyone.

- *Culture Crew Employee Run*

COMPENSATION

We believe in paying a fair, competitive wage and sharing the company's success with each person.

- *Unlimited PTO*
- *Matching 401K*
- *Medical*

EMPLOYEE VOLUNTEER TIME

Overall, our employees are extremely engaged in community volunteer work. We boast an average of 38 hours of volunteer time per employee.

- *Employees get 20 paid hours of community service*

2021:

- *457.5 total hours of volunteer time*
- *75% of our employees volunteering in the community*



TEATULIA'S TEA GARDEN

Located in Northern Bangladesh known as Kazi and Kazi Tea Estate (KKTE)

- *Regenerating new acres of land ever year in our 3,000 acre regenerative tea garden.*
- *No chemical pesticides. We use only natural farming methods and materials.*
- *Wages 56% above industry average.*
- *Local employment increase by 450%.*
- *Education, health and sports programs.*
- *Literacy program: Improved literacy rates by 50%.*
- *\$2.89mm annual economic return to garden region.*
- *Compost/Vermiculture: Utilize worms and cow dung to naturally replenish the soil and grow our organic tea.*
- *Biogas: Creates naturally-generated energy and power the garden from compost and byproduct.*
- *Tea processing facility uses evaporative cooling system using rain water.*

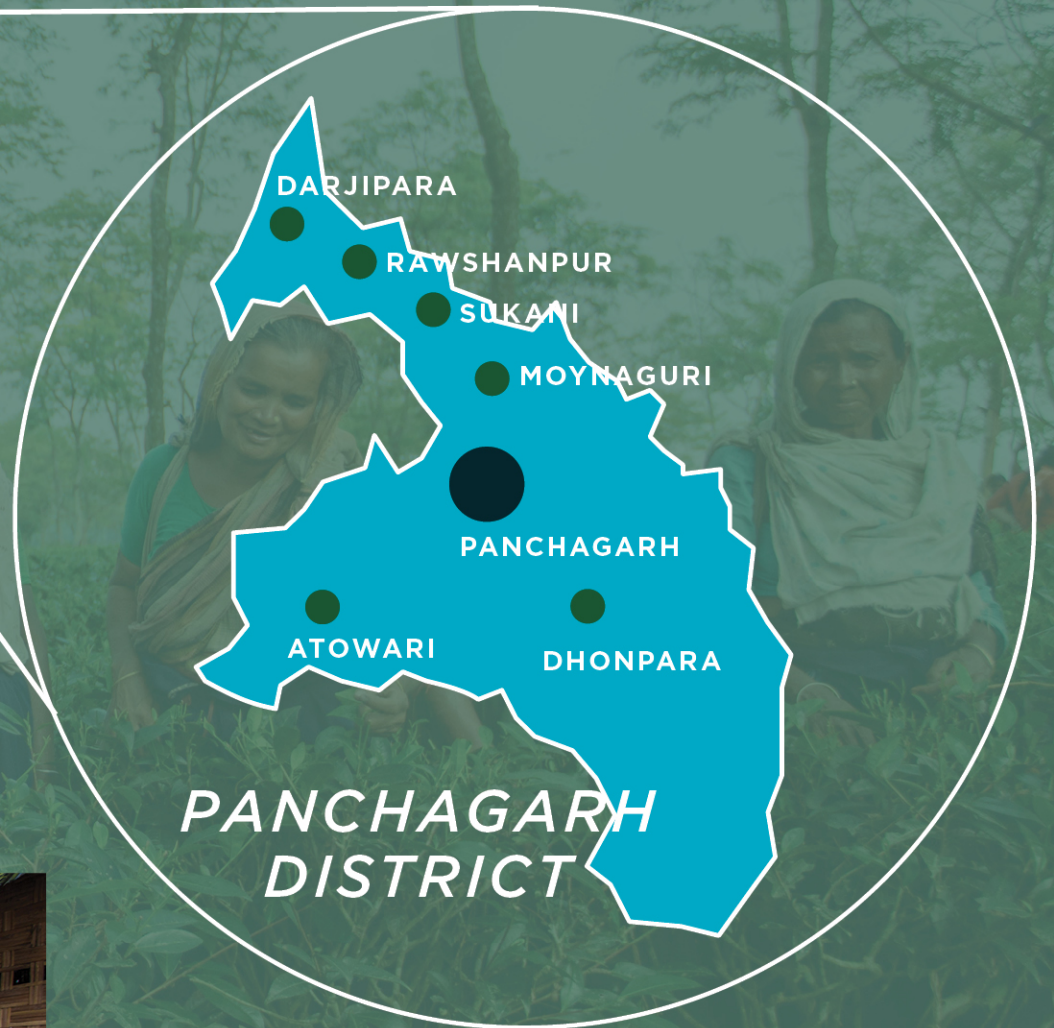
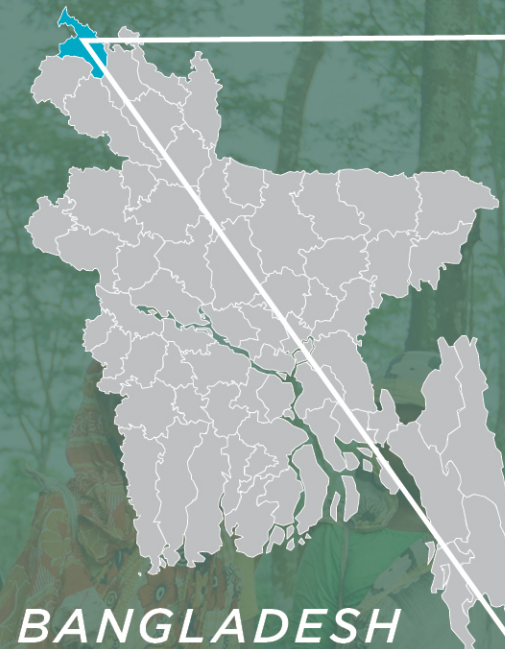


KAZI SHAHID FOUNDATION (KSF)

Cattle Lending Program founded to support women in the local communities and Teatulia's Tea Garden (KKTE).

PROGRAMS

- *Cattle Lending*
- *Cheese Factory*
- *Organic Farming and Vermiculture Program*
- *Training Program*
- *Early Childhood Education Program*
- *Biogas and Bio Fertilizer Program*



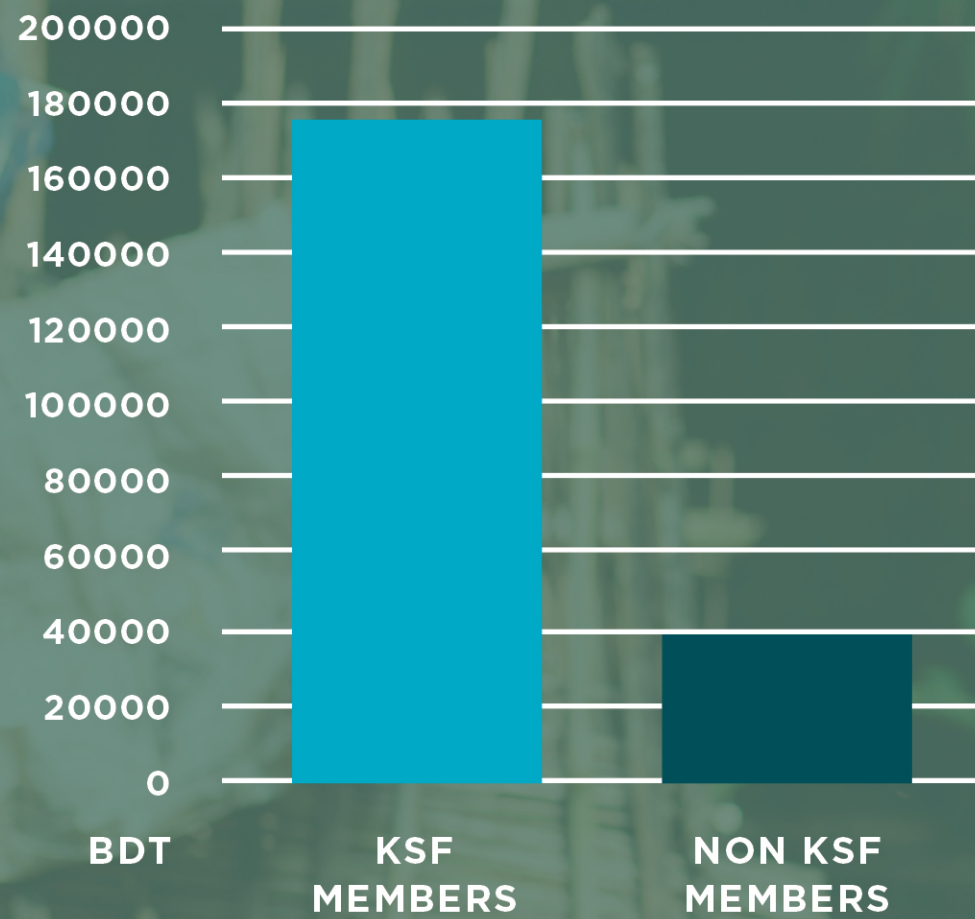
KSF IMPACTS AT A GLANCE

- *Overall livelihood status of the beneficiary improved*
- *Occupation change towards dairy farm sector*
- *Women participation in decision-making and asset management increased*
- *Violence against women decreased*
- *Households were better prepared to resist shocks*
- *Poverty rate went down*
- *Length of membership period positively associated with accumulation of household asset and income generation*

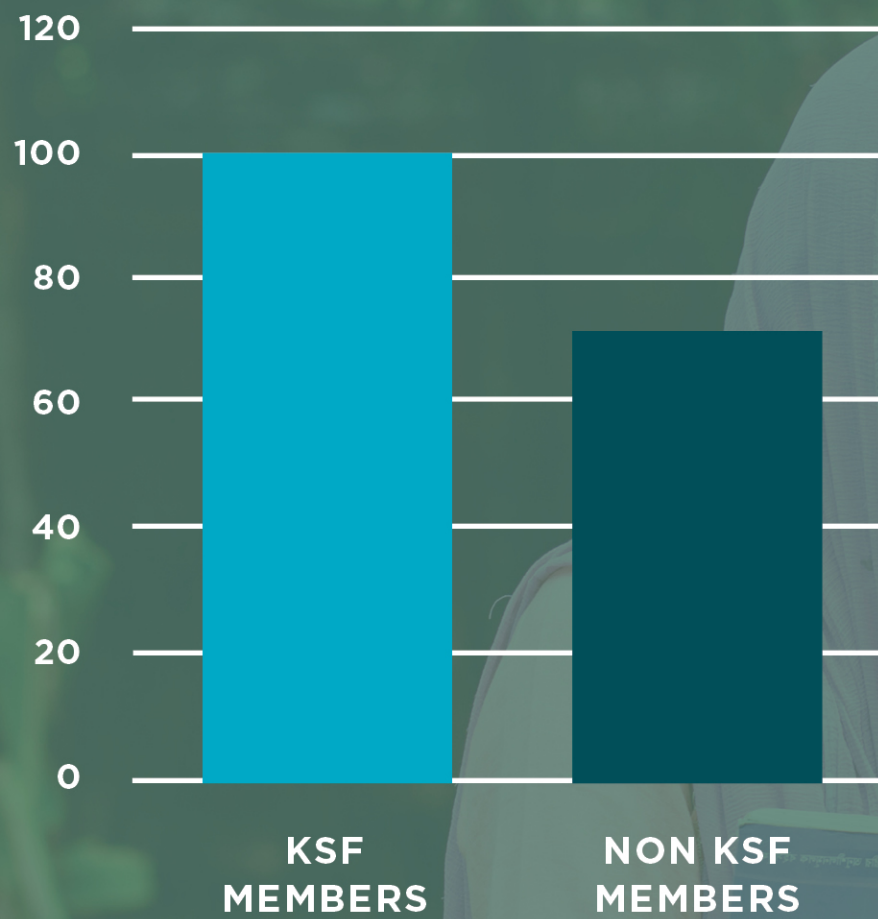


INCOME VS RESILIENCE

AVERAGE YEARLY INCOME FROM DAIRY



RESILIENCE STATUS FOR ANY HAZARD



PROGRAM HIGHLIGHTS

CURRENT MEMBERS:
2,844

MONTHLY INCOME FROM DAIRY:
10,000 BDT

FIBERGLASS BIOGAS PLANTS INSTALLED:
100

TOTAL TRAINING COMPLETED:
267 BATCHES

MOZZARELLA & CHEESE PRODUCTION:
6.6 TONS

TOTAL MILK COLLECTION:
2.1+ MILLION LITRES

CUMULATIVE SAVING BALANCE:
12+ MILLION BDT

COW MORTALITY RATE REDUCED FROM **5% TO 0.78%** & CALF FROM **8-10% TO .42%**

KAZI SHAHID SHIKHON KENDRO:
2 CENTERS
TOTAL STUDENTS: **60**
TOTAL STUDENTS GRADUATED TO PRIMARY SCHOOL TO DATE: **328**

ORGANIC FARMING, ORGANIC POULTRY REARING & FISHING AT KSF OPERATIONAL HEADQUARTER PREMISES

TEATULIA'S ALLIANCE OF SUSTAINABLE GARDENS

TEATULIA'S CHINA PROJECT

Fair Trade Funds are used to help farmers and more than 5,000 children benefit from education, improved living conditions and construction of school facilities.

TEATULIA'S INDIA PROJECT

Funds are used towards a hospital to allow fully-equipped healthcare, primary schools for workers' children and even places of worship for all communities.

- *The school educates 1,200 children. 60% of the students are girls and 70% are from the neighboring villages.*
- *Buses are provided for transportation.*
- *Units have been placed to ensure safe drinking water for the children who are also permitted to take water to their homes.*
- *Constructed 14 new houses for teachers.*

TEATULIA'S EGYPT PROJECT

- *Girls Project: bridges the gap between both genders by providing literacy training, improving infrastructure, and recognition of effort improving the retention rate. Overall this aids in reducing hunger and poverty.*
- *Gaining equal access to resources boosts agricultural output in EM by 2.5-4%.*
- *Teatulia's Egyptian project contributes 1% of its top line for charity projects saving lives of Egyptians in collaboration with reputable NGOs.*



ENVIRONMENT

TEATULIA U.S.A.

- 8,000lbs of waste saved with sustainable packaging
- Green Commute: Teatulia U.S.A. employees 100% Remote

TEATULIA GARDEN (KKTE)

- Compost/Vermiculture: Utilize worms and cow dung to naturally replenish the soil and grow our organic tea
- Biogas: Creates naturally-generated energy and powers the garden from compost and byproduct
- Tea processing facility uses evaporative cooling system using rainwater

KSF

- Bangladesh Biogas Update: 50 units installed allowing people more access to:
 - Decreased fuel need
 - No fuel collection time
 - Mitigating environmental CO2
 - Clean cooking and less indoor air pollution

TEATULIA'S CHINA GARDEN

- First Electric Tea Processing Facility: No carbon or ash emitted



2022 GOALS

1. Increase recyclable and compostable packaging materials by 20%

- transition bulk pouches to commercially compostable packaging
- transition Iced Tea cans to printed cans, increasing recyclability
- eliminate waste from our traditional tea packaging
- overall increase from 70% to 91% overall recyclable and compostable content

2. Make Teatulia 100% Carbon Neutral

- purchase carbon offsets decreasing overall footprint
- undergo carbon evaluation