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## THE NATIONAL UNITED LITRO GUARDIANSHIP

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11<sup>th</sup> September 2023

Director

Mr. Abhishek Sood

Deloitte Touche Tohmatsu India LLP

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Haryana, India

### **Rights and Privileges of the Staff of Litro Gas Lanka Ltd and Litro Gas Terminal Lanka (Pvt) Ltd**

The employees are well aware of the government's decision to divest some of the state-owned enterprises, which include *Litro Gas Lanka Ltd and Litro Gas Terminal Lanka (Pvt) Ltd*.

Although the restructuring process of the company is underway, it should be noted that our Company boasts of a 150-year heritage and has a history of performing as a profit-making venture efficiently importing, storing, filling, supplying, and selling LPG island-wide to the domestic, commercial and industrial markets in Sri Lanka with a workforce of only 220 employees in the company.


The productivity, efficiency, and continuous success of the company lie in the hands of our employees. Our staff consists of a highly-skilled, experienced, resilient workforce who have worked for this specialized industry to ensure a seamless supply of LPG to meet the demand of the domestic, commercial, and industrial segments.

Hence, prior to the *completion* of the re-structuring process pertaining to *Litro Gas Lanka Ltd and Litro Gas Terminal Lanka (Pvt) Ltd*, it is crucial that the following demands are agreed upon for the benefit of our employees:

1. Ensure that the Retirement Age of the permanent staff remains at 60 years, as per the existing agreement signed between the Company and the employee.
2. Ensure that all rights, privileges, benefits, and perks currently granted to the employees will continue along with the existing salary and bonus structure that is currently implemented by the company.
3. We request that at least 10% of the total shares sold to the new investor be issued to the current employees. (It should be noted that this was implemented when shares of Lanka Gas were sold to Shell Gas, and subsequently when Shell Gas was bought over by a government entity and was re-branded as Litro Gas).
4. The investor should be from the oil and gas industry, and be very conversant with the business.
5. It is requested to incorporate the aforementioned employee demands in the EOI – Expression of Interest document and all other documents pertaining to this transaction.
6. The team involved in the aforementioned process should state their agreement to all the above demands in writing to the 'Litro Surakeema Sanwidhanaya', prior to publishing the EOI document.

All demands collectively made by the employees of *Litro Gas Lanka Ltd and Litro Gas Terminal Lanka (Pvt) Ltd*, should be implemented in an honest and transparent manner at all times.

  
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Secretary

  
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President

  
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Treasurer

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