



Lake Asphalt
of Trinidad and Tobago (1978) Limited

COMPANY NEWSLETTER | VOL. 03/ 2026

NEW
Look

LAKE VISION



MARKETING & BUSINESS DEVELOPMENT HOSTS QUALITY ASPHALT PRODUCTS: THE TLA PERSPECTIVE

Central Bank Team Visits Lake Asphalt

Pillars of Lake Asphalt

HSE Week 2026





THE TLA PERSPECTIVE

MARKETING & BUSINESS DEVELOPMENT HOSTS SEMINAR

Lake Asphalt of Trinidad & Tobago (1978) Limited reaffirmed its commitment to technical excellence and industry collaboration with the successful hosting of its seminar, "Quality Asphalt Products: The TLA Perspective." The event brought together representatives from government ministries, regional corporations, consulting engineers, contractors, industry professionals, and other key stakeholders for a day dedicated to knowledge sharing, technical learning, and meaningful dialogue on the use of Trinidad Lake Asphalt products.

The seminar was officially declared open by Chairman of the Board of Directors, Mr. Derrick Jaggernauth, who welcomed participants and underscored the importance of collaboration between Lake Asphalt and its stakeholders in supporting the development of resilient, high-quality road infrastructure. Also in attendance were members of the Board of Directors, Acting Chief Executive Officer, Ms. Ayana Thompson, who delivered remarks, members of the Strategic Leadership Team, and the Company's engineering and technical teams.

The programme featured a series of informative presentations highlighting the Company's expertise and the unique qualities of Trinidad Lake Asphalt. Shiva Ramlal- Head Research and Technical Services and Acting Production Superintendent, provided a comprehensive Technical Overview of Lake Asphalt and Our Products, offering participants greater insight into the characteristics, applications, and performance benefits of the Company's products.

Feature Speaker, Laurence Bridgemohan delivered an engaging presentation on Key Considerations in Pavement Design and Construction, sharing best practices and technical considerations that contribute to the successful delivery of durable roadways. Barry Antonio Regis concluded the technical sessions with Handling Equipment for TLA Usage, focusing on operational requirements, equipment considerations, and practical guidance for achieving optimal product performance.



Photos courtesy the Corporate Communications Unit



THE TLA PERSPECTIVE

MARKETING & BUSINESS DEVELOPMENT HOSTS SEMINAR

Adding further depth to the day's discussions was distinguished guest speaker Mr. Cecil Chin, whose extensive experience in civil engineering and infrastructure development provided valuable industry perspectives. Drawing on decades of professional expertise, Mr. Chin shared practical insights into the evolving demands of road construction and the importance of maintaining high engineering and quality standards.

Throughout the seminar, participants actively engaged with presenters, exchanging ideas and exploring practical solutions to industry challenges. The interactive discussions reinforced the value of collaboration between Lake Asphalt, its customers, and industry partners in advancing innovation and promoting the effective use of quality asphalt products.

The seminar highlighted Lake Asphalt's continued dedication to supporting the national and regional infrastructure sectors through technical education, customer engagement, and the promotion of best practices. By creating opportunities for dialogue and knowledge exchange, the Company continues to strengthen relationships with stakeholders while reinforcing confidence in the performance, reliability, and long-term value of our flagship product Trinidad Lake Asphalt. (TLA.)

The event concluded with closing remarks from Director Mrs. Abigail Meah-Ali, who thanked presenters, participants, and organizers for contributing to the seminar's success. Attendees then enjoyed a networking luncheon, providing an opportunity to continue discussions, share experiences, and build stronger professional relationships.

Through initiatives such as "Quality Asphalt Products: The TLA Perspective," Lake Asphalt remains committed to fostering innovation, promoting technical excellence, and partnering with stakeholders to help build safer, more durable, and sustainable road infrastructure throughout Trinidad and Tobago and the wider region.



CENTRAL BANK TEAM VISITS LAKE ASPHALT & PITCH LAKE

Lake Asphalt had the pleasure of welcoming the Research Team from the Central Bank of Trinidad and Tobago for a Company visit and tour of the Pitch Lake.

As part of the Central Bank's outreach initiative to engage with key local organisations, the team spent time learning about our operations, our products, and the unique role Lake Asphalt continues to play in Trinidad and Tobago's economy.

Representing Lake Asphalt were Acting Chief Executive Officer Ayana Thompson; Shiva Ramlal, Head of Research & Technical Services and Acting Production Superintendent; Steve Ramkissoon, Chemist; Mahendra Ramsarran, Acting Manager, Finance; Marsha Marchan, Corporate Communications Coordinator; and members of the Corporate Communications Team.

Dressed for the field, the visiting team then enjoyed a firsthand tour of our majestic Pitch Lake, gaining a closer look at one of Trinidad and Tobago's most remarkable natural resources.

It was a pleasure sharing our history, operations, and vision with the Central Bank's Research Team. We appreciate their interest and look forward to continued engagement.



Members of the Central Bank Team have an interactive session with CEO (Ag) Ayana Thompson



Head of Research & Technical Services and Acting Production Superintendent Shiva Ramlal shares a presentation giving an overview of Lake Asphalt.



Janelle Lewis - Economist II, Research Department Central Bank Team poses a question to CEO (Ag) Ayana Thompson.



Shiva Ramlal - Head of Research & Technical Services and Acting Production Superintendent leads the Central Bank Team on a guided tour of the Pitch Lake



SECTION SPOTLIGHTS

Working Together: Understanding Internal Audit's Role

Have you ever received a request from Internal Audit and wondered whether you should first seek approval from your supervisor before responding?

If so, you're not alone. It is a common question across many organizations, and one that presents a great opportunity to clarify how Internal Audit supports the organization and its employees.

Internal Audit: A Partner in Good Governance

Internal Audit plays an important role in helping the organization achieve its objectives. Through reviews, assessments, and advisory services, Internal Audit evaluates processes, identifies opportunities for improvement, and helps strengthen internal controls of the organization.

Contrary to popular belief, Internal Audit is not about assigning blame rather, it is about ensuring that systems, processes, and controls are functioning effectively to support Lake Asphalt's success.



Harmony Lemo-Internal Auditor

Why Does Internal Audit Ask Questions?

During an audit, Internal Audit may request documents, reports, explanations, or meetings with employees from various departments. These requests help us gain a complete understanding of how processes operate and whether controls are working as intended. In many cases, employees possess valuable knowledge that cannot be found in reports. Therefore your input is essential in ensuring that audit conclusions are accurate, balanced, and informed by operational realities.

Do I Need Permission to Speak with Internal Audit?

The short answer is no.

The Internal Audit Charter (a governance policy approved by the Board of Directors) provides Internal Audit with the authority to access ALL records, systems, functions, property and personnel necessary to carry out its responsibilities. This authority enables audits to be conducted efficiently and independently.

Employees are therefore encouraged to cooperate directly with Internal Audit requests. While it may be appropriate to keep your supervisor informed that an audit request has been received, approval is generally not required before providing information.

What If I'm Unsure?

If you are uncertain about a request from Internal Audit, do not hesitate to ask questions. Auditors are happy to explain the purpose of the request and how the information will be used.

Remember, audits are most effective when there is open communication, mutual respect, and a shared commitment to improving Lake Asphalt.

We All Have a Role to Play

Strong governance is everyone's responsibility. By providing timely and accurate information during audits, employees help strengthen transparency, accountability, and operational effectiveness throughout the organization.

Internal Audit appreciates the professionalism, cooperation, and support of all employees and looks forward to continuing to work together to make our organization stronger.

★
— BUILDING CONNECTIONS —
POWERING PROGRESS
PAVING THE FUTURE

Happy
**INTERNATIONAL
ASPHALT
DAY**

MAY 15TH

★ 2026 ★



**CONNECTED
COMMUNITIES**



**STRONGER
INFRASTRUCTURE**



**SUSTAINABLE
TOMORROW**

FROM THE BOARD, MANAGEMENT AND STAFF OF



Lake Asphalt
of Trinidad and Tobago (1978) Limited

PILLARS ^{OF}



Lake Asphalt
of Trinidad and Tobago (1978) Limited

HONOURING OUR LEGACY: CELEBRATING 30+ YEARS OF DEDICATED SERVICE

At Lake Asphalt of Trinidad and Tobago (1978) Limited, our greatest strength has always been our people. Every road paved, every milestone achieved, and every success celebrated has been made possible through the unwavering commitment of employees who have dedicated decades of service to our company.

This edition of Lake Vision proudly honours our long-serving employees who have reached an incredible milestone of 30 years or more with Lake Asphalt. Their loyalty, professionalism, and dedication have helped shape the organisation into what it is today.

Through changing technologies, evolving industries, and new generations of employees, these remarkable individuals have remained steadfast in their commitment to excellence. Their knowledge, experience, and mentorship continue to inspire colleagues across every department and contribute significantly to the continued success of our company.

LONG-SERVICE HONOUREES

As of 2026

38 Years

Bobby Jaggernauth
Fitzroy Mitchell
Sheraz Mohammed
Terrence Grant

37 Years

Eric Benjamin
Phillip Edwin

36 Years

Hugh Charles

35 Years

Grayson Alexis
Ashley Webb
Barry Regis
Beverly Flemming-Harris
Dave Boodram
Anthony Kennedy
Raphael Samuel
Annette Scott

34 Years

Richard Charles
Clifton Durant
Sheldon Davis
Dexter Huggins
Ainsworth Ross

33 Years

Dixil Campbell

30 Years

Ann-Marie Balgobin
Charlene Pollard
Suzette La Borde
Cherry-Ann Webb

Each year of service represents countless contributions, challenges overcome, and achievements shared. More importantly, these employees embody the values of dedication, resilience, teamwork, and pride that define the Lake Asphalt family.

As we celebrate these outstanding milestones, we extend our heartfelt appreciation to each honouree for their years of loyal service and commitment. Your contributions have helped build our legacy and continue to pave the way for future generations of employees. Congratulations on this remarkable achievement, and thank you for being an invaluable part of the Lake Asphalt family.

Admin Pro

WEEK
2026



Some of our admin pros finishing up their pieces.

To mark **Administrative Professionals Day** (26th April, 2026), Lake Asphalt hosted a relaxing **Sip and Paint** event at the HR Centre. The Admin Pros enjoyed a visit from Director Nadia Lambert-Britto, who dropped in to extend greetings. We remain deeply grateful for our administrative professionals' ongoing dedication and contributions. Thank you for your continued hard work!

Our Admin Pros and their completed paintings



Instructor: Sharon Burford, Owner of Arty Party

Director Nadia Lambert-Britto bringing special greetings





Asphalt



Wellness



Health



HSE WEEK



Safety



Family



Psychosocial



Creativity



Projects



Posters



Participation



H.S.E WEEK



Family



Mindfulness



Care



Success





Medical



Health



Employees



HSE WEEK



Family



Sport



Exercise



Success





Tech day



Games



Brain Teaser



HSE WEEK



Sport



VR



Driving



Success





Marathon



Teamwork



Walking



HSE WEEK



Family



Sport



Running





Winners



Prizes



Singing



HSE WEEK



Final day



Honours



CORPORATE SOCIAL RESPONSIBILITY PITCH LAKE TOURS



Windermere Private School



School Pitch Lake Tour guided by our very own retiree and official Tour Guide - Garvin Charles.

CLASS OF 2026

Brighton Anglican Primary School Graduation

Celebrating the next generation! As part of our continued Corporate Social Responsibility initiatives, Lake Asphalt was proud to host the bright graduates of Brighton Anglican Primary School at our Human Resources Training Centre for their special day. Congratulations to the SEA students on this fantastic milestone as they step into their next big chapter.



Photos courtesy Principal, Brighton Anglican Primary School

POLISHED & PREPARED

Equipping Students for Their Next Chapter



Preparing students for secondary school involves more than academic readiness—it also requires confidence, communication skills, and the ability to make positive first impressions. Recognising this, Lake Asphalt of Trinidad and Tobago (1978) Limited proudly launched its inaugural Polished & Prepared initiative, reaching more than 100 Standard Five students at La Brea Roman Catholic Primary School and Rousillac Presbyterian Primary School.

The programme was designed to help students transition confidently into secondary school by focusing on practical life skills, etiquette, personal presentation, confidence building, and effective communication. Through engaging discussions, role-playing activities, interactive exercises, and reading sessions, students were encouraged to develop the skills needed to navigate new environments and embrace future opportunities with confidence.

The sessions were facilitated by Marsha Marchan, Shimone Joseph, and Kalifah Dogan of the Corporate Communications Unit, who created a welcoming and interactive learning environment that encouraged active participation and meaningful dialogue. Students responded with enthusiasm, demonstrating a genuine eagerness to learn and engage throughout the programme.



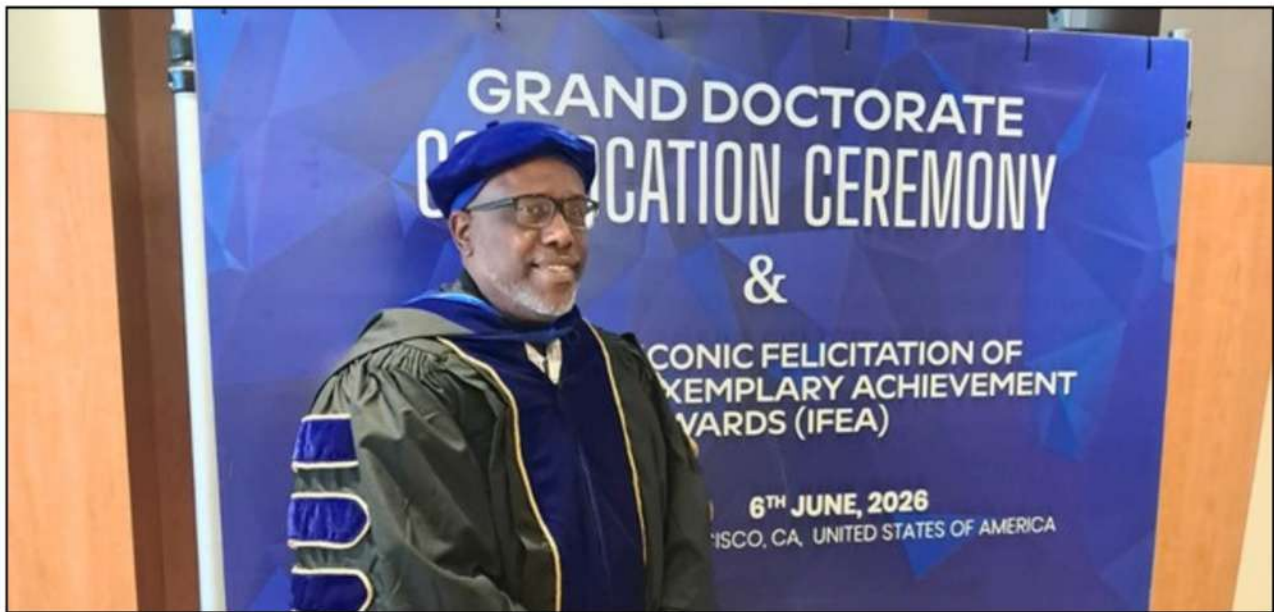
Photos courtesy the Corporate Communications Unit

The initiative was warmly received by both schools, with principals, teachers, parents, and students expressing appreciation for the programme's relevance and practical value. One of the most memorable moments came at Rousillac Presbyterian Primary School, where the graduating class surprised the team with a heartfelt steelpan performance as a token of gratitude. The performance served as a touching reminder of the positive impact that meaningful community engagement can have on young lives.

In recognition of their dedication to shaping the nation's future, Principals and Teachers at both schools were also presented with tokens of appreciation for their continued commitment to education and student development. The Polished & Prepared initiative builds on Lake Asphalt's ongoing investment in education and youth empowerment. It complements the Company's longstanding support of SEA students through the annual distribution of stationery kits, reinforcing Lake Asphalt's commitment to helping young people succeed both inside and outside the classroom.

Lake Asphalt extends sincere thanks to the Principals, Teachers, Students, and Parents of La Brea Roman Catholic Primary School and Rousillac Presbyterian Primary School for their warm hospitality and enthusiastic participation. The Company also acknowledges the unwavering support of its Board of Directors, Management, and Staff, whose collective commitment to community outreach continues to make impactful initiatives such as Polished & Prepared possible.

As Lake Asphalt continues to strengthen its connection with the communities it serves, initiatives like Polished & Prepared reflect the Company's belief that investing in young people today helps build stronger communities and a brighter future for tomorrow.



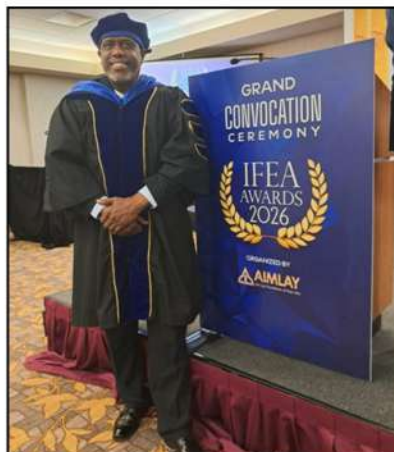
CONGRATULATIONS!



Dr. Barry Antonio Regis, Acting Manager – Engineering and Facilities at Lake Asphalt of Trinidad & Tobago (1978) Limited, has been conferred with an Honorary Doctorate of Philosophy in Strategic Engineering and Corporate Leadership by Alliance American University. The honorary doctorate recognizes Dr. Regis' exceptional contributions to engineering, industrial maintenance, corporate leadership, and innovation over a distinguished career spanning more than 35 years.

Beyond his contributions to Lake Asphalt, Dr. Regis serves as Vice Chairman of the Board of Directors of the National Quarries Company Limited of Trinidad and Tobago, where he continues to support the advancement of the country's engineering and industrial sectors.

His academic credentials include a Master of Business Administration (MBA) from the University of Bedfordshire, in addition to numerous advanced technical qualifications in industrial maintenance and welding technology obtained from institutions in Trinidad and Tobago and the United States.



The conferment of this honorary doctorate is a fitting recognition of Dr. Regis' professional accomplishments, visionary leadership, and dedication to engineering excellence. His achievements serve as an inspiration to colleagues and professionals alike and stand as a testament to the impact of lifelong learning, innovation, and service.

MEDICAL CORNER



WHAT IS A BALANCED DIET?

A balanced diet provides the nutrients your body needs to function effectively and maintain overall health. It includes a variety of foods from the major food groups and supplies the right amount of energy (calories) to support your daily activities and wellbeing.

Why Is a Balanced Diet Important?

Eating a balanced diet helps strengthen the immune system, supports growth and development, maintains a healthy weight, and reduces the risk of chronic diseases. A nutritious diet also contributes to higher energy levels, improved concentration, and better overall physical and mental health.

What Should a Balanced Diet Include?

A healthy, balanced diet should consist of an appropriate mix of carbohydrates, proteins, healthy fats, vitamins, minerals, and water. As a general guide, daily food intake may include:

Carbohydrates: 50–60%

Protein: 12–20%

Healthy fats: Up to 30%

Choosing a variety of fruits, vegetables, whole grains, lean proteins, and healthy fats each day can help ensure your body receives the nutrients it needs to thrive.

NURSES WEEK 2026



Dr. David Jackson presents token of appreciation to Staff Nurse Abianka Alexander-Dick

Celebrating Care and Commitment

In recognition of Nurses Week 2026, we celebrated our Staff Nurse, Abianka Alexander-Dick, for her dedication, professionalism, and commitment to employee health and wellness.

As a token of appreciation from the Company, Nurse Alexander-Dick was presented with a token by our Company Doctor, Dr. David Jackson.

We thank Nurse Alexander-Dick for the care, compassion, and support she continues to provide to our employees.

EMPLOYEES' SPOTLIGHT

Colour, culture, and celebration!

As part of the observance of Indian Arrival Day 2026, members of our Finance Department, Meera Seecharan-Rampersad, Damian Mohammed and Rochelle Ragoonath celebrated the occasion by wearing ethnic Indian wear, honouring the traditions, history, and cultural diversity that enrich our nation.



From Left: Meera Seecharan-Rampersad, Damian Mohammed & Rochelle Ragoonath

NATIONAL EMT WEEK

17th - 23rd May, 2026

Improving Outcomes, Together

Honouring Our Everyday Heroes

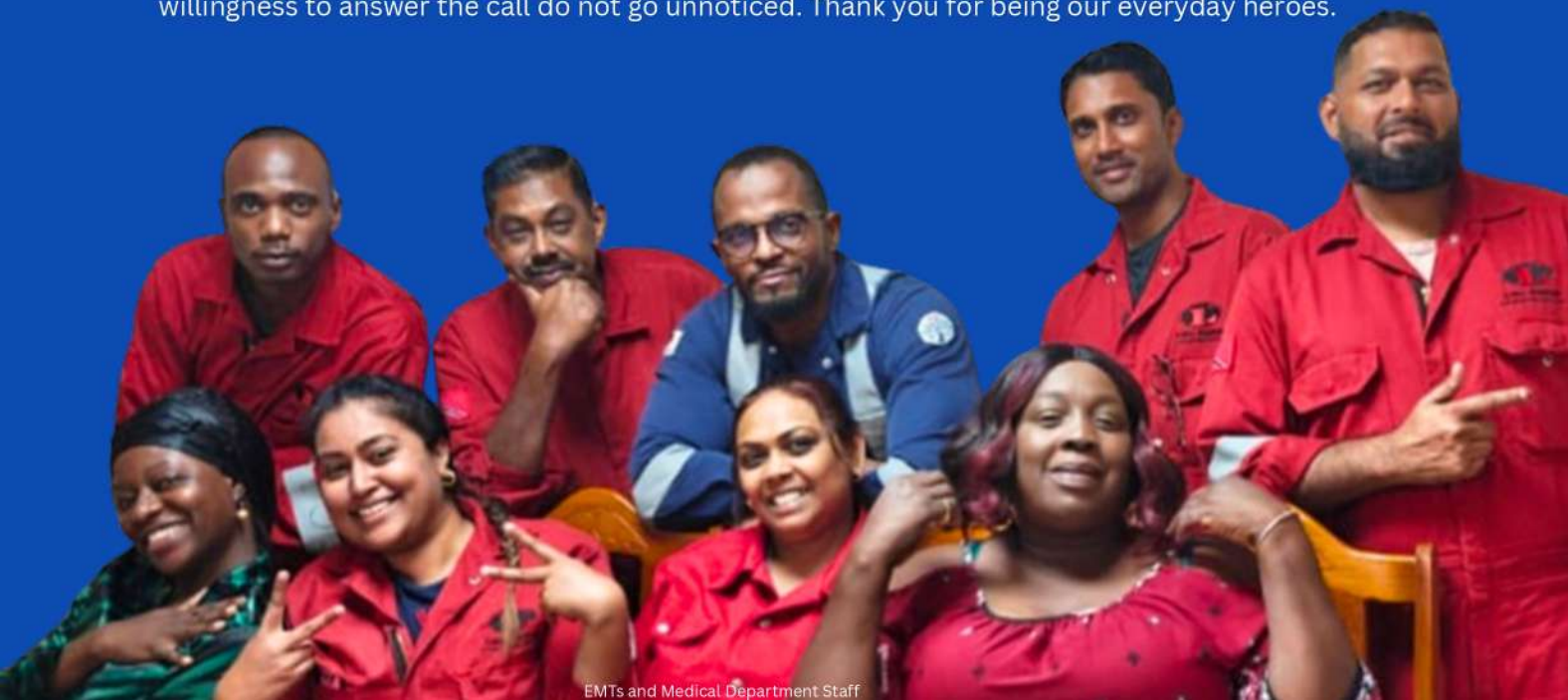
Emergency Medical Technicians (EMTs) play a vital role in responding to medical emergencies, providing critical care, and offering reassurance when it is needed most. Their skill, professionalism, and dedication make a meaningful difference in protecting lives and supporting workplace safety.

As we reflect on EMTs Week, we take the opportunity to recognize the commitment and invaluable contributions of our EMTs, whose readiness and expertise ensure that employees, contractors, and visitors have access to timely emergency medical support when required.

Our EMTs are an integral part of our organisation contributing to emergency preparedness, promoting a culture of safety, and demonstrating compassion and professionalism in every response.

Their ability to remain calm under pressure, act swiftly in critical situations, and provide care when it matters most is a testament to their training, resilience, and commitment to service.

As we look back on EMTs Week, we extend our sincere appreciation to our EMTs for their dedication and the essential role they play throughout the year. Your service, commitment, and willingness to answer the call do not go unnoticed. Thank you for being our everyday heroes.



EMTs and Medical Department Staff

LAKE ASPHALT QUIZ & PUZZLE CORNER

TEST YOUR KNOWLEDGE. HAVE SOME FUN. LEARN MORE ABOUT LAKE ASPHALT!

1. WORD SEARCH



Find the hidden words related to Lake Asphalt.

P	I	T	C	H	L	A	K	E	B
A	S	P	H	A	L	T	Q	W	E
B	I	T	U	M	E	N	R	T	R
I	N	N	O	V	A	T	I	O	N
T	L	A	Q	U	A	L	I	T	Y
E	N	G	I	N	E	E	R	N	G
P	A	V	I	N	G	X	Y	Z	U
S	U	S	T	I	N	A	B	L	E
D	E	D	I	C	A	T	I	O	M

WORDS TO FIND:

- | | | |
|--------------|---------------|---------------|
| • PITCH LAKE | • INNOVATION | • PAVING |
| • ASPHALT | • QUALITY | • SUSTAINABLE |
| • BITUMEN | • ENGINEERING | • DEDICATION |

3. CROSSWORD

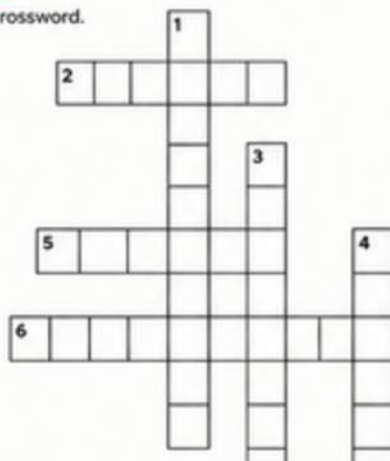
Use the clues to complete the crossword.

ACROSS

- What we produce and export to the world
- Our valuable natural resource (abbr.)
- We are committed to doing the right thing

DOWN

- A key ingredient we blend with TLA
- Our Lake Asphalt family works as one
- What we do best!



2. FILL IN THE BLANKS



Complete the sentences using the clues below.

- The Pitch Lake in La Brea is the world's largest natural deposit of _____.
- TLA is a natural resource that belongs to the people of _____.
- We blend TLA with refinery bitumen to produce high performance _____.
- Our mission is to _____ the way throughout the world.
- Safety, Quality and _____ are at the heart of everything we do.

4. TRUE OR FALSE



Circle T (True) or F (False).

- | | |
|--|-------|
| 1. Pitch Lake is located in La Brea, Trinidad. | T / F |
| 2. TLA is the world's first source of bulk bitumen. | T / F |
| 3. Lake Asphalt was founded in 1958. | T / F |
| 4. We export TLA to countries around the world. | T / F |
| 5. Our tagline is "Paving the Way Throughout the World." | T / F |



DID YOU KNOW?

Trinidad Lake Asphalt (TLA) is nature's gift and our pride. Together, we pave the way for a stronger, more connected world!



ONE TEAM. ONE GOAL. ONE LAKE ASPHALT.

PAVING THE WAY
THROUGHOUT THE WORLD.

CONDOLENCES:

- Crystal Ragoopath on the passing of her grandmother.





FOLLOW US



Lake Asphalt
of Trinidad and Tobago (1978) Limited

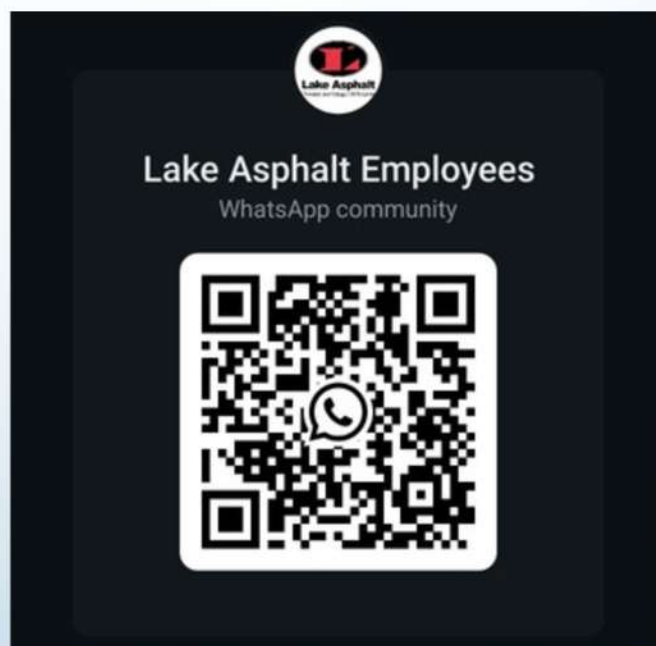


JOIN OUR WHATSAPP COMMUNITY



To join, simply scan the QR code provided below using your WhatsApp camera.
We encourage all employees to join to stay up to date with company news, events, and other relevant matters.

Please note that if you join the community, your phone number will remain private and will not be visible to other members.



Got a story, idea, or feedback to share? Send your contributions to the Corporate Communications team to be featured in our next issue!