

Dr. Motilal De Silva,
Chairman, SLTMobitel Group,
Colombo 01.
30th January 2026

Formal Disclosure of Corrupt Practices and Request for Immediate Board Oversight

Dear Chairman,

We write to you as a group of deeply concerned employees of Mobitel. Over the past two years, the internal environment of the organization has deteriorated significantly, resulting in extremely low employee morale, loss of trust in leadership, and the resignation of many capable and experienced staff members. We believe the situation has reached a point where remaining silent is no longer an option.

There is growing unrest among employees, including increasing discussions around the formation of a Mobitel trade union an idea that was virtually nonexistent in the past. We firmly believe that timely intervention by the Board can restore professionalism, protect the organization's reputation, and prevent unnecessary unionization driven by frustration and fear.

With respect for your integrity and leadership, we formally request the appointment of an independent external investigation team reporting directly to the Board to examine serious allegations against Mr. Sudharshan Geegange, Chief Operating Officer of Mobitel. These concerns have been widely discussed internally for an extended period and have severely damaged confidence in current Mobitel leadership and governance.

1. Abuse of power and conflict of interest

It is widely alleged within the organization that Mr. Geegange maintains an inappropriate romantic relationship with a Female co-worker (20 years younger than him) whom is the Manager – Corporate Planning. Staff believe this relationship has resulted in favoritism, intimidation of other employees, and misuse of authority.

She is reportedly included in nearly all boardroom meetings, as well as all meetings attended by the COO. This practice has contributed to growing tension and dissatisfaction among senior leadership. Several critical meetings are traditionally restricted to the GM level and above; however, her continued participation in these forums has led to considerable frustration among senior members, who feel constrained in their ability to engage in open and candid discussions. Employees have further expressed concern regarding her sustained presence and perceived influence within these settings, particularly in matters where she lacks subject-matter expertise, yet her perspectives are routinely supported by the COO.

It is further alleged that she received a double promotion in 2024 in violation of Mobitel HR policies shortly after Mr. Geegange's appointment as COO. This led to a special audit by a leading international audit Firm sanctioned by the former Audit Committee, which was later withdrawn and Employees continue to question the circumstances surrounding this matter and the lack of accountability.

2. Misuse of company resources and supplier influence

Mr. Geegange is alleged to have initiated a large-scale renovation project at Sri Maha Bodhi in Anuradhapura based on personal religious interests, while pressuring key Mobitel vendors to financially contribute. Together with an individual described internally as COOs in-house spiritual consultant Mr. Romesh Sanjaya it is alleged that over LKR 150 million was collected from vendors and staff members seeking business favors. Serious concerns exist regarding the transparency and management of these funds.

Additionally, it is alleged that Mr. Geegange traveled to Anuradhapura more than 32 times in the past year using company vehicles without official business justification, and that Mobitel funds were used to finance personal religious and social activities. Finance division staff estimate that over LKR 15 million of company funds may have been misused in 2025 alone for his personal religious activities.

A recent example includes the distribution of more than 1000 school bags purchased by Mobitel at a personal charity event organized by Mr. Geegange in Anuradhapura rather than through a company approved corporate CSR event. Employees strongly believe that a forensic audit of these activities is necessary.

3. Damage to brand and corporate reputation

A video involving Mr. Geegange was leaked and circulated widely on social media and internal platforms, receiving significant public attention. The video shows him praying and cursing Mr. Suren Amarasekera at Sri Dalada Maligawa that many employees found deeply inappropriate and offensive to their religious sentiments, most staff members believed this video is proof that COO is not mentally fit to lead that he's suffering from some kind of psychological illness that's needs urgent attention. Employees believe this incident has caused serious reputational damage to the company, particularly as it has reportedly been viewed by many enterprise customers and external stakeholders. The video can be made available to the Board if required.

4. Abuse of authority and governance failures.

Employees allege that the Internal Controls division has been used to initiate audits and disciplinary actions against individuals perceived as personal or professional threats. In a recent incident, four employees were suspended within two hours, prior to the completion of investigations.

Furthermore, it is important to highlight that, during his tenure as CFO of Mobitel, he approved and issued a company credit card to Mr. Wajira Perera, who was identified as one of his spiritual advisers. This credit card was subsequently misused for gambling activities at Bally's Casino, resulting in losses of approximately LKR 35 million. Following the incident, Mr. Perera reportedly fled to Dubai after committing the fraud. This matter reflects a serious lapse in oversight and control, as the incident arose directly from the CFO's failure to adequately monitor and regulate transactions made using the company credit card.

There is a strong perception that weak governance during Mr. Geegange's tenure as CFO and COO has allowed fraud, misconduct, and financial losses to occur. A recent example includes LKR 2 million fine imposed by the Central Bank of Sri Lanka due to management negligence.

5. Workplace harassment and intimidation

On 1 January, two employees including a well-known YouTuber employed by Mobitel were reportedly questioned by HR for eating Kiri bath during a company event while the COO was delivering a speech that many attendees could not hear due to technical issues.

Subsequently, it is alleged that Mr. Geegange verbally abused Senior Manager Mr. Madura Hewage, including making offensive remarks about his family, based on CCTV footage showing a team member eating breakfast. HR and administration teams reportedly reviewed CCTV footage extensively to identify employees, and there are widespread fears that such incidents will be used to penalize staff during future promotion cycles.

Despite a formal written complaint submitted by Mr. Hewage to the GM – HR, no action has reportedly been taken even after 25 days, further eroding employee confidence in HR independence.

Taken together, these matters raise serious concerns regarding leadership conduct, misuse of authority, ethical judgment, and the creation of a toxic work environment. Many employees firmly believe that Mr. Geegange lacks the leadership capability and judgment required to lead an organization of over 1,200 employees that plays a critical role in Sri Lanka's digital economy.

We respectfully urge the Board to initiate an independent, transparent investigation into these matters at the earliest opportunity in order to protect the organization, its employees, and its reputation.

We trust that you will give this matter your urgent attention.

Yours sincerely,

Concerned Employees of Mobitel

Copy:

H.E Anura Kumara Dissanayake – President of Democratic Socialist Republic of Sri Lanka and the Minister of Digital Economy

Hon. Eranga Weeraratne – Deputy Minister of Digital Economy

Mr. Sajith Premadasa - Opposition leader

Mr. Namal Rajapaksa – Member of Parliament

Dr. Nandika Sanath Kumaranayake – Secretary to the President

Mr. Waruna Sri Dhanapala – Acting Secretary, Ministry of Digital Economy

Mr. Ranga Dissanayake - Director General Bribery commission

Board of Directors – SLT

Board of Directors – Mobitel

Mr. Muditha Nanayakkara

Mr. Rasheed Riyaz – CEO, SLTMobitel Group

Mr. Imantha Wijekoon – COO SLT

Mr. Sudharshana Geenani – COO Mobitel

Mr. Lakmal Jayasinghe – CBO SLT

Mr. Rohana Ellawala – Acting CMO SLTMobitel

Mr. Jeewapadma Sandagomi – Chief officer Supply chain management

Mr. Viresh Dassanayake – Deputy chief officer wireless Network

Mr. Isuru Dissanayaka – SGM Marketing

Mr. Yarthav Mathiapparanam – GM Product Marketing

Mr. Sagath Abeysinghe – GM consumer sales and Distribution

Mr. Charaka perera – GM customer Retention and Loyalty

Mrs.Rikaza Faiz – GM Human resource