

# LAWLESS PENGASSAN: ITS LIES AND TERROR TACTICS

The Petroleum and Natural Gas Senior Staff Association of Nigeria ("PENGASSAN" or "Association"), in continuation of its lawless acts and sabotage against Nigeria and its people, sent out a Release to "all" its "members" last night, 27 September 2025 and directed, amongst others, that "all PENGASSAN members working across field locations are to withdraw services effective 06.00hrs on Sunday, 28<sup>th</sup> of September 2025"; "all PENGASSAN members across all offices, companies, institutions, and agencies should withdraw all services effective 00:01 on Monday, 29<sup>th</sup> of September 2025"; "all processes that involve gas and crude supply to Dangote Refinery should be let off effectively (sic) immediately"; and "all IOC branches must ramp down gas production and supply to Dangote Refinery and petrochemicals". PENGASSAN has, by this Release affirmed its decision to unleash the terror which we forewarned in our release of 27 September 2025, on the Nigerian State and all Nigerians. It has directed its members across the Nigerian State not to enable howsoever the production and supply by Dangote Refinery of those basic petroleum products which Nigerians and businesses across the country need for their daily sustenance and living such as but not limited to kerosene, petrol, diesel, cooking gas and aviation fuel. In the process, it cares little if at all about the unbearable hardship and terror it would thereby inflict on all Nigerians, including but not limited to the provision of essential services in our hospitals and medical facilities, schools (nursery and right up to tertiary and research institutions), emergency services, communications facilities, transportation systems, etc.

And why is the Association embarking on this act of terror? It claims in its Release "that Dangote Refinery" has taken a "unilateral action to sack over 800 members of our Association for joining PENGASSAN"; "that Dangote Refinery" enslaves "Nigerian workers" and sacked "all Nigerians working in the refinery and" hired "over 2,000 Indians"; and that the jobs of "over 800" presumably Nigerian staff in Dangote Refinery "have been given to Indians". These are all lies that have been consistently debunked by Dangote Refinery, including in its recent release of 26 September 2025 which was in response to these same lies that PENGASSAN has been peddling. In that release, we pointed out that "over 3,000 Nigerians continue to work actively in our Petroleum Refinery" and that "we continue to recruit Nigerian talent through our various graduate trainee programs and experienced hire recruitment process". PENGASSAN has not joined issues with us on these factual assertions; rather it continues to peddle the falsehood that Dangote Refinery has sacked "all Nigerians working in the refinery and" presumably hired "over 2,000 Indians" to replace them. That is complete falsehood. We also stated in the release that there is an "on-going reorganization within" the Dangote Refinery which has resulted in the discharge of "a very small number of staff" and that the "exercise is not arbitrary" but is being carried out "in the best interest of the Refinery".

These facts have not been rebutted by PENGASSAN neither has its oligarchs attempted to meet with Dangote Refinery to verify the truth. Rather it continues to peddle the falsehood that we have sacked "over 800 members" of PENGASSAN "for joining PENGASSAN". Assuming that was a fact, which it is not, would that justify the terror and guerrilla tactics that the Association is now unleashing on Nigerians? Would that justify holding over 230 million Nigerians to ransom by cutting off their essential supplies of petroleum products – kerosene, cooking gas, petrol, diesel, aviation fuel, amongst others? Would that justify threatening the lives of persons, including infants and aged persons, who need the petroleum products and attendant necessities for their life-support systems in the hospitals, in care homes, etc. Would that justify the bully tactics of putting the livelihoods of Nigerian workers – the very people that PENGASSAN falsely professes to represent – and their extended dependents, at risk? And when we talk about Nigerian workers whose livelihoods are at risk, this goes well beyond the workers of Dangote Refinery and encompasses all Nigerian workers, including all the PENGASSAN members "across all offices, companies, institutions, and agencies" who are being commanded by the Association's fiat, to down tools simply because the oligarchs within the Association believe it is fanciful to cut their noses to spite Dangote Refinery.

This is a bully tactic that the Nigerian State and people must not succumb to or allow. As the Association rightly pointed out in its Release, "no man or company" – and we must add, or Association, be it PENGASSAN or any other – "no matter how highly placed" or entrenched, "is above the law and cannot be called to order by the national institutions". The oligarchs in PENGASSAN have proved themselves to be terrorists and have turned the Association into a bully organization. It is time they be called to order. Indeed, over time, the Association has consistently proved itself as serving interests other than those of Nigerians and Nigerian workers, and a few illustrative examples would suffice:

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- I. When in 2007 the Federal Government sold its moribund refineries in Port Harcourt and Kaduna to Blue Star Consortium led by Dangote Group at US\$750million, it was this same bully Association, PENGASSAN and its co-travelers one of whom is the Nigeria Union of Petroleum and Natural Gas Workers ("NUPENG") that vociferously sabotaged the process. It is now obvious to everyone that the FGN's decision at the time was the right one and that PENGASSAN and NUPENG ignominiously wrote their names on the wrong pages of history. (See Annexures 1 and 2)
- II. More recently, PENGASSAN with its co-travelers loudly celebrated the purported rehabilitation of the Port Harcourt Refinery. Nigerians now know that the purported rehabilitation was a ruse and that PENGASSAN was knowingly celebrating a scam on Nigerians. PENGASSAN has also been in the forefront of opposing the amendment of the Petroleum Industry Act, 2021 in a manner that would allow the Federal Government to restructure the equity holdings of some of its upstream Joint Venture assets and thereby provide much-needed liquidity for the Government while injecting private-sector funding and expertise for the management of the assets. This is reminiscent of the inglorious role of the same PENGASSAN and its allies in aborting the sale of the Port Harcourt and Kaduna refineries in 2007.
- III. Apart from feeding the lavish lifestyles of the Association's oligarchs, what has PENGASSAN been doing with the monthly check-off dues and subscriptions of its members which runs into billions of Naira? Dangote Refinery, within its short lifespan, has lived up to its social corporate responsibilities by, amongst others, building roads, training Nigerian workers and providing working and enabling environments that compare with the best in the oil and gas sector – and this is apart from having a compensation structure that compares with and outdistances the best in the Nigerian oil and gas industry contrary to the false assertion by PENGASSAN that Dangote Refinery enslaves "Nigerian workers". We perhaps should mention that the Dangote Group is the highest employer of labor in Nigeria and the highest contributor to the tax revenues of Nigeria and its sub-nationals. What comparable social responsibility has PENGASSAN, with its billions of Naira in monthly check-off dues and subscriptions, lived up to? Can it publish publicly its account for the last 10 years and list out its corporate responsibility activities within that timeframe?

We call on the Federal Government and its agencies, as well as all Nigerians, to stare down PENGASSAN and put a stop to the machinations and blackmail tactics of its oligarchs and sponsors. Assuming that there are Dangote Refinery workers or ex-workers who are affronted by or aggrieved over the organization's decisions, they surely have remedies that they can pursue in accordance with their employment contracts. PENGASSAN should not and must not be allowed to incite those employees or ex-employees neither should it interpose itself between them and Dangote Refinery. PENGASSAN's terrorist tactics must be defeated by the Nigerian people. It is in our interest to so do. PENGASSAN must not be allowed to persist in its bullying tactics against Nigerians. The Nigerian security and law enforcement agencies must provide security for the Nigerian workers in the oil and gas sector – all the facilities, installations and offices – so they can continue to provide their essential services to the Nigerian nation without let or hindrance by or from PENGASSAN and its co-travelers.

Dangote Refinery is a national asset that must be protected by the Nigerian State and its people. It must not be threatened by the PENGASSAN oligarchs and their co-travelers. The threatened action by the Association against Dangote Refinery threatens the economic recovery and energy security of Nigeria. We must not allow the Association and its co-conspirators to sabotage and imperil the economic recovery and energy security of the country. The economic recovery of Nigeria must not be derailed and/or reversed by PENGASSAN. To paraphrase the perverted and abused sayings of the Association, no Association, not even PENGASSAN, "is bigger than our country". "An injury" to Dangote Refinery by PENGASSAN, "is an injury to all". The Association and its allies and confederates must not be allowed to inflict that insufferable injury on Nigerians; they must be called to order by the Nigerian State and its people. PENGASSAN and its cohorts must not be allowed to introduce chaos and mayhem into the Nigerian society. They must not be allowed to threaten the lives of Nigerians – especially but not only the ordinary, vulnerable and helpless ones amongst us.

We conclude by reasserting the opacity and lack of transparency in the operations of PENGASSAN as evident in its failure or inability to publish its audited accounts over the years. Why has the watchdog which the Association and its partner, NUPENG, profess to be, failed these several years to publish their respective audited accounts and be accountable to their members and the Nigerian people? **We challenge both PENGASSAN and NUPENG to publish for the Nigerian public, within 7 (seven) days of this publication, their respective 10 (ten) years audited accounts, failing which they should permanently bury their heads in shame.**

**Signed:**  
**MANAGEMENT**  
**28th September, 2025**



## LAWLESS PENGASSAN: ITS LIES AND TERROR TACTICS

### ANNEX ONE

1



### NUPENG - PENGASSAN

**NUPENG NATIONAL SECRETARIAT:**  
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#### PRESS RELEASE

#### NUPENG AND PENGASSAN REJECTS THE PROPOSED SALES OF STRATEGIC OIL AND GAS JV ASSETS AND AMENDMENT OF THE PETROLEUM INDUSTRY ACT, 2021

##### PART A: PLANNED ASSET SALES

It has come to our knowledge that the Federal Government, led by the Ministry of Petroleum Incorporated (MOPI) and the Ministry of Finance Incorporated (MOFI), has plans to dispose off significant portions of Nigeria's interests in some of our best-performing joint ventures (JVs) by selling NNPC Limited's equity to private entities in the following JVs:

##### 1. Renaissance and Oando JVs:

The plan here is to sell at least 25% out of the 55% equity the NNPC holds on behalf of the Federation in each of the two JVs, leaving Nigerians with just a 30% stake in them.

##### 2. SEPNU JV:

There is a plan by MOPI and MOFI to sell off 35% or more of the Federation's 60% equity in the NNPC/SEPNU JV. This will leave NNPC with only a 25% equity stake in the JV. These transactions amount to the disposal of strategic National Assets to a few well-connected private entities at the expense of Nigeria's economic future.

##### WHY WE ARE ALARMED

- Potential bankruptcy of NNPC Limited:** Once these Assets are disposed, there will be a huge strain on the finances of NNPC Limited as it will not be able to meet its financial obligations to its social partners including the employee and indeed our members.
- Weakening of energy security and strategic control:** Handing decisive control to a few private interests weakens our sovereign ability to plan, stabilize supply, and respond to economic shocks, bearing in mind that the upstream remains the backbone of Nigeria's economy.
- Loss of National Revenue and Forex:** These JVs are among the country's most reliable earners. Shrinking the public stake today shrinks tomorrow's inflows to the Federation, which is selling away Nigeria's assets that have sustained us since the discovery of crude oil in Nigeria. Furthermore, the taxes and dividends accruable to the federation will shrink drastically.
- Threat to jobs, skills, and local content:** Hasty divestment endangers employment, skills transfer, and host-community obligations built under public-interest stewardship.
- Contrary to the spirit of the PIA and policy stability:** The PIA aimed to strengthen NNPC for Nigerians, not stripping national holdings. In addition, these abrupt sell-offs signal instability that deters quality investment.

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### NUPENG - PENGASSAN



- Loss of National voice in JV governance:** Reduced public equity means a weaker say on field development, local content targeted, decommissioning, and community projects. This is tantamount to taking Nigerians' power to manage their resources from them.
- Irreversibility and dangerous precedent:** Once the crown jewels are sold, they are difficult and costly to recover, setting a precedent for further disposals and undermining intergenerational equity.

##### OUR DEMAND

NUPENG and PENGASSAN considers this plan unacceptable, as it would mortgage Nigeria's future. Selling down the public's share in high-performing JVs in a hurry is the economic equivalent of selling seed corn to pay today's bills. It mortgages our future and the future of generation yet unborn.

We respectfully call on you to use your good office to halt every activity aimed at disposing off these assets belonging to Nigerians. They must not be traded away behind closed doors for the benefit of a few.

##### PART B: PROPOSED AMENDMENT TO PIA

It has come to our knowledge that there is an ongoing plan by the Federal Government, led by the Federal Ministry of Finance to amend/remove certain provisions of the Petroleum Industry

Act 2021. The proposed amendments are being packaged to be presented to the National

Assembly as an Executive Bill.

After a careful review of the proposed amendments, it became obvious to us that the Proposed

Amendments are designed to kill NNPC Limited and its objectives as enshrined in the Act.

Hence, the main essence of NNPC Limited will be lost, and this will have grave negative impacts on the entire oil and gas industry.

##### Here are some of the highlighted sections of the PIA proposed for amendment:

1. Section 8: Commercial regulatory functions of NUPRC - The amendment in section 8 is designed to take away the commercial functions of NNPC Limited and give them to NUPRC.

This will now make NUPRC both a player and a referee at the same time. This amendment implies that the Commission (NUPRC) will regulate itself and simultaneously bid for and award concession rights to itself.

2. Section 9: Functions of the Commission for Frontier Basins - The amendment in section 9 reduces the frontier exploration funding to 5% and ties the frontier exploration funding to the government budgetary process. This will threaten long-term exploration, which is aimed at unlocking new reserves critical to increasing reserve-to-production ratios and guaranteeing energy security.

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### NUPENG - PENGASSAN



#### 3. Section 53: Formation and ownership of the Nigerian National Petroleum Company (NNPC Limited) -

Two significant amendments here:

i. Removal of Ministry of Petroleum Incorporated (MOPI) as a shareholder of NNPC Limited, as recognised under the PIA, to reflect the petroleum ministry's custodial and policy role in the sector.

ii. NNPC Limited to pay One Million USD annually as fees to the Ministry of Finance Incorporated. This conflicts with the Company Law Principles (Section 426 of CAMA). Shareholders are only entitled to dividends and not fees.

4. Section 63: Responsibilities of the Board of NNPC Limited - The Ministry of Finance proposes to take up the responsibilities of the Board of NNPC Limited. By the amendment, the Ministry of Finance will now be responsible for setting the strategic direction, objectives, budget and performance targets for the NNPC instead of the Board of NNPC Limited. This will destroy the independence of the board, reduce NNPC's ability to compete commercially and undermine long-term planning. NNPC is an energy company and not a financial institution. Therefore, MOFI is technically deficient in carrying out such strategic function.

5. Section 64: The proposed amendments is to change/delete all the objectives of NNPC Limited. This generally reduces the commercial viability of NNPC, thus weakening its ability to effectively discharge its commercial role and deal with obligations and liabilities transferred to NNPC Limited by the Act.

6. Section 85: This seeks to replace NNPC Limited with NUPRC in exercising the right of the government to participate through a joint venture in a concession agreement for exploration, development and production of petroleum as enshrined in the current PIA. This proposed amendment is an aberration to global best practice, which gives NOCs the right to represent and manage their government interests in JV agreements.

7. Seventh Schedule: Paragraph 14 of Part IV (Supplemental) - The proposed amendment stipulates that the Contractor Parties of all subsisting and future Production Sharing Contracts and Risk Service Contracts shall directly pay in kind or the cash value of the royalty oil and tax oil to the Federation Account. This proposition will not work because Payment of royalty & tax oil in kind directly to the Federation Account is impracticable without a commercial entity (NNPC) to lift and commercialise the oil on behalf of the federation. Secondly, taxes on deepwater PSC under the PIA are based on the Companies Income Tax Act (CITA), and there is no provision for CITA Tax Oil.

8. Eight Schedule: The Principal Act is amended by deleting the Eight Schedule to the Act; and deleting all references made to the Eight Schedule in the Principal Act. Removing the Ministry of Petroleum Incorporated as a shareholder and creating a single shareholder scenario for an institution such as NNPC will reduce checks and balances, sideline technical petroleum sector representation in decision making, increase political and financial centralisation under MOFI, and negatively affect NNPC's strategic alignment and investor confidence. It is worth recalling that the purpose of making NNPC a commercial entity, subject to the provisions of CAMA, as outlined in the PIA 2021, was to remove all regulatory roles from NNPC, enabling it to maximize value for Nigeria's oil industry by attracting foreign investment in the upstream through transparency, global best practices, and effective corporate governance. NNPC, therefore, was designed to be a profit-

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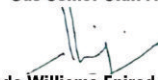
### NUPENG - PENGASSAN

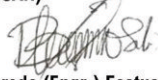


driven national champion, similar to Saudi Aramco and Petrobras, raising capital globally, competing fairly, and paying dividends to the Government of the Nigerian Federation. To this extent, these proposed amendments are ill-conceived and self-serving, as they will reverse NNPC Ltd.'s journey to globalization. The amendment will take NNPC back to the years when it could not be a global player due to opaqueness, excessive government and political interference, and instability, which made it difficult to attract and retain long-term investments.

**NUPENG AND PENGASSAN therefore call on the President, His Excellency Bola Ahmed Tinubu, the Ministers of the relevant Ministry and all shareholders, to allow the implementation of the PIA in its current state. Amendment can come after verified evidence of defect in the course of implementation over time, to give investors an assurance of legislative structural stability.**

For: **Nigeria Union of Petroleum and Natural Gas Workers (NUPENG); and Petroleum and Natural Gas Senior Staff Association of Nigeria (PENGASSAN)**

  
**Comrade Williams Eniredonana Akporeha**  
President - NUPENG

  
**Comrade (Engr.) Festus Osifo**  
President - PENGASSAN

  
**Comrade Afolabi Olawale**  
General Secretary - NUPENG

  
**Comrade Lumumba Ighotemu Okugbawa** MNIM, FCIMC  
General Secretary - PENGASSAN



## LAWLESS PENGASSAN: ITS LIES AND TERROR TACTICS

### ANNEX TWO

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HOME BREAKING GLOBAL AFRICA BUSINESS POLITICS ENTERTAINMENT

06:25, 4th Dec, 2024 BY EMMANUEL ADDEH

### PENGASSAN Confirms Port Harcourt Refinery Operational Amid Controversy Over Missing Reformer Unit

AFRICA

PENGASSAN has confirmed Port Harcourt refinery operational but lacks reformer unit crucial for direct petrol production, resorting to blending processes.



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The Petroleum and Natural Gas Senior Staff Association of Nigeria (PENGASSAN) has added its voice to the controversy surrounding the functionality of the 60,000 bpd old Port Harcourt refinery, confirming that the facility is functional, but currently lacks the reformer unit critical to production of petrol.

Speaking on Arise Television, President of PENGASSAN, Festus Osifo, said the refinery had indeed commenced operation in full, but admitted that it is currently blending petrol, which he said is not peculiar to Nigeria.

“Really, from our checks, the Port Harcourt refinery is actually working. But let me explain this. In petroleum products production, you take the crude and you pass the crude into what they call the CDU (Crude Distillation Unit).

“So, it is actually that unit that is going to bring different products. That unit today, as we speak, is working. When you pass the crude into CDU, it is going to give you what we call Kerosene (DPK), it is going to give you what we call ATK (Aviation fuel), and it's going to give you AGO (Diesel).

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“It's also going to give you naphtha. That is that distillation unit. That unit is working. What that means is that when you pass crude into that unit, you will have these products, but the old Port Harcourt refinery was not designed to produce aviation fuel.

“So, you are going to have these three principal products: Naphtha, AGO, as well as the DPK. So normally, that Naphtha, you are going to pass it to this unit called the Reformer Unit. As we speak today, that reformer unit is not actually working. We must disclose this to Nigerians.

“What is now happening at the moment is that you are going to take that Naphtha and merge it with Crack-C5. It will now be blended with Naphtha, and some other processes take place, and now it gives us PMS (petrol)

“What Nigerians should be interested in today is that is the Port Harcourt refinery producing AGO? The answer is yes. Is the old Port Harcourt refinery producing kerosene? The answer is yes. Is it producing PMS today? The answer is yes.

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“We should reduce the concentration on what the processes are, but look at the products that come out. There is no refinery in the world that has a CDU that produces PMS in a single tranche. No one produces PMS, even Dangote Refinery.

“Their CDU doesn't just produce PMS. But there is a product that comes out that is close to PMS. The requirement and the specification – what we call the Octane number in PMS – is very high. You have to produce it to spec or it damages vehicles. That Naphtha is further treated, and treating that Naphtha using the Crack-C5 from Indorama is what they now call blending.

“But in all honesty, the refinery is working, and these products are all there and coming out,” he stated during the interview.

Emmanuel Addeh