

SUSTAINABILITY ISSUES, INCLUDING GENDER ANALYSIS

- a. Africa Prudential is a financial services group providing bespoke financial advisory services to clients along the financial services value chain (the “**Company**”). Our lines of business include Investment Banking, Asset Management, Securities Trading, Trusteeship, Wealth Management and Consumer Finance. Our clientele ranges from national and subnational governments to large and small/medium-sized enterprises, High Net Worth Individuals and others.
- b. We operate out of our headquarters in Lagos, Nigeria and we also have some presence in the Southern, Northern and Western parts of Nigeria, in Port Harcourt, Abuja and Ibadan respectively. Beyond the shores of Nigeria, we have some presence in Africa. We recently incorporated a Ghanaian entity and procured a licence to operate our businesses in Ghana. Our Sustainability Statement covers all our business entities across our various locations.

Governance

- a. We are committed to high corporate governance standards and our governance framework is fit for a company of our size, sector and our overall strategic aspirations. We have a highly effective Board constituted by individuals with integrity and who are highly knowledgeable and experienced in our business areas. The roles and responsibilities of the Board and the Committees of the Board are clearly defined and revised periodically. The Board undergoes an annual Board evaluation exercise to ensure that its activities are run in line with global best practices and local regulations and guidelines on Governance including the Securities and Exchange Commission Code of Corporate Governance for Public Companies and the Nigerian Code of Corporate Governance issued by the Financial Reporting Council of Nigeria.
- b. There is also a proper Delegation of Authority framework for the executive management team who all have clearly set out roles and responsibilities which are regularly reviewed to ensure that those responsibilities reflect the business aspirations at every point in time and the current economic terrain.

- c. We have a set of policies which regulate corporate conduct, which are closely monitored to ensure compliance. Some of our policies include the Whistleblowing Policy, Gift Policy, Code of Conduct, amongst others. These policies are reviewed periodically in line with business exigencies and to ensure they remain relevant to guide conduct within the organization.
- d. We also have an effective Risk Management and Internal Control framework in place to ensure that all corporate actions are within the approved Risk Management Policy. There are also controls in place to ensure that the policies are complied with at all times.

Economic

- a. Economic growth and development are at the core of our operations, at both organizational and stakeholder levels. Whilst we intend to ensure that we return maximum value to our shareholders by constantly increasing profit and ultimately the returns to our shareholders, we are also aware of our responsibility to our clients for economic growth. This is evident in our dedication to financial inclusion and literacy, AML/CFT risk management, data privacy, etc.
- b. As an organization, we are very much aware of the key role we play in financial inclusion. As part of our evolving corporate strategy, there has been an increasing focus on the mass retail, underserved segment of the economy. This has been at the centre of our product development initiatives as well as our marketing activities. Our InvestNow platform, which is an integrated, one-stop shop for financial services products also helps ensure that we provide investment services to a large number of people, beyond the four walls of our organization.
- c. Closely linked to financial inclusion is financial literacy. Our financial literacy initiatives are implemented through different means including investment clinics which we hold across the regions for people working in corporate organizations, associations and so on. Financial literacy is also driven on a daily basis through digital channels, including our social media channels. Beyond the digital space, we also hold investment clinics in local markets across the regions.

Social

We are well aware of our social responsibility to our people and the community at large. Our recruitment, training and general people strategy were carefully curated and implemented with this in mind. Diversity is at the core of our business and we are constantly working on increasing the level of diversity in the Company at all levels. We are an equal opportunity employer and do not discriminate against people based on status, disability, gender, tribe or religion. Our gender diversity is evident in the constitution of our management team. 50% of our four core businesses are run by women just as other key management positions in the Company are currently occupied by women.

Environmental

As environmental sustainability becomes prevalent on the global scene, the need for corporate players to do their part in inculcating environmentally sustainable products and practices cannot be over-emphasized. As part of our evolving sustainability strategy, we increasingly seek companies looking to finance clean energy projects which do little or no harm to the environment. We are also in talks with various Development Finance Institutions on projects which have a positive impact on the environment.

Conclusion

Our approach has always been that of responsibility and integrity in dealing with our different stakeholder groups' right from shareholders to employees, regulators, clients, vendors and even competitors. We believe in creating value for the long term as the benefits of long-term thinking far outweigh any short-term inconvenience. This is our approach to key areas of our operations including product development, employee engagement and general engagement with stakeholders.