

6TH EDITION

MARCH 2022

HOT

**TRANSFAM'S 2ND
ANNIVERSARY**

**AN ICON
AT 60**

**CELEBRATING
3 YEARS OF
EXCEPTIONAL
LEADERSHIP.**

**"YOUR SUPPORT
SYSTEM IS
CRITICAL TO
YOUR SUCCESS."**

DUPE OLUSOLA

**"YOU MUST
UNDERSTAND
SERVITUDE
IN LEADERSHIP."**

OWEN OMOGIAFO

H&er

Editor's Note

It's with great pleasure that we present to you the latest edition of our quarterly Humans of Transcorp Magazine titled Hearts & Her. It touches on relevant topics such as love, friendships, challenges women face in the workplace, the impact of the 'japa' wave and many more, all in easy to read articles and pieces.

Every article within was carefully written with emphasis on shared lessons and experiences relevant to our personal lives, building strong working relationships, and being a better colleague. The last 3 months have been very eventful. We are very excited to share in pictures, a glimpse into the HOT universe.

I'd like to take the opportunity to appreciate all our contributors and talented colleagues from across the group for dedicating the time to sharing, insightful and entertaining content covering a variety of perspectives and experiences.

We hope you enjoy reading.

Sincerely,

Deshola Shittu
Editor-in-Chief



Editor & Content Director
Nneka Onita



Art & Creative Director
Damilola Alade



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Transcorp

Improving lives, Transforming Africa one investment at a time

At Transcorp Group we are committed to accelerating progress and creating sustainable impact through our strategic investments in hospitality, power, and energy.

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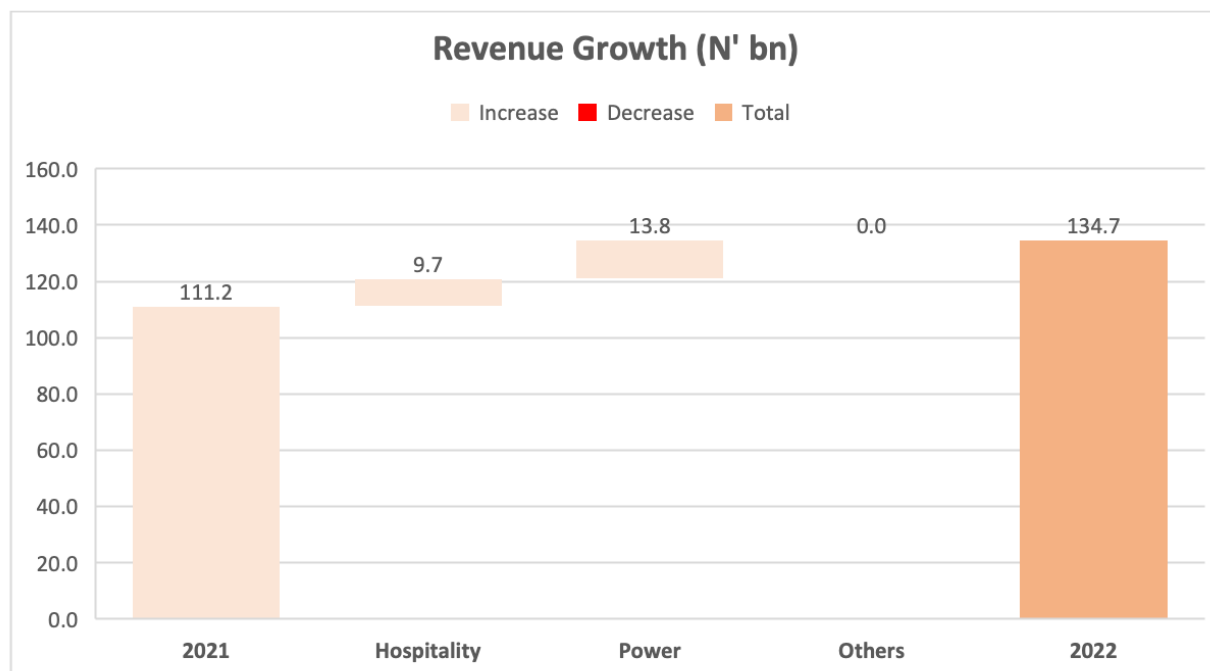


Transcorp Group Financial Highlights.



Joseph Adegunwa
Transcorp Group

We enjoyed a solid performance amidst a challenging macroeconomic environment. This reinforced our financial strength, with significant growth recorded in our operating entities during 2022. Our revenue grew by 21% year-on-year (YOY) to ₦134.7bn, total assets by 6% to ₦442.7bn, Shareholder's fund by 6% to ₦154.8bn, and profit before tax by 8% to ₦30.3bn. The Group EBITDA grew from ₦45.2bn in 2021 to ₦53.7bn in 2022, showing a consistent improvement in operations within the Group. The Group EBITDA margin was 40% in 2022. The Group and Company had a solid full-year cash flow generation leading to cash flow from operating activities of ₦40.6bn and ₦8.2bn, respectively.



This performance was driven by improvement in our Hospitality and Power Businesses. Transcorp Hotel Plc had a 45% increase in Revenue to ₦31.4bn and a 172% increase in PBT to ₦4.5bn. Occupancy rate averaged 78%, ADR and RevPAR were ₦102,501 and ₦80,323 during the year. For Transcorp Power Limited, Revenue grew by 21% due primarily to an increase in average generation from 316MW to 377MW in 2022.

S/N	ITEM	AMOUNT	GROWTH
1	Revenue	₦134.7bn	21%
2	Total Assets	₦442.7bn	6%
3	EBITDA	₦53.5bn	19%
4	Profit before tax	₦30.3bn	8%
5	Dividend	₦2bn	150%

Total assets increased by 6% from ₦ 416.0 billion in 2021 FY to ₦ 442.7 billion in 2022 FY due to the increase in Inventories (+21%), Prepayments (+136%), and Trade and Other Receivables (+22%) which cushioned the effect of the decline in Cash and Cash Equivalents (-34%).

Total liabilities increased by 7% from ₦ 269.7 billion in 2021 FY to ₦ 287.9 billion in 2022 FY. This was largely attributable to a 2% decline in borrowings trade payables increase of 8%. Shareholders Fund: ₦ 154.8 billion, a 6% year-on-year increase relative to FY 2021's value at ₦ 146.3 billion due to profitability.

Our business model remains robust thanks to the prudent and flexible approach we have taken across our operations. We focus on efficiency, cost leadership, and meeting market demand to consistently deliver profitability and value to all our shareholders.

A NOTE FROM VINCENT

Vincent Ozoude
MD/CEO Transafam Power Limited



CELEBRATING TRANSAFAM'S 2ND ANNIVERSARY

Before



After



On March 10th, 2023, we celebrated the second anniversary of the operational takeover of the Afam Power Asset by Transafam Power Limited. Two years ago, we started this journey with a vision to revitalize and restore the Afam Power Plant to its full potential and power the lives of millions of Nigerians. We can proudly say that we have made remarkable progress toward achieving that vision. When we took over the Afam Power Plant operations, it was generating just 48MW out of 966MW installed capacity. We increased production to 120 MW generation within the first two months of our takeover.

As we look back on the past two years, we have overcome several challenges and accomplished many milestones as a team. We have expanded our team, built new partnerships, and rehabilitated the 138MW rated Afam 5 GT 20 Gas Turbine power-generating unit which had been out of service for over 15 years prior to our takeover in 2021.

The hard work, dedication, and commitment of the Transafam team have helped us build a strong foundation for our company's growth. The rehabilitated Afam 5 GT unit 20 which has been successfully commissioned and synchronized to the national grid, brings an additional 138MW to the national grid, able to power up to 100,000 homes in a year. We can proudly say that this rehabilitation was achieved using a combination of our in-house resources and other local technical support, with about 20% of foreign expert support.

In this 2-year period, we have also achieved:

- 720 days of no loss time to injury since the operational takeover in March 2021.
- Executed MOU with the host community Okoloma Ndoki within 5 months post takeover of operations.
- We concluded Post acquisition liability issues with NELMCO/BPE In October 2021.
- 4 months post-acquisition we recovered 12 units of dilapidated housing at Camps A & B, uplifted and equipped the Cottage hospital with improved hospital equipment and infrastructure.

We recovered through in-house efforts the GT13 Generator rotor/field from the poorly preserved state after over 30yrs of non-operation of the GT13 BBC Gas Turbine achieving a \$4M

cost savings for a new rotor.

We successfully swapped the GT17 Generator rotor with GT13 and returned the GT17 unit back to the grid improving the output from declining 25 MW back to 50MW capacity (\$2M cost savings in services) and revenue reassurance.

- In February 2022, we received National Environmental Standard & Regulatory Enforcement Agency (NESREA) Certification for Afam Power Plant.
- In November 2021 we successfully executed GT19/GT20 generator swap, to fast-track the return to service timeline.
- In January 2022 we completed GT19 Generator rehabilitation which currently serves in GT20 following the Generator swap done.
- We completed 330KV Back feed power restoration from Afam 5 switchyard on 2nd July 2022 after 15yrs out of service and safely reenergized our Afam 5 Auxiliaries.
- We achieved Afam 5 GT20 138 MW Full Speed No Load (FSPNL) on August 27th 2022. The unit was successfully synchronized to the National grid on 3rd September 2022 and achieved commercial operation on 20th September 2022.

Despite these milestones, we know that our work is not done yet. We still have a long way to go to reach our full potential. We must continue to innovate, push the boundaries, and deliver value to our stakeholders. We must keep our focus on our core values of excellence, enterprise, and execution.

As we move forward, we must remain committed to our vision and our goals. We must work together as a team to overcome any obstacles that come our way. We must stay passionate and dedicated to our work, and always remember the impact that we are making on the world.

I want to take this opportunity to thank each and every one of you for your hard work and commitment to Transafam Power. Your contributions have been invaluable, and I am confident that together, we can achieve anything we set our minds to.

Let's celebrate this milestone with pride, and with the knowledge that we have a bright future ahead of us. **"One Team, One Goal"**



Illuminating the Essence of your Life

Power is the lifeline of every economy and at Transafam Power we are devoted to delivering cutting-edge power generation solutions that prioritize efficiency and environmental sustainability, to transform the lives of millions of Nigerians. We illuminate the very essence of your life bringing warmth and hope into every corner of your world.



Owen Omogiafo

President/GCEO - Transcorp Group

On March 25th, 2020, Owen Omogiafo was appointed as President of Transcorp Group, making her the first woman to hold this esteemed position. This month marks three years since her appointment and in this period, she has led our group through both triumphs and challenges, spearheaded new initiatives and innovations, and played an integral role in shaping the culture and success of our organization. In this interview, we take a closer look at her experiences over the past three years, the lessons learned, and gain valuable insights into her leadership style.

What are the top 3 things you've learned in your 3 years as President of Transcorp?

- As President/Group CEO of Transcorp, I have the unique position of being the CEO of CEOs. So, you must learn new managerial skills of understanding that you are leading leaders. You are leading people that are also leading their companies, so you must change your leadership style and really understand the concept of servitude in leadership.
- I've also learnt that you can't control all the factors of production. If you look at our power business, you can work very hard to ensure that you have the available capacity to generate, but then you will find factors outside of your control. Maybe gas? An issue with the power grid? And that affects you, but you still need to understand how to manage stakeholders and keep them going so that they understand that whatever you are going through right now is just temporary and can be resolved.
- Employees. This is something I have known with my background in HR, but I was able to really put it to test. The concept of having an engaged and highly motivated workforce that leads to unparalleled successes. Employees that buy strongly into the vision. They own the vision, so it doesn't look as if it's a burden or something that has been done to them, but they are a part of the process.
- In the past three years, I'll say that we've done well in communicating the new Transcorp. Although, the new Transcorp is not new, it's been there for some years, the only difference now is that we are telling our story better. We are meeting with the right stakeholders, using the right avenue and ensuring that the right message is out there. Of course, we are seeing the benefit, our stock price has gone up from about 53kobo when we took over in 2020, when I was appointed compared to now, we are currently trading at N1.35kobo. Which is more than double the stock price in 2020.

You're the first female to hold this position, would you say people have been more critical about your performance?

I always joke and say I have two cardinal offences; being female and then being young. I will not say people have been more critical, I'll say people have been more interested in my performance. It's almost like with a younger person in this position, this is what can happen, if you give a woman this opportunity, this is what can happen.

So, there's just been a little bit more interest and not necessarily interest in a negative way because you always have people who are inspired by my appointment and they are like "oh let's see how she's faring".

With that more attention I also feel the weight of oh my God, this is not just about me, it's not just about Owen, I'm representing not just my gender, I'm representing my age group and I also have people who are inspired by, people who look up to me to see how I would do.

Do I feel the weight of I have to deliver? Every single day! I feel it, I feel it, I feel it. I'm conscious of it. I have a background in strategy and human resources and here I am, I'm managing a conglomerate with investments in power, energy, and hospitality but guess what? I love figures and I do have a secondary school background in the sciences which helps a whole lot to be able to do what I am doing today.



What are your most memorable moments in your three years as President of Transcorp?

This is a difficult one because there have been a lot of memorable moments. People think memorable is just about the highs, but the lows can also be memorable. I became Group CEO of Transcorp right at the start of COVID. There was a lot of uncertainty. People were not even sure they were going to be alive the next day and here you are trying to preach to them and keep them inspired.

2020 was a very sad year for us in the hospitality business, we posted a loss of about 10 Billion Naira. Nobody was sure about what the next year would bring. We had tried to keep our staff on at the hotel hospitality businesses, we paid them full salary for a while then moved to half salary, but we quickly realized the pots we were paying from was declining.

Was it better to continue to pay in bits or decide to do a restructuring, where staff receive a lump sum and can retire early. These payments can be put to better use by starting another life than to keep paying from a declining pot and telling stories later on. We had people that had worked 30 years, people we considered family. So that was a memorable moment for me.

Another moment was GT 20 in Afam Power coming back after being out of service for 15 years, and what is also noteworthy is the Afam transaction itself. We executed the Afam transaction in November 2020. We first signed the SSP with the government. We signed the BPE technical agreement, November 26th, 2020, then March 10th, 2021, we effected the actual takeover of the plant.

Fast forward to 2023 we're very happy that GT 20 has brought an additional 138 megawatts to the grid. Even the process via which we recovered this turbine was memorable. Typically a turbine with the issue we had would be sent out of Nigeria, but we insisted we were going to do it here. We built a cleanroom using just 20% of foreign support and 80% local knowledge and we were able to bring back this turbine.

There are also exciting things that have taken place in Ughelli as well, recoveries of the turbines that had been down and I would say perhaps very significantly, our ability to build a highly engaged and motivated workforce has just been so fabulous. When I visit Ughelli or Afam, the way I'm received is heart-warming. Each time I go to Abuja even though I go there more frequently, there's always that joy.

And oh, my goodness, we had over 60 people promoted across Transcorp Group. What more can one say, as a leader than just to give God all the glory.



Dupe Olusola

CEO - Transcorp Hotels Plc

On March 25th, 2020, Dupe Olusola was appointed as MD/CEO of Transcorp Hotels Plc. This month marks three years since her appointment, and under her leadership, we have seen remarkable growth and resilience, even amidst the global crisis that hit the industry hard. In this interview, we explore her experiences and learnings over the past three years and dive deeper into her management approach, her strategic decision-making, and her focus on creating a safe and welcoming environment for guests and staff.

What are the top 3 things you have learned in your 3 years here?

The role of CEO, Transcorp Hotels Plc is truly a phenomenal role, one that has exposed me to so much learning and growth. I often say that what I have learnt in my time as CEO, I honestly could not have paid to learn in any business school. It has been a hands-on, roll your sleeves up and work kind of experience.

I became MD/CEO at the onset of the COVID-19 pandemic which came with numerous challenges including a drastic lockdown on businesses and travel restrictions. We went from 70% occupancy in January 2020 to 5% in March 2020. It was clear that we had to do things differently. The first decision was to stay open and continue to provide accommodation and minimal facilities to some of our guests who decided to stay at the hotel, we very quickly had to also focus on managing our costs and overheads with such minimal operations. Managing our employees and overall manning was also critical. Communication with all our key stakeholders became a top priority same as maintaining hygiene.

We had to make very strategic and tough decisions to save our business. Thankfully, I had a very innovative and resilient team and looking back at our growth and achievements today, I have learnt that nothing indeed, is impossible.

- Strategic decision making and thinking outside the box is important.

Expanding your mindset and thinking what else each time - what more can we do, what more should we do? What more? - this was so important. It forced us to come up with new concepts, new products and our ability to execute made all the difference. We changed the landscape for the hotel and this was very good and rewarding for my team and I.

- Your support system is critical to your success. Be it as an individual, organisation or community, there is only so much we can do on our own but as a team, we can build much more leveraging our unique strengths and contributions towards our collective growth. My move to Abuja was possible because I have a support system at home encouraging me and providing the much-needed support. My time at Transcorp Hotels Plc has been successful because I have the most amazing support from our Humans of Transcorp and HH Group at large. The team really matters and having a team that understands and is committed to achieving the results is everything.
- Finally, a never-ending lesson. Goal setting is a key aspect of business development and as such, should be taken very seriously. At Transcorp Hotels Plc, we continuously seek to grow, develop ourselves and improve upon our strategies to redefine hospitality standards. This is only possible when the goals are set clearly.

Nothing is impossible. We always had stretched targets that initially seemed impossible to achieve but each time, we met and exceeded these aggressive targets.

What is your most memorable moment in your 3 years as MD/CEO?

Wow, there have been so many memorable moments in my 3 years as MD/CEO. Every single day as a Human of Transcorp is memorable, but I will say one of my most memorable moments was the day I was appointed MD/CEO. It was the start of a new journey for me and our team, it was a challenge I accepted wholeheartedly and with an open mind, we forged ahead to build upon the success of my predecessors to redefine hospitality standards. In these three years, we have continued



to innovate, consistently win awards and the hearts of our guests and other stakeholders.

Another memorable moment I cannot go without mentioning is the launch of Aura by Transcorp Hotels. For a whole week, we had the nation focused on domestic tourism and the Aura platform which we were introducing to the world. Having top lifestyle and travel stakeholders, influencers and government bodies present to experience an immersive launch and what we themed #TheAuraExperience was truly phenomenal. Aura has grown tremendously after just two years of launch and I'm proud of what we have done as a team.

Everyday working with all our businesses is memorable for me. No two days are the same. Having such a diverse and inclusive group has allowed me to learn from so many unique individuals and has challenged me to develop myself in all aspects. There's nothing like having such an amazing family at work.

How do you cultivate and maintain a positive company culture?

Our core values are Excellence, Execution and Enterprise. These three Es are the key pillars upon which our organizational culture is built and our culture, simply put, is our way of life. Excellence means the highest level of effectiveness in achieving real results. With enterprise comes innovation, and the only way to execute with excellence is to maintain a high level of integrity that ensures every stakeholder is committed to our common goal.

Our core values have certainly helped us build and maintain a culture of integrity and innovation at Transcorp Hotels Plc., which are some of the important reasons for our continuous growth.

Our core values are woven into our day-to-day lives; our standards of practice, team onboarding, team bonding and support, and induction. Across our businesses Transcorp Hilton Abuja, Transcorp Hotels Calabar and Aura by Transcorp Hotels, we have consciously ensured that the culture is consistent and best suited for our growth. We encourage and foster collaboration to build a well-rounded team and this is not only at Transcorp Hotels Plc, but these guiding principles are shared across the Transcorp Group.

How do you de-stress? What do you love to do outside of work?

Anyone who knows me knows that I am an advocate of working hard and playing even harder. Like my people at Aura by Transcorp Hotels, I love the soft life. When I'm not working, I like to relax, spend time with family and friends, and rejuvenate. A pamper day, visiting new restaurants, lifestyle spaces or a trip to a new and serene place. I love surprising my kids; my team believes I'm good at surprises.



Thriving in a **“Man’s World”**



Damilola Alade
Transcorp Group

Thriving in a male-dominated field as a woman is no easy feat, and as a creative designer, I am all too familiar with the non-belief reaction I get when people hear what I do for a living. It's as if the idea of a woman being a creative designer is so absurd that it's almost laughable. Sometimes it feels like people are saying, "Wait, what?!"

And if by chance, someone does take me seriously, I often find myself facing an uphill battle to prove my worth as a designer. The fact that I'm a woman seems to cloud some people's judgment, making it hard for them to take my skills seriously. But let me tell you, nothing feels better than proving the sceptics wrong. Who doesn't love a good "I told you so"?

It's not just the initial disbelief; being taken genuinely as a creative designer is another challenge. People often assume that men are the only ones who can excel in this field and might only take me seriously once they see my work. I can feel their scepticism and it can be frustrating. But their attitudes change quickly when they finally see what I can do. Suddenly, they're impressed by what I've created, and I can almost see the realisation dawning on them that a woman can be just as talented in this field. It's like watching the lightbulb flick on above their heads. Come on folks! It's the 21st century and we can do anything we set our minds to and do it well.

On one occasion, I went to print a design, and the designer at the printer commented that it needed to be resized and that I would need to pay extra because it takes time to resize. Without missing a beat, I picked up my laptop to get it done; he looked at me and commented, "Are you sure you know what you're

doing?" I resized it in less than five minutes, sent it to him, and I could see his surprised expression when I handed it over.

Another time, my team and I were introduced to a new vice president of the company I worked at, and I was introduced as "the lady who takes care of the banners on the website." He then said, "Oh! That's much work, young lady" He then looked around the room and asked, "So, who does the designs for her to upload?" This initial uncertainty was in the room before my team lead replied, "She does both the designs and the upload." There it was, the look of surprise again. If I'm being honest, it's always bittersweet when this happens, it feels good to be recognized for my talent and hard work, but it should not take that much time for clarity. However, I like to count my wins.

Despite all these challenges, I still love what I do. All these reactions and attitudes are part of what makes me thrive in this world. I use their disbelief, lack of faith, and intimidation to fuel my creativity and push myself to be the best I can be.

As women, we face unique challenges in the workplace, but we mustn't let that stop us from pursuing our dreams. We need to empower ourselves and each other to push past the doubts and stereotypes others may have about us and prove them wrong. We can support each other and celebrate each other's successes, and through our determination and hard work, we can break down the walls of society. The world is our oyster, ladies, and we're ready to take it on with style, grace, and a lot of girl power!

The world is our oyster, ladies, and we're ready to take it on with style, grace, and a lot of girl power!



Game. Set. Match.

Team Williams.



Nneka Onita
Transcorp Group

The Williams sisters, Venus, and Serena are two of the greatest tennis players of all time. Their story is one of triumph, perseverance, and an unwavering commitment to fighting for equality in tennis and beyond. From a young age, Venus and Serena displayed incredible talent and dedication to the sport of tennis. They quickly rose through the ranks and became household names in the tennis world.

On February 25th, 2002, Venus Williams rose to world No. 1, making her the first black woman to be ranked number 1 by the Women's Tennis Association (WTA) in an era described as one of the toughest eras in women's tennis – with more than half of the women in Top 10 being multiple Grand Slam champions. Venus went on to win 24 of her next 28 matches over the next four months, until Serena took over the top spot on July 8th, 2002, becoming the second black woman to be ranked number 1 by the WTA.

In September 2023, Serena Williams transitioned away from tennis with the highest number of grand slams, for both men and women in the open era, winning 23 singles grand slam titles. Steffi Graf, Rafael Nadal and Novak Djokovic currently rank joint second with 22 grand slam titles each and Roger Federer in third position with 20 grand slam titles. Venus and Serena hold 4 gold medals and 14 doubles grand slam titles each, and a combined 30 singles grand slam titles, 8 mixed doubles grand slams and over 120 titles, the Williams Sisters are some of the most decorated tennis players and the most successful sporting siblings in history.

However, their journey to success was not without its challenges. As African American women in a predominantly white sport, Venus and Serena faced discrimination and racism at every turn. They were often subjected to derogatory comments and unfair treatment from fans, opponents, and even some members of the media.

Despite these obstacles, they worked tirelessly to perfect their craft and become the best players they could be and became outspoken advocates for equality, using their platform to raise awareness about the injustices they faced and to fight for change.

Game: The fight for equal prize money at Wimbledon

In 2005, Venus Williams became a vocal advocate for equal pay in tennis. At the time, female tennis players were earning significantly less than their male counterparts, despite playing just as many matches and drawing just as large of crowds.

She wrote an opinion piece for The Times of London in which she argued that women's tennis players should be paid the same as men, and that the tournament's history and prestige were not

diminished by equal pay. She also met with tournament officials to discuss the issue.

Venus's efforts paid off when Wimbledon announced that it would pay men and women equal prize money starting in 2007. Coincidentally, Venus went on to win the women's Wimbledon title in 2007 and 2008, and Serena in 2009 and 2010, making the sisters the first beneficiaries of the change.

Venus's fight for equal prize money continued beyond Wimbledon. She became a strong advocate for equal pay in all sports, and in 2006, she helped establish the WTA Tour's Roadmap to 2009, a strategic plan to help women's tennis players achieve equal pay and opportunities. Venus and Serena also spoke out in support of the US Women's National Soccer Team's fight for equal pay in 2019.

Set: The fight beyond tennis

Serena Williams has spoken out against gender pay inequality beyond tennis, noting that the cycles of poverty, discrimination, and sexism are much harder to break than the record for Grand Slam titles.

In 2014, Serena launched Serena Ventures, a venture capital firm focused on funding startups founded by women, people of colour, and young entrepreneurs. The venture-capital firm focuses on early-stage investments in companies led by women and people of colour, and those that value "individual empowerment" and creativity.

Serena Ventures has been quietly backing companies since 2014 and has already invested in more than 30 companies. In 2022, Serena Ventures raised an inaugural fund of \$111 million with the money coming from family offices and individual investors. 53% of the companies in its investment portfolio are founded by women, 47% have Black founders and 12% have Latino founders.

Match! Team Williams!

The Williams sisters have been trailblazers in the world of tennis, fighting for equality and breaking down barriers for women and people of colour in the sport. Their dedication, unwavering determination, and advocacy for equal pay and opportunities have left an indelible mark on the world of tennis and beyond.

Their legacy continues to inspire generations of young people around the world to pursue their dreams, regardless of gender or race, and to use their platform to make a positive impact on society.

As we celebrate the Williams sisters' achievements, we must take charge, recognizing that the fight for equality is far from over, and we must continue to work towards a more just and inclusive world.

The Williams sisters have been trailblazers in the world of tennis, fighting for equality and breaking down barriers for women and people of colour in the sport.



A Day in the Life **Of an Engineer**



By Annastacia Ogbuju
Transcorp Power Limited



My name is Annastaecia Ogbuju, and I am an electrical engineer at Transcorp Power. My workday begins as early as 7.45 am and the first thing I do is change into my personal protective equipment (PPE).

The day typically starts with a toolbox meeting where we discuss safety measures and maintenance issues. Then, I get down to business with my departmental team to assign duties for the day.

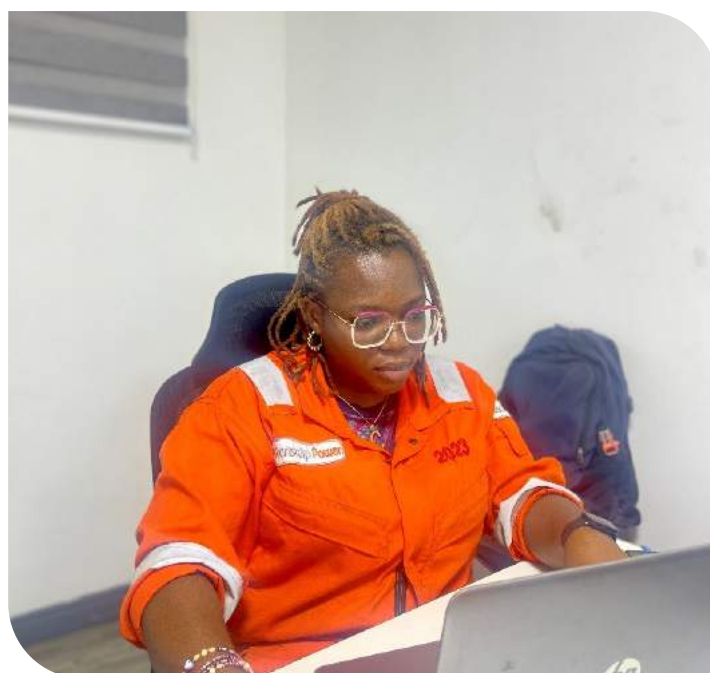
Once that's done, I check my emails and it's time to roll up my sleeves and get my hands dirty in the plant. I close out defects allocated to me and carry out condition-based monitoring of all electrical equipment. This can be

time-consuming, so I usually head to lunch afterward.

When it's time for a break, you can catch me chowing down in the canteen. But, lunchtime is short-lived, and I'm back at it, closing out on pending work and collating data from the condition-based monitoring, and sending reports to the appropriate departments for data trending and analysis.

I take off my PPE and prepare to go home.

All in a day's work, but I wouldn't have it any other way. Being here gives me purpose, and I love every minute of it. So, until tomorrow, Transcorp Power, I'll be back in my PPE, ready to save the day!





Musings and **Ramblings**



Niyi Aderibigbe
Transcorp Hotels Plc

The saying “Books can take you anywhere” is real; I’ve been to Baghdad and Kabul and walked the Sahara Desert in the company of Al-Shabaab fighters. Interesting times!

Christoph von Schmid’s *Basket of Flowers* tells the tale of a girl learning lessons of integrity from her father, and then re-learning them all, in practice, when placed in difficult circumstances. She grows up sheltered and secure in a beautiful cottage with a loving father and learns lessons about humility, purity, and forgiveness under her father’s watchful gaze. There are no books written before 1841 and after with many clear character-building lessons as this one. That’s my opinion!

I also love *Tell Me Your Dreams* by Sidney Sheldon. It’s one of those books that makes me look forward to my time alone, lost in the prints and conjuring images in my head. The saying “Books can take you anywhere” is real; I’ve been to Baghdad and Kabul and walked the Sahara Desert in the company of Al-Shabaab fighters. Interesting times!

I used to read a lot of books and that would be my answer to what I did outside work; not so much these days. Work is almost all I do outside work, and when I read, it’s some book about execution or personal MBA. There’s so much to do and so little time to do them. It’s a

new reality that is making work-life integration a popular term. The lines are blurred and all we do is keep looking for ways to blend both our personal and professional obligations and finding areas of compromise. Tough luck!

Still, I try my best to find time to live. One of the main things I do outside work is spending time with family. I also watch every Manchester United game, including the ones that ended in a drubbing. It fascinates me how one keeps supporting a football club after years of poor performance and watching some rich owners who don’t care about the club take dividends every year without investing in the club. Fandom is amazing. Imagine a business turning loyal customers into fans. It means even on days of 7 - 0 thrashing, they will stand by you. Goals!

So, what do I do for fun outside work? I read sometimes, but most times I spend time with family and watch Manchester United, whether they are beating Barcelona or getting thrashed by Liverpool.



8 AGMs Later,
**And This Moment
Took the Crown**



Irene Nwankwo
Transcorp Hotels Plc

The date was the 21st of April 2022, it was a very special date set aside for the 16th Annual General Meeting of Transcorp Plc. I woke up, excited to meet our shareholders, showcasing our excellent performance, growth, and strong corporate governance indicators for the previous year.

For those who may not know, AGM season is a big deal for publicly listed companies. It is the time between Q1 and Q2 that these companies look to showcase their performance, initiatives, and outlook in their respective Annual Reports. It is the time the shareholder relationship intensifies as they engage you on the management and plans of their company. Besides the formalities, a key element of a Human of Transcorp AGM is the AGM outfits. I have to look smart, and comfortable and represent my brand well.

On this fateful morning I took a look at my carefully selected 'AGM outfit', I smiled, proud to fly my brand colours (bold orange), up and down, here and there. An orange like that is too powerful to be ignored and our impressive performance deserved an outfit to match. With this in mind, I was sure to stand out, to

make a statement, to be the Company's poster child for the day, to... in fact...you can only imagine the thought process behind this outfit.

So, I performed my morning rituals and again smiled as I picked up my brand-new orange trousers, and then my new orange jacket put on my black stiletto heels looked at myself in the mirror, and smiled again. "AGM, here we come".

I got to Transcorp Hilton Abuja, swaggered into the prestigious hotel lobby, making my way to the meeting hall, thinking through my networking game plan and how best to continue to assure stakeholders of the effectiveness of internal control procedures within the Company.

It was time. I had gotten to the Congress Hall of the Transcorp Hilton, I took a deep breath, smiled, and then, just as I pushed open the doors, a colleague of mine walked out of the hall with exactly the same outfit as mine!!! My bold orange trouser suit!

For those who may not know, AGM season is a big deal for publicly listed companies.

Celebrating An Icon At 60

HAPPY
BIRTH
DAY



TONY O. ELUMELU_{CFR}

Our Favourite TOE Quotes

1 "Nations that have prioritised their youths have gone far. Our leaders must create the right environment that attracts our young ones back home, and for those who are at home to remain and prosper."



2 "There are two ingredients of luck, hardwork and passion. The more work you put into something and the more passion you apply, the 'luckier' you will find yourself."



3 "My success - and yes failures- have always driven me to create opportunities for young people. I believe that our young have the talent and zeal to transform our world."



4 "We need to change the stereotype, we need to change the mindset, we need to understand in our boardroom that Africa has opportunities."



5 "Young entrepreneurs and those they inspire are the lifeblood of Africa's rise."



6 "We need to realise that nobody is going to develop Africa except us."





ESG and Sustainability



Chinweugo Nwafor
Transcorp Group

At Transcorp, we believe in the power of each individual making a positive impact.

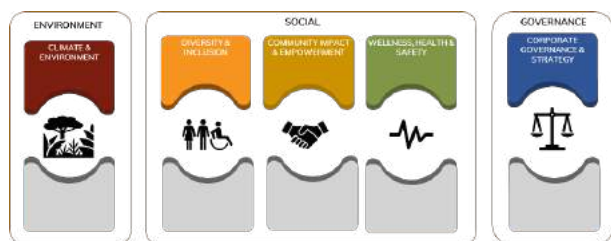
Within the past months, we have had to contend with several questions from various stakeholders on Sustainability and ESG. While some have wondered what ESG stands for, others have asked if it can be interchanged with Sustainability and vice versa. Some others even wondered where CSR comes into the conversation.

ESG as an acronym stands for Environment, Social and Governance. The “E” looks into how the organisation behaves as a guardian to the environment. The “S” reveals how the company maintains connections with its workforce, vendors, customers, and the communities in which it operates, while the “G” on the other hand, is concerned with the board and leadership of a corporation, executive remuneration, risks, audits, internal controls, and shareholder rights.

To be honest, ESG is nothing new from the typical sustainability commitments and actions which Transcorp as a Group has already been involved in over the years. In fact, as employees, we too have probably participated in one or two of these transformative activities, so yes, we are all in this together. However, to make it more relatable, let's just say that ESG is simply a more deliberate attempt to ensure that all financial and non-financial elements are considered as part of our business strategies, policies, and operations to remain viable. Thus, where ESG is considered the Criteria, Sustainability on the other hand is the Outcome/Result.

As a Group, Transcorp recognizes that our impact extends beyond the services and experiences we provide which is why as a responsible corporate citizen we have embraced and maintained a corporate culture that prioritizes ESG principles in all aspects of our strategy and dealings.

Last year, in support of Transcorp's sustainability strategy to Transform our World, we streamlined our strategy to 5 sustainability impact pillars:



Environment:

As part of our efforts to ensure that our business operations do not have an ongoing harmful impact on the environment, we launched the Transfam Environmental Transformation Initiative (TETI). This initiative is aimed at sensitizing on waste management, encouraging the usage of suitable waste disposal techniques and promoting a clean and healthy environment. Our staff participate in the sanitation day exercise with people from the host community through this channel to help sensitize and clean their immediate surroundings.

Social:

Throughout the year, we at Transcorp actively engage with our diverse stakeholder groups including our employees, shareholders, suppliers, communities, customers, and regulators with a strong sense of commitment. Our Stakeholder Engagement approach is designed to be inclusive, strategic, and result-oriented to respond to key topics of greatest

concern and opportunity. We think that cultivating an open communication culture leads to effective decision-making and drives creativity, both of which are essential for achieving operational excellence. In 2022, we launched our new website following the name change from Transnational Corporation of Nigeria Plc to Transnational Corporation Plc to provide a more engaging platform and drive an enhanced stakeholder engagement process.

The Company's position as an equal opportunity employer also guarantees employees the right to be treated fairly without discrimination on the grounds of race, ethnicity, gender, age, disability, education, personalities, religion, or experience. While we've made significant progress in broadening our perspectives, our organization remains committed to maintaining and expanding our diversity. It comes as no surprise that the Transcorp Group was also recognised as one of the leading Diversity Equity and Inclusion Companies in Nigeria.

In the area of Community Impact, CSR which stands for Corporate Social Responsibility also falls within the “Social” element of ESG. Transcorp, through its respective businesses partners with the Tony Elumelu Foundation (TEF), a non-profit organization to extend our reach to more members of the community to achieve our “Social” objectives. The Tony Elumelu Foundation which is a leading champion for entrepreneurship in Africa drives the empowerment of both male and females across the African continent, catalysing economic growth, driving poverty eradication, and ensuring job creation.

Governance:

A key part of effective governance for us in the Transcorp Group is ensuring that our Board has the right mix of background, experience, and diversity of perspectives to support the scope and complexity of our business. We consider these representations among other diversity criteria in our director recruitment process. Succession planning has also been an area of focus for the Board over the past few years. The Board's approach to succession and renewal is to strike a balance between continuity of experience with fresh perspectives. Through this approach of orderly transition, the Board has added complementary competencies and experience while expanding diversity of backgrounds and viewpoints.

At Transcorp, our business principles and practices are designed to foster an innovative and collaborative culture—a culture that is committed to ethical behaviour, accountability, and transparency. The institutionalisation of good corporate culture and ethics through the enforcement of policies along with the tone set by the Board also contributes to our overall performance while safeguarding our reputation. For this reason, we remain steadfast to observing applicable laws and regulations ensuring continued commitment to good governance practices.

Conclusion:

At Transcorp, we believe in the power of each individual making a positive impact, which is why we have chosen to incorporate a culture of innovation and efficiency into all aspects of our operations. As Humans of Transcorp, we must understand that our collective goals and progress can positively impact the lives of people, communities, and the planet, ultimately working to transform the world.

We hope you will join us in this important initiative and make a commitment to sustainability today. Together, we can make a difference.



Importance of Self-love **for a Fulfilling Relationship**



Promise Effiong
Transcorp Hotels Calabar



Ebitimi Bogofanyo
Transcorp Power Limited

An outstanding love doesn't come from two half-fulfilled people coming together to make a whole and complete life, an outstanding love comes from two whole people coming together to share and enhance their already full and beautiful lives.

From good communication to honesty and commitment, there are many factors that go into building a healthy and fulfilling relationship but, there is one factor of a successful relationship that many people still fail to recognize, which is the relationship with oneself.

Having a strong sense of self-love in a relationship is one of the best ways to set yourself up for success, and while you can develop self-love in a relationship, it is important to establish the difference between growing with your partner and relying on your partner to provide a false sense of security.

I have been around people who started relationships on a good note, but over time they let their insecurities take over. You see them losing their sense of self-worth and becoming absorbed into the relationship. They will depend on the partnership for satisfaction, validation, and self-worth. The result was that the positive energy in the space between them got drained, and the needier they became, the more toxic it got.

Unlike narcissism, which is excessive self-absorption and self-interest, loving yourself means having a good understanding of both strengths and weaknesses. Self-love is important because it motivates many of our positive behaviors while reducing harmful behaviors, it empowers us to say no to things that don't work for us, and it's a key component of building self-compassion and self-esteem.

The idea of self-love is simpler than it may seem, this means that you just need to have an appreciation, affinity, and positive regard for yourself. When you have a sense of self-love, you understand your value and treat yourself in a loving way, only then will you have enough love to share.

Promise Effiong

Transcorp Hotels Calabar

The idea of self-love is simpler than it may seem, this means that you just need to have an appreciation, affinity, and positive regard for yourself.

Self-love is who she thinks she is and if you do not know her, you're wrong.

Self-love can never be over-emphasized. Yes, I am going straight to the point, there is no need to cut through the corners.

Self-love is who she thinks she is and if you do not know her, you're wrong.

Self-love is being intentional about your well-being. It's going on a self-awareness journey, identifying areas of your life that need improvement, putting in the work, and embracing yourself through the process. It's a positive journey.

People see you how you see yourself, it's that simple. If you love yourself, it's contagious, it's attractive. You attract the same amount of love you give to yourself.

Self-love is very important in relationships because you cannot give what you do not have. You cannot pour out of an empty cup. Lack of self-love gives way to an avalanche of insecurities and when you go into a relationship with that, you tend to project your insecurities onto your partner. It's a lot of baggage nobody should deal with.

There is this popular saying "You complete me". It's cute on the surface but when you think deeply about it, it projects a lack of self-love. You cannot as a human being depend on another human being to "complete you". You are not a sentence that needs to be completed, not the head of a charger that needs the cord to function no, you are a human being. It's important to know that you must be whole independently before diving into a relationship.

Here are a few tips to note on self-love:

1. Only you can truly make yourself happy. You cannot depend on someone else for your happiness. It is risky, it is careless, and it is unrealistic.
2. Be intentional with yourself. Go on a date with yourself, and romanticize your life. Take care of your body, take care of your mind.
3. Speak positive affirmations over yourself frequently. It works like magic because, over time, you begin to subconsciously believe these affirmations.

Hey brother/sister! You need to love yourself first before getting into any kind of relationship. You will ruin a perfect relationship if you do not have a love for yourself.

Ebitimi Bogofanyo

Transcorp Power Limited



The Silent and Legal War **Against Nigerian Women**



Nneka Onita
Transcorp Group

Child marriage is prohibited but it's all Vibes and Insha Allah

Empowering women with equal rights and opportunities is integral to our country's economic and social development. However, women have been subjected to discriminatory laws that have resulted in a significant gender gap in various aspects of life.

Highlighted below are some anti-women laws you probably didn't know about.

Married women are restricted from joining the Police force and pregnant policewomen may be fired:

Under Section 127 of the Police Act, married women are prevented from seeking enlistment in the Nigerian Police Force. Section 127 also provides that when an unmarried policewoman is pregnant, she would be discharged from the police force. She can only be reinstated with the approval of the inspector general of police. Section 124 requires female police officers to get permission to get married.

These laws contradict the provision of the constitution (Section 42) that prohibits discrimination based on gender. Furthermore, the court has declared this position illegal in *Wela v. AGF*. However, the provisions of the Police Act are yet to be amended.

A Nigerian woman cannot confer citizenship to her foreign husband, but a Nigerian man can confer citizenship:

Under Section 26 of the constitution, the president may confer Nigerian citizenship on "any woman who is or who has been married to a citizen of Nigeria." A foreign woman becomes a Nigerian citizen by marriage, but a foreign man will need to go through the process of naturalisation which means he must have lived in Nigeria for at least 15 years.

Some women are still unable to inherit property from their fathers and husbands:

The exact sections of this law that discriminate against women vary depending on the state in which it is applicable, but women are still prohibited from inheriting their parent's property according to the Customary Courts Law. In 2022, Rivers State governor, Nyesom Ezenwo Wike signed into law, the Rivers State Prohibition of the Curtailment of Women's Right to Share in Family Property Law No. 2 of 2022. In some states, women are not entitled to inherit their husbands' property after their death.

Under Nigerian law, marital rape does not exist:

The Nigeria law doesn't recognise consent in marriage. Section 357 of the Criminal Code Act prohibits rape. It states that: "Any person who has unlawful carnal knowledge of a woman or a girl, without her consent, or with her consent, if the consent is obtained by force or by means of threats or intimidation of any kind...in the case of a married woman, by impersonating her husband, is guilty of an offence which is called rape." Marital rape does not exist because Section 6 of the Criminal Code defines 'unlawful carnal knowledge' as a carnal connection that takes place otherwise than

husband and wife. Section 28(2) of the Penal Code states that a man may only be found guilty of raping his wife if she has not reached puberty.

Nigerian women cannot take jobs that require them to work at night:

Section 55 of the Labour Act prohibits females except for nurses from undertaking night work or private industrial undertaking or any agricultural undertaking. Section 56 also prevents women from being employed in an underground mine except for those employed in management, health, and service training.

Adultery is prohibited but men often sorta get away with it:

Section 387 and 388 of the Penal Code stipulates the imprisonment for two years, and/or with a fine for adultery. It is not prosecuted under the Criminal Code of Lagos State. However, it provides for redress if a spouse can prove that adultery occurred.

Child marriage is prohibited but it's all vibes and Insha Allah:

Sections 21 and 22 of the Child Rights Act prohibits child marriage and provides that anyone who marries a child under the age of 18 is guilty of an offense. In some parts of Northern Nigeria female children as young as 11 are still being married off to men old enough to be their grandfathers.

Your mother cannot consent to your marriage if you're below 21:

According to Section 18 of the Marriage Act, a woman is not allowed to consent to the marriage of her child (less than 21 years old) except the father is dead, of unsound mind or out of Nigeria.

Pro-choice? That means nothing over here:

Sections 228, 229 and 230 of the Criminal Code states that any woman who with the intent to cause her own miscarriage, unlawfully gives any poison or other noxious substance to herself, or any person who aids her in doing so risks 3-14 years in prison.

A little assault with a sprinkle of battery never hurt no woman:

Under Section 55 (10) of the Penal Code, husbands are permitted to correct and chastise their wives. "Nothing is an offence which does not amount to the infliction of grievous harm upon a person, and which is done by a husband for the purpose of correcting his wife..."

Under Section 241 of the Penal Code, "grievous hurt includes emasculation, permanent loss of sight, ability to hear or speak, deprivation of any member or joint, destruction or permanent impairing of the powers of any member or joint, facial disfigurement, bone fracture or tooth dislocation."

It is time for Nigeria to acknowledge the importance of gender equality and take action to eliminate these discriminatory laws against women.



We should all
Be Feminists



Emaediong Obot
Transcorp Hotels Calabar

Feminism is not just about women; it is about promoting equality and empowerment for all genders.

Feminism is a multifaceted concept that encompasses various aspects of social, economic, and political equality for all genders. It involves promoting equal opportunities, respecting diverse identities and experiences, and empowering all individuals to achieve their full potential. At its core, feminism is about recognizing that women are human beings too, deserving of the same rights and privileges as men.

Who then is a feminist?

A feminist is someone who supports equal rights for women. It could be a colleague who strongly believes in equal pay for women and men who are doing the same job, a father who believes his male and female children have the same rights, or a parent who teaches their son not to rape and assault girls, rather than focusing on teaching girls what to do to not get raped.

So, anyone and everyone can be a feminist.

Why should we all be feminists?

As the popular author, Chimamanda Ngozi Adichie says in her book *We Should All Be Feminists*

“And then we do a much greater disservice to girls because we raise them to cater to the fragile egos of males. We teach girls to shrink themselves, to make themselves smaller. We say to girls: You can have ambition, but not too much. You should aim to be successful but not too successful, otherwise, you will threaten the man. If you are the breadwinner in your

relationship with a man, pretend that you are not, especially in public, otherwise, you will emasculate him.”

It is essential to recognize the value of feminism and its impact on society. Women have long been subject to discrimination, marginalization, and oppression, but through feminism, we can work to eradicate these issues and promote equality for all. By supporting and advocating for feminism, we can empower women to be their best selves, pursue their goals and aspirations, and contribute to society in meaningful ways.

It is crucial to recognize that women are not inferior to men. Instead, they are equal partners, deserving of the same opportunities, respect, and recognition. By embracing feminism, we can work to break down the societal barriers that limit women's potential and help them achieve their full potential.

Feminism is not just about women; it is about promoting equality and empowerment for all genders. By advocating for feminism, we can work towards a society that respects diverse identities, encourages individual growth and development, and recognizes the value of each person's unique experiences and contributions. Therefore, we should all be feminists, working together to create a world where everyone can achieve their full potential.

WE ALL SHOULD BE FEMINISTS



Trying to Make Money
**as a Young Nigerian with
Emphasis on “Trying”.**



Nneka Onita
Transcorp Group

As a young person in Nigeria, striving to make money and build wealth is a daunting task. With the rise of inflation, the dwindling value of the naira, and a government that is hell-bent on frustrating your honest attempts to survive it, feels almost impossible. However, with a strong will, the right mindset, and strategies, it is achievable.

Here are some tips on how you can secure your finances:

Start by setting financial goals: One of the first things you need to do is to set financial goals. You need to know what you want to achieve financially and have a plan to get it. Your goals can range from saving for a house, car, or your education, and having a clear plan will help you stay focused and motivated.

Create a budget and stick to it: Creating a budget is essential to achieving your financial goals. You need to know how much money you have coming in and going out every month. Once you have a clear idea of your income and expenses, you can create a budget that will help you save money and achieve your goals. Stick to your budget and avoid impulse buying.

Invest in your education: Education is one of the best investments you can make. As a young person, investing in your education will open more opportunities for you. Even if you already have a postgraduate degree, there are courses you can take to improve your earning potential. You can start by attending seminars, workshops, and taking online courses that will help you acquire new skills and knowledge.

Start a side hustle: Starting a side hustle is a great way to make extra money. You can monetize your skills and talents or turn your hobbies into a business.

With the rise of the gig economy or side hustle as we call it, there are many opportunities to earn extra income, such as freelancing, content creation, or selling products online.

Save and invest wisely: Saving and investing your money is essential to building wealth. You can start by opening a savings account and setting aside a portion of your income every month. You can also invest in stocks, mutual funds, etc with United Capital or utilise apps like piggyvest, bamboo & cowrywise to get started. You should probably save in dollars considering the diminishing value of the naira. Before you invest, make sure you do your research and seek professional advice.

Manage your debt: Debt can be a major obstacle to building wealth. You need to manage your debt wisely and avoid taking on more debt than you can handle. Make sure you pay your bills on time and avoid taking on high-interest loans. Basically, cut your coat according to your size.

Protect your assets: Protecting your assets is essential to preserving your wealth. You can start by getting insurance for your car, your phone, and other valuable assets. Luckily, Heirs Insurance is a call away. You can also protect your wealth by diversifying your investments and avoiding risky investments.

Honestly, making money and building wealth as a young person in Nigeria these days is not easy, it will require sacrifice, discipline, patience, and a long-term mindset. By doing everything above, you can build wealth and achieve financial independence. It is POSSible!

You need to manage your debt wisely and avoid taking on more debt than you can handle. Basically, cut your coat according to your size.

HOT Beyond The T

In our busy lives, it's easy to get caught up in the daily grind of work and forget to take a moment to relax and enjoy the things we love to do. We decided to ask some of our colleagues what they like to do outside of work. From hobbies to passions and everything in between, we wanted to get to know some of our team members on a more personal level and find out what brings them joy outside of the office. You'll discover that our Humans of Transcorp have a diverse range of interests and maybe even get inspired to try something new yourself.

We asked some of our colleagues what they like to do for fun outside of work.

Owen Omogiafo
GCEO/President - Transcorp Group

I'm a very family-oriented person. At the same time, as much as I'm family oriented, I also push and encourage people to be a little bit narcissistic, which basically means take care of yourself, focus on yourself. Like they will say, when you're flying, in case of an emergency you will be told to wear your mask first before you help other people.

So, what do I do to distress? A few things, one thing very high up on the list is that I love to exercise. I believe in my workout, and I wake up at 5am daily to be able to do my exercise. You'll find me doing five kilometres before I even come into work in the morning, or the day I don't do it at home, I go to my gym, where I put in the work doing kickboxing. I exercise a minimum of four times a week, even though it is more of five to six times a week. I also love to cook. I love to cook I think cooking is simply one of the amazing things ever because you just take raw ingredients and you produce spectacular, tasty...I hope I'm not sounding like I'm praising myself. But the honest feedback has been pretty good.

I also like to watch old sitcoms. Right now, I've been watching the Mary Tyler Moore Show. It's interesting because of my five year is like "mom, mommy, do you want to watch Mary Tyler Murray" that's what she calls it. I'll say no it's not Murray, it's Moore. Now Mary Tyler Moore Show was done in 1970, I'm on season 3 episode 20 and that one was shot in 1972.

So, I'll say that's how I distress and of course it's always good to have your friends. Although it will surprise you to know that I'm not a social animal. People always laugh whenever I say it because I look comfortable when I'm outside. The truth is I socialize on a need basis. If you allow me, you won't be able to separate me and my house.

When people were complaining about Lockdown, we were happy in my house because we finally had an excuse to do what we love doing. Which is just being inside the house with each other. We like ourselves so much. And yeah, I think that's it.



Ikechukwu Onouha
Transafam Power Limited

I'm a music-loving, book-devouring, cooking enthusiast! When I'm not spinning tunes on my laptop or DJ controller, you can find me dj'ing small events or getting lost in the pages of gripping novels by the likes of W.E.B. Griffin, Tom Clancy, and Robert Ludlum. Cooking is another passion of mine, thanks to my mom's insistence that her kids learn the skill. I whip up both local and international dishes, using everything from social media videos to cooking apps and good old-fashioned recipe books. It's the perfect way for me to relax and clear my mind while pondering the big questions of work and life.



Precious Agu
Transcorp Power Limited

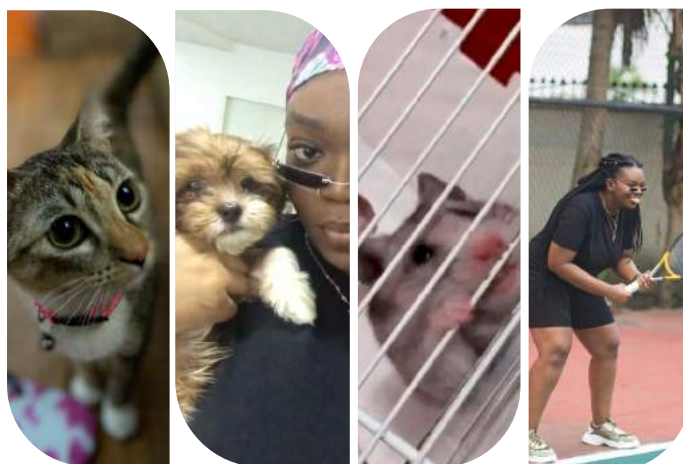
I love vlogging (video blogging) and writing. I think it's really important to document moments because documenting in motion pictures allow memories get frozen in time, and you can always go back and relive those moments through your vlogs. So best believe I'll always have my camera out in whatever I am doing, whether insipid, spontaneous, or adventurous. I also love to write. It's a coping mechanism for me.



Nneka Onita
Transcorp Group

I'm obsessed with everything tennis & I'm a part-time pet foster auntie. I enjoy watching, playing and talking about tennis. I got my first tennis racket at 9 years old. My favourite WTA players are Serena Williams (transitioned) & Venus Williams, while my favourite ATP players are Rafael Nadal & Roger Federer (retired). I could look at pictures of one of my faves and tell you the tournament, their opponent, the score line and outcome even as far back as the 90s.

As a part-time foster auntie to other people's pets, I've fostered Sham; a hamster (God rest her soul, luckily, she died after I had returned her to her owner), Kenzo; a very boujie dog and most recently Himari; a cat I renamed Camille. I send them back once I get bored & tired. Quite frankly I don't have enough love to give.



Derek Nwankwo
Transcorp Group

Music has been something I've done all my life, from being the lead singer in my school choir, to holding it down in my local church and all the way to performing in clubs and concerts. For me, music is magic, and its power is deep in the fact that it connects each of us differently to our feelings and experiences,

a form of expression that can be personalised but never monopolised. I enjoy creating music in my free time because to me it's a part of the greater good that I offer to humanity, a part of my personal experiences and feelings documented in melodies and voicings and shared for the world to listen. A piece of me that I'll never get back.



Seun Oridota
Transcorp Group

I've always loved sports and it started out with playing football at an early age then it moved to playing basketball in my teens till I was in University, and I was pretty good playing the position of a shooting guard coming off screens and knocking down jumpers especially on the left side of the court being a lefty. Been part of a varsity basketball team the structure, tactics and discipline were helpful in getting through University.

But later in life I found running and just to take it a notch higher I started competing in marathons, not for the prizes but for the sense of achievement and the thrill of crossing the finish line.

Running a marathon is the ultimate challenge and I have competed in over 10 marathons in total, but my greatest challenge was running three marathons in straight 3 weeks in early 2020 with my running club the Lererunners. It started out with the Dubai marathon in the UAE on the 24th of Jan where I made my best time of 4hrs 30mins for a marathon then we moved on to the Ile-Ife Legacy Marathon on 2nd Feb 2020 and the final one was the Lagos Access Marathon on the 9th of Feb 2020. This was a major feat which involved a lot planning and travel and crossing the finish line for all 3 marathons continues to give me the belief that I can achieve anything I set my mind on.



Damilola Alade
Transcorp Group

I am utterly smitten with horror movies! I mean, what's not to love about them? The blood, the screams, the creepy crawlies that make you jump out of your skin!

My love affair with horror movies started at the tender age of six. I vividly remember hiding behind the couch while my parents watched a werewolf movie. I wasn't supposed to watch it, but I couldn't resist. I was utterly mesmerized by the supernatural, the gore, and the blood.

Most guys would want a girl to cuddle them tight during a horror movie. I'm the girl who leans forward with unabashed excitement when the movie reaches its goriest scenes.

People often think I'm weird for loving horror movies so much, but hey, that's just who I am. So, pass me the popcorn, turn off the lights, and let's get to it!

These days all I want "beyond the T" is a glass of wine in the comfort of my home or a long stroll with Maui.



Emmanuel Onwe
Transafam Power Limited

2010 till 2012 was quite a turbulent period for me, I went through depression, rejections and low self-esteem. It hit me so hard that I genuinely thought about harming myself. Luckily, I was able to go through it and decided I will help as many young people going through the same challenge overcome it and help them believe they can make great impact in the world. So outside of work, I work with HYPE foundation to help give teenagers hope and confidence in pursuing their dreams and to be transformational leaders, through school outreaches, trainings, skill acquisition programs, scholarships etc. For me it's a way of giving back, as a gratitude for a second chance to live!



Anuoluapo Agboke
Transcorp Hotels Plc

Contrary to popular belief, outside of work, I live a very calm and "publicly private" life. I often go on spontaneous hangouts with my friends, preferably on weekdays when the bars and lounges are empty and we can hear ourselves, talk and laugh at what we had hoped adulthood would be. On weekends, it's a date with Netflix, the beach/outdoor spaces and wedding parties now that wedding season is upon us. I save the detty behaviour for December.



Oyime Jemitola
Aura by Transcorp Hotels

I've always been fascinated by the creative & beauty industry. Outside of work, I love creating beauty content on my social media pages, giving people makeovers for weddings and events, curating makeup collections for my fellow beauty lovers, and collaborating with other creatives such as photographers and stylists. When I'm not doing this, I'm de-stressing by hanging out with my friends and family or watching Netflix.



Deshola Shittu
Transcorp Group

There was a time when meeting up with friends and hanging out after work was my favorite thing to do. Discovering new bars, restaurants, and hang out spots, all in the excuse of waiting for the traffic to ease out. The pandemic really reset our lives in many ways we did not see coming.

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5 Nigerian Women **In Leadership That Inspire Me**



Obianuju Onyekedi
Transcorp Group

We must continue to support and empower women across all works of life, ensuring their voices are heard, and their contributions are recognized.

Our country Nigeria is filled with many extraordinary women who have made significant contributions to their respective fields. I'm particularly inspired by these five women who have excelled in leadership and inspired many others including me to follow in their footsteps. From the first African and first female Director-General of the World Trade Organization to a media mogul and talk show host, these women have made a tremendous impact in Nigeria and the world.

Ngozi Okonjo-Iweala: Ngozi Nigerian American economist and international development expert who served as the Finance Minister of Nigeria from 2003 to 2006 and later as the Managing Director of the World Bank. In February 2021, she became the first woman and first African to be appointed as the Director-General of the World Trade Organization.

Chimamanda Ngozi Adichie: Chimamanda is a Nigerian author and feminist who has received international acclaim for her novels, essays, and speeches. Her work explores themes of identity, race, gender, and African history. She has won numerous awards, including the Orange Prize for Fiction and the National Book Critics Circle Award.

Olori Atuwatse III: Olori Aiyivieruewinoya "Ivie" Emiko-Atuwatse, known as Olori Atuwatse III, is Queen of the Warri Kingdom, a lawyer, social entrepreneur, and wife of Ogiame Atuwatse III, current ruler of the Kingdom of Warri, and the 21st Olu of Warri. She is a prominent figure in the Nigerian cultural and social scene. As the wife of the traditional ruler of the Warri Kingdom, she plays an important role in leadership and engaging with the community. She is also known for her advocacy work on issues such as women's health and education. She founded the Itsekiri Women Association, an organization that supports the social and economic empowerment of women in the Warri Kingdom. Additionally, she is the founder of the Olori

Atuwatse III Foundation, which supports initiatives in healthcare, education, and community development. Olori Atuwatse III is a trailblazer and a role model for young Nigerian women who aspire to make a positive impact in their communities.

Folorunso Alakija: Folorunso is the richest woman in Nigeria. She is a Nigerian billionaire, businesswoman and philanthropist. She is the founder and executive vice-chair of Famfa Oil, one of the largest oil companies in Nigeria. Alakija is also a committed philanthropist and has donated millions of dollars to support education and healthcare initiatives in Nigeria. She is involved in the fashion, oil, real estate, and printing industries.

Mo Abudu: Mo is a media mogul, talk show host, and the founder of EbonyLife TV, a pan-African media company that produces movies, TV shows, and other entertainment content. Mo Abudu has been recognized for her work both locally and internationally. In 2018, she was awarded the International Emmy Directorate Award, becoming the first African woman to receive the award. She has also been named one of Forbes' 100 Most Powerful Women in the World and was honoured as a member of the Order of the Federal Republic, one of Nigeria's highest honours. Mo Abudu is a trailblazer and an inspiration to many young Nigerian women who aspire to make an impact in the entertainment industry.

These Nigerian women are powerful role models who have shattered glass ceilings and demonstrated that women can succeed in any field they choose. Their achievements are a source of inspiration for women everywhere, and their legacies will continue to inspire generations to come. In this women's month and beyond, we must continue to support and empower women across all works of life, ensuring their voices are heard, and their contributions are recognized. This way, we can create a world that is more equitable and inclusive for all.



The Impact of **Social Media on Relationships**



Felicia Gabriel
Transcorp Hotels Calabar

The rise of social media has significantly impacted the way people interact with each other. Social media platforms such as Facebook, Twitter, and Instagram have become a major part of people's daily lives, with over 3.6 billion active users globally. While social media has many benefits, it also has its downsides, particularly when it comes to relationships. This article takes a deep dive into the impact of social media on relationships.

Communication

Social media has changed the way people communicate with each other, making it easier and faster to connect with friends and family members, no matter where they are in the world. However, this has also resulted in people relying more on social media to communicate, rather than talking face-to-face or over the phone. This can lead to misunderstandings, and misinterpretations, and ultimately, can strain relationships.

Privacy

Social media has also impacted privacy. It's easier than ever before to share personal information online, which can put relationships at risk. When people share too much personal information, they risk oversharing, which can make their partners uncomfortable. Additionally, people may have different comfort levels when it comes to sharing personal information online, which can lead to conflict.

Jealousy

Social media can also trigger jealousy in relationships. For example, seeing your partner like or comment on someone else's post can make you feel insecure and

jealous, leading to conflict. Additionally, social media can create unrealistic expectations in relationships, such as expecting your partner to constantly post pictures of the two of you or write public declarations of love because you've seen people wearing matching PJ's with "me & mine" captions.

Infidelity

One of the most significant impacts of social media on relationships is the rise of online infidelity. Social media platforms make it easier than ever before to connect with people outside of your relationship, leading to an increase in emotional and physical infidelity. According to a survey by Divorce-Online, Facebook was cited as a contributing factor to one-third of all divorce cases.

Trust

Social media can also impact trust in relationships. For example, if your partner is constantly on their phone, scrolling through social media, it can make you feel as though they're not present in the relationship. Additionally, social media can make it easier for people to hide things from their partners, leading to a breakdown of trust.

Social media has undoubtedly had a significant impact on relationships. While it has made it easier for people to communicate and connect, it has also created new challenges. It's important for couples to be aware of the impact of social media on their relationship and to set boundaries around its use. By being mindful of the potential risks and benefits of social media, couples can maintain healthy, fulfilling relationships both online and offline.

Social media can also trigger jealousy in relationships. Seeing your partner like or comment on someone else's post can make you feel insecure & jealous.



How The Japa Wave **Is Affecting Relationships**



Esther Uwadia
Transcorp Power Limited

Japa japa, japa lo London.
Japa japa ja wo Canada.

You can't be a Nigerian and be unfamiliar with the word or concept of Japa. I'm pretty sure my 8-month-old nephew has heard this word countless times, even the international community understands what Japa means.

Simply put, "Japa" means to run which we have adopted to mean emigrate.

People often talk about their reasons for relocating such as job opportunities, better living conditions, or personal growth but we hardly talk about how the search for a "new dispensation" affects our lives in profound ways.

There are financial adjustments, culture shocks, and the overwhelming feeling that comes with being estranged from loved ones. This doesn't mean your decision to relocate is a bad idea, you just have to be prepared for the changes that come along.

If you read or listen to Japa stories on the internet, you'll agree with me that relationships are one of the most affected areas for people who travel. And I mean every kind of relationship, not just romantic relationships. This happens because we are social beings, we are relational, and believe it or not we need support systems to thrive.

Saying goodbye to all the people, places, and memories. There are friends and relatives you last saw at the airport amidst hugs, prayers, tears, and a heavy atmosphere of uncertainty. What if the love of your life finds new love? What if you and your bestie drift apart? What if...The list goes on and on. If you've ever experienced this level of anxiety, your concerns are valid but it's not a death sentence on that relationship.

Relocating can have a profound effect on romantic relationships, as it can either strengthen or weaken the bond between partners. For some couples, relocating to a country can be an exciting adventure, and they may view it as an opportunity to grow closer together. They may see it as a chance to start anew, explore new surroundings, and create new memories together. On the other hand, relocation can also put a strain on a romantic relationship, it can be difficult to maintain the same level of closeness and intimacy. Long-distance relationships can be challenging, and the lack of physical presence can make it challenging to stay connected. Relocating can also disrupt the established routine of a couple. The familiar surroundings and routines that were once comforting can be lost, and it can take time to adjust to a new way of life. This can lead to feelings of frustration and disorientation, which can put a strain on the relationship.

Friends are not excluded from the impact either, relocating can also impact friendships, particularly those that are built on proximity and shared experiences. For some people, relocating can mean leaving behind their entire social circle, which can be incredibly isolating. The sense of loss can be compounded by

the fact that it may be challenging to make new friends in a new place.

It's common to experience communication challenges with your loved one due to distance barrier, different time zones, dissimilar activities/experiences. The good news is there are ways to navigate these challenges.

Share your concerns: If you're making travel plans or have a friend who's about to travel and you're worried about your relationship then you should talk about it. It doesn't make you petty or selfish. Instead, it shows that you're intentional about sustaining the relationship. Friends who share their concerns know what to expect from each other, can encourage each other and make commitments. Do not act like everything is okay while anxiety eats you up.

Leverage Technology: Back in the day folks communicated with their abroad counterparts via letters which if you ask me, was a tediously long process. Thankfully, we have the likes of Facebook, WhatsApp, Instagram among many other Instant Messaging platforms that enable us to chat easily with loved ones, and that's not all! You can send voice messages, pictures, talk to them on video calls and so much more. People now have dinner dates, movie nights, play games and do fun activities virtually. Isn't that exciting?! Try it and thank me later.

Build structures: Whatever you do, you need to have a structure that creates an enabling environment for you and your buddy. Structure can mean knowing each other's time zone, work schedule, lecture timetable, to-do-list etc. This seems like a lot of work but what it does is that it allows you to make plans that would be suitable for both of you. You must know that it takes commitment to build structures.

Be willing to make sacrifices: I'll be honest with you, if you aren't ready to make sacrifices then forget about keeping your long-distance relationship/friendship active. Imagine having a lover in a country with a time difference of up to 12 hours, while one person is getting ready for the day the other has probably had a long day and can't wait to go to bed. With this kind of scenario, a trade-off is inevitable except you aren't interested in hearing from your lover, and who wouldn't be?? A whole love of your life? Even if it's your parent, child, sister or friend, you'd have to compromise comfort at some point. However, make sure you don't get burnt out in the name of building relationships. Know where to strike balance and how to strike the balance.

Relocating can have a significant impact on romantic relationships and friendships. It can be an opportunity to grow closer together, explore new surroundings, and make new connections. However, it can also be a challenging time, so it is essential to communicate openly and honestly with loved ones, and to be patient and understanding during this period of transition.

I hope you find these points useful.

Love & Light.

You can't be a Nigerian and be unfamiliar with the word or concept of Japa.

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President/ Group CEO's visit to Afam, Rivers State, for the commissioning of the rehabilitated GT20 unit.



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