



**CIBN**

# REGISTRAR /CHIEF EXECUTIVE OFFICER'S

*Report*





**Akin Morakinyo, ACIB, HCIB**  
Registrar/CEO

Distinguished members, ladies, and gentlemen, I'm honoured and privileged to welcome you to the 2025 Annual General Meeting of our great Institute under the leadership of our amiable President/Chairman of Council, Professor Pius Oladeji Olanrewaju, Ph.D, FCIB. I thank the Almighty God for sparing our lives to witness another Annual General Meeting of our revered Institute and for giving me the grace to yet again present to you the detailed report on the operations and achievements of the Institute since our last meeting on April 6, 2024.

Under the visionary leadership of our indefatigable and dynamic President/Chairman of Council, Professor Pius Oladeji Olanrewaju, Ph.D, FCIB, the Institute has made significant strides in its quest to become a global reference point whilst consistently enhancing the value proposition to its members and stakeholders. This commitment has notably elevated the Institute's brand reputation and visibility, both locally and internationally through its strategic implementation of the agenda of the 23<sup>rd</sup> President/Chairman of Council as encapsulated in

the acronym LEGACY. You will recall that Mr. President during his inaugural address gave character to each letter of the LEGACY acronym thus:

- L** – Leading an Innovative Financial System.
- E** – Entrenching Ethics, Professionalism, and Integrity.
- G** – Gender, Generational, and Geographical Inclusivity.
- A** – Accelerating the Institute's Vision and Values
- C** – Competence in Banking and Finance to Aid National Development.
- Y** – Youth and Entrepreneurial Engagement.

We conscientiously pursued these pillars and took into consideration our mandate to position CIBN as a global reference point for skills and conduct in the Banking and Finance industry. To achieve this vision, the President Prof. Olanrewaju, FCIB. and the LEGACY Team committed to deepening stakeholder engagements, enhancing professional competency frameworks, expanding financial literacy initiatives, and empowering stakeholders across gender, generational and geographical boundaries. The evidence of which will be presented in detail in the course of this report.



Ultimately, the LEGACY Agenda aspires to leave an indelible mark on the banking landscape, reinforcing CIBN's role as a key driver of national development and ethical banking practices.

The year under review witnessed significant progress, marked by appreciable growth both numerically and financially. This achievement is attributable to the successful implementation of strategic initiatives that added tangible value, aligning seamlessly with the Institute's overarching strategic objectives.

The Institute's 2020-2024 Strategic Plan reached its climax in the year under review paving way for a brand new Strategic Plan 2025-2029, which was developed by stakeholders and subsequently approved at the Governing Council meeting on November 20, 2024. The new plan retains the Institute's vision statement and core values while refining its responsibilities to capture the Institute enlarged outlook, enhance stakeholder value proposition and broaden its scope of impact.

Esteemed members, it gives me great joy to report that as part of its achievements, the Institute has taken a significant step towards enhancing operational efficiency and service delivery by embarking on digital transformation in line with the LEGACY agenda. This upgrade has not only helped to improve productivity, enhance operational efficiency but has also helped to position the Institute as an organisation that is future ready.

I am equally excited to report that in compliance with the Corporate Governance Code, which requires new Directors/Council members to undergo induction/orientation, the Institute hosted its inaugural induction programme for the 2024-2026 Governing Council and Committee members on July 18, 2024. The programme which aimed at familiarizing members with their roles, responsibilities, governance structure, risk management, as well as enhance their understanding of the Institute's operations/expectations, was well attended. The training, facilitated by Ernest and Young (E&Y), provided crucial guidance and guidelines in the

onboarding process while the President/Chairman of Council guided members on his Agenda for the 2024-2026 tenure, as well as the Institute's vision and strategic objectives.

In adherence to the Corporate Governance Code, the Governance Council approved the Code of Conduct (the "Code") for members of the Governing Council. The Code establishes a comprehensive framework for professional ethics and behaviour, covering a wide range of practices and procedures.

Our people are our greatest asset. In a rapidly changing world, having the right talent in the right roles is crucial to delivering value to our stakeholders. To drive our transformation journey, we have made human resource attraction, retention and development a top priority.

We are committed to building an inclusive and diverse workplace, providing equal opportunities regardless of gender, ethnicity, or background. Every employee receives the necessary training and tools to excel in their role. While maintaining a professional environment, we also strive to create a welcoming atmosphere where everyone feels at home, essentially building a Great Place To Work. We are mindful of fostering a positive work culture, avoiding toxicity and promoting well-being to ensure our staff can thrive and be productive.

As part of its advocacy role, the CIBNCFS, a thought led research based institution (subsidiary of the Institute), organised some high-impact programmes towards the enlightenment and empowerment of the Institute members and Stakeholders. The programmes include:

- The 10<sup>th</sup> National Economic Outlook: Implications for Businesses in Nigeria in 2024 was held on Tuesday, January 23, 2024, as a hybrid event in collaboration with B. Adedipe Associates Limited (BAA Consult). The event attracted over 400 participants from various sectors including captains of industry, regulators, and professionals from banking, insurance,

manufacturing, legal, academia, among others.

- The CIBN Advocacy Dialogue Series 10.0 with the theme: PAPSS: Enabling Seamless Cross Border Payments Among African Countries and Regions," which held in collaboration with the Pan-African Payment and Settlement System (PAPSS) of the African Export-Import Bank (AfreximBank) on Thursday, April 25, 2024, as a hybrid event.
- Breakfast Session on Harnessing the Power of Data Analytics in Enhancing Operational Risk Management
- The Mid-Year Review of 2024 Economic Outlook
- The Second Edition of the CIBN Generation Next Forum was held on Thursday, October 17, 2024, at the Harbour Point Event Centre, Victoria Island, with the theme "Digital Transformation and Sustainable Development: Empowering the Next Generation".

Esteemed members, I am pleased to report that in the year under review, all the statutory programmes of the Institute i.e Induction, Annual Lecture, Fellowship Investiture, Annual Banking and Finance Conference, Annual Dinner, Entrepreneurship Development Programme (EDP), were all executed successfully with the bar raised across all key performance indicators and assessment parameters.

The Institute rounded up the year 2024 with full appreciation to the Almighty God by hosting the fourth edition of its novel programme tagged "An Evening of Songs 4.0" on Thursday, December 19, 2024. This idea was conceived to provide a platform for the esteemed members and other stakeholders of the Institute to come together in a relaxed atmosphere immersed in soul-lifting music to celebrate and share warm moments together in the spirit of the Yuletide season. The event was well

attended by various stakeholders of the Institute and members of the banking industry.

Distinguished members, in detail and in specific terms, I am delighted to present hereunder the scorecard of the various directorates, departments, units and subsidiaries for the year under review. The report is presented in the following order:

- A) Membership Services & Development Directorate
- B) Capacity Building, Certification & Standards Directorate
- C) Learning and Development Directorate Report
- D) Corporate Communication And Brand Management Department
- E) Secretariat Services Department
- F) Economics and Strategy Department
- G) CIBN Centre For Financial Studies
- H) Ethics And Governance Directorate
- I) Human Resources Department
- J) Administration

## 2.0 MEMBERSHIP SERVICES & DEVELOPMENT DIRECTORATE

### 2.1 Membership Registration

The Institute has two membership categories, namely individual and corporate members. The number of membership registrations for each category in the year under review is as stated below:

#### 2.1.1 Individual Members

The number of individual members of the Institute grew from 173,655 as of April 1, 2024, to 191,449 as of April 30, 2025, representing an increase of 17,794 members that is, 10.2% growth over the previous year. The distribution of these additional 17,794 members across the various membership categories is shown in the table below:





S/N	Category	2023	2024	Increase
1	Fellow	1,852	2,292	440
2	Honorary Fellow	188	208	20
3	Honorary Senior Members	2,208	2,318	110
4	Associates	8,493	10,275	1,782
5	Microfinance Certified	9,934	10,675	741
6	Student Members	140,638	152,808	12,170
7	Ordinary Members	10,342	12,873	2,531
	<b>Total</b>	<b>173,655</b>	<b>191,449</b>	<b>17,794</b>

### 2.1.2 Corporate Members

Five (5) Microfinance Banks were added to the corporate membership of the Institute, fully registered and issued certificates in line with the provisions of the CIBN Act No. 5, 2007. This addition brings the total number of Microfinance Banks to four hundred and eighty-six (486)

S/N	BANKS	NUMBER OF REGISTERED
1	Regulator/Supervisor	2
2	DMBs/Non-Interest Banks	25
3	Merchant Banks	5
4	Mortgage Banks	33
5	Microfinance Banks	486
6	Development Banks	6
7	Fintech	6

It is therefore my pleasure to welcome all new members, both individual and corporate—to the CIBN family.



## 2.2 Zonal Offices and Branch Development

I am pleased to report that the National Secretariat continued to receive unwavering support from the zonal offices, ensuring that the services and offerings of the Institute remained accessible to members across the country. The zonal offices, alongside the National Secretariat Annex in Abuja, replicated the services provided by the National Secretariat in their respective locations.

Below are the highlights of the activities and achievements of the zonal offices:

### 2.2.1 North-west Zonal Office, Kano

The Northwest Zonal Office coordinates the Institute's activities in seven (7) states: Jigawa, Kaduna, Kano, Katsina, Zamfara, Kebbi, and Sokoto.

#### The CIBN Kano State Branch

- The Kano State Branch organized the first physical induction ceremony in the state on March 23, 2024.
- The Kano Branch leadership attended the NABAFS Week, organized by Banking and Finance students of Bayero University, Kano, on February 10, 2024.
- The Kano Branch and the zonal office live-streamed the CAFEi Annual Symposium for Banking and Finance students of Kano State Polytechnic on Wednesday, March 20, 2024.
- The Kano Branch participated in the first-quarter linkage committee meetings at Kano State Polytechnic on Wednesday, March 20, 2024, and at Yusuf Maitama Sule University, Kano, on March 12, 2024.
- The Kano State Branch held its 2024 Annual General Meeting (AGM) on Wednesday, April 17, 2024, at First Bank Training School, Sani Abacha Way, Kano. The meeting was attended by 112 members and featured the election of new Branch Executives.
- The President/Chairman of Council, Prof. Pius Deji Olanrewaju, FCIB, held a virtual stakeholder engagement with Kano Branch Executives on Friday, July 12, 2024.
- Kano Branch Executives, along with the zonal office, paid a congratulatory visit to Branch Chairman Abubakar Bello, HCIB, on his appointment as Executive Director of Keystone Bank on July 31, 2024.
- The Kano Branch Chairman addressed the press regarding plans for the 2024 CIBN Kano State Bankers Games on August 8, 2024.
- Kano Branch conducted courtesy visits and stakeholder engagements with the Regional Managers of Fidelity Bank, Jaiz Bank (Bashir Madaki), and Access Bank (Aminu Inuwa) on August 21, 2024.
- Kano Branch paid a courtesy visit to the National Association of Microfinance Banks (NAMB), Kano Chapter, and engaged with the chapter executives on August 28, 2024.
- Kano Branch organized a physical induction ceremony for newly qualified Associates and Microfinance Certified Bankers at CIBN Bankers Hall, Kano State Polytechnic, on August 31, 2024.
- Kano Branch held its third-quarter linkage committee meeting with Kano State Polytechnic and Yusuf Maitama Sule University, Kano, on September 9, 2024.
- Kano Branch conducted an interactive session with Banking & Finance students of Kano State Polytechnic on September 10, 2024.
- Kano Branch participated in the live streaming of the 17th Annual Banking and Finance Conference at CIBN Bankers Hall, Kano State Polytechnic, for Banking & Finance students on September 10, 2024. The branch was also represented at the main conference in Abuja.
- Kano Branch organized a seminar for banks participating in the 2024 Bankers Football Competition and conducted the official draws on Saturday, September 21, 2024.



- Kano Branch organized an Inter-Bank Sports Competition, where FCMB emerged as the winner of the Football Competition.
- Kano Branch held its 2024 Annual Lecture on the topic: *"The Role of Non-Interest Banks in Promoting a Sustainable Financial System,"* delivered by Dr. Aliyu Dahiru Muhammad on Saturday, November 16, 2024.
- Kano Branch organized its 2024 Annual Bankers' Dinner on Saturday, November 16, 2024, at Cilantro Restaurant, hosting the President/Chairman of Council, Prof. Pius Deji Olanrewaju, FCIB.
- Kano Branch accompanied the President/Chairman of Council, Prof. Pius Deji Olanrewaju, FCIB, on a stakeholder engagement visit with elder statesman Alh. Aminu Dantata, CON.

#### **The CIBN Katsina State Branch**

- The immediate past President/Chairman of Council, Dr. Ken Opara, FCIB, held a virtual stakeholder engagement with Katsina Branch Executives on Wednesday, March 6, 2024.
- Katsina State Branch held its 2024 Annual General Meeting (AGM) on Tuesday, April 23, 2024, at the Central Bank of Nigeria, Katsina Branch. The meeting was attended by several members and featured the inauguration of new Branch Executives.
- Katsina Branch paid a courtesy visit to the Accountant General of Katsina State, Alh. Nura Tela, on May 24, 2024.
- Katsina Branch paid a courtesy visit to the Executive Secretary of the Katsina Internal Revenue Service on May 28, 2024.
- Katsina Branch paid a courtesy visit to the Managing Directors of UMYU Microfinance Bank and HAMADA Microfinance Bank on August 19, 2024.
- Katsina Branch held its 2024 Annual Bankers Sports Competition between October and December 2024, where FCMB emerged as the winner of the Bankers Football Competition. Other games included Tennis, 100m race, 50m race, Sack race, Ludo, and WHOT, among others.
- Katsina Branch, in collaboration with MTN, organized games for children of bankers in the state (ages 4 to 10 years) on Saturday, December 14, 2024. The participating children won several prizes and gifts.
- Katsina Branch held its 2024 Annual Dinner and Award Night on Wednesday, December 18, 2024, at Bello Bai Conference Hall, Katsina State Secretariat. The event was attended by H.E. the Deputy Governor of the State, Mal. Farouk Lawan Jobe, HCIB; the Chief of Staff to the Governor; the Head of Katsina State Internal Revenue Service; the CBN Branch Controller; and other government dignitaries.
- Katsina Branch organized its 2024 Annual Lecture on Wednesday, December 18, 2024. The first lecture, *"Relevant Laws Governing the Banking Industry,"* was delivered by Hon. Justice Safiya Umar Badamasi, SAN, while the second lecture, *"Current Tax Reforms and Their Impact on the Banking Industry,"* was delivered by the Executive Secretary of the Katsina Internal Revenue Service, Alh. Isyaku Muhammad, FCNA, FCTA.

#### **The CIBN Kaduna State Branch**

- The immediate past President/Chairman of Council, Dr. Ken Opara, FCIB, held a virtual stakeholder engagement with Kaduna Branch Executives on Tuesday, February 13, 2024.
- The Kaduna Branch Chairman accompanied the Zonal Coordinator in an engagement with the Executive Management of NNDC to follow up on the draft MoU for the CIBN/NNDC Strategic Partnership on Thursday, February 22, 2024.
- Kaduna Branch leadership and the Zonal Coordinator held an interactive session with Banking & Finance students of Kaduna Polytechnic on Thursday, February 22, 2024.
- Kaduna Branch participated in the first-quarter linkage committee meeting of Kaduna Polytechnic on Thursday, February 22, 2024.

- Kaduna State Branch held its 2024 Annual General Meeting (AGM) on Thursday, April 25, 2024, at the Central Bank of Nigeria, Kaduna Branch. The meeting was attended by several members and featured the election of new Branch Executives.
- Kaduna Branch received the Registrar/Chief Executive on June 8, 2024, and accompanied him to an engagement at Fifth Chucker Polo Resort.
- Kaduna Branch paid a courtesy visit to the Provost of the Air Force Institute of Technology, Kaduna, on June 26, 2024, to follow up on the invitation for a linkage partnership.
- Kaduna Branch paid a courtesy visit to one of its Patrons, Mr. Onyekwere, FCIB, MD of Mold Treasury Ltd, on August 22, 2024.
- Kaduna Branch organized a workshop at Greenfield University, Kaduna, on August 29, 2024.
- Kaduna Branch organized a physical induction ceremony for newly qualified Associates and Microfinance Certified Bankers at Kaduna Polytechnic on August 31, 2024.
- Kaduna Branch delivered a lecture to the Nigerian University Accounting Students Association, Kaduna Chapter, on *"The Future of Digital Banking: Trends and Innovations"* on September 3, 2024.
- Kaduna Branch leadership presented papers at a seminar organized by the Banking & Finance Department of Nuhu Bamalli Polytechnic, Zaria, on Thursday, October 17, 2024.
- Kaduna Branch paid a courtesy visit to the Management of Kaduna State University on Wednesday, November 13, 2024.
- Kaduna Branch leadership held an interactive session with the CBN Branch Controller, Kaduna, and some MDs of Microfinance Banks in the State on Wednesday, November 13, 2024.
- Kaduna Branch held its 2024 Annual Bankers Dinner on Wednesday, December 18, 2024.
- Kaduna Branch, in collaboration with the 1st Division Army Officers' Mess Tennis Club, Kaduna, organized a one-day Tennis Tournament on Sunday, December 22, 2024.
- Kaduna Branch leadership ended the year with a visit to Jamiyar Matan Arewa Orphanage Home on Tuesday, December 24, 2024, donating food items and school supplies.

#### **The CIBN Kebbi State Branch**

- Following Council approval for the establishment of the CIBN Kebbi State Branch, the North-West Zonal Office coordinated a virtual meeting with members of the Institute in Kebbi State on Thursday, May 2, 2024. This meeting was pivotal in discussing the framework and strategies for setting up the branch.
- Kebbi Branch convened its first physical meeting of members on Thursday, May 23, 2024, at the Banking & Finance Department of Waziri Umaru Federal Polytechnic. During this meeting, the interim Executive Committee was formed to pilot the affairs of the new branch for a period not exceeding one year, with a mandate to lay a strong foundation for the branch's operations, engage members/stakeholders, and enhance the visibility of the Institute in the State.
- The inauguration and swearing-in of the newly constituted Executive Committee of Kebbi State Branch took place on Saturday, June 29, 2024.
- The Executives of the newly established Kebbi State Branch paid a courtesy visit to Keystone Bank, Stanbic IBTC Bank, Zenith Bank, First Bank, Access Bank, Bank of Agriculture, Bank of Industry, and GTBank Kebbi branch on July 31, 2024.
- Kebbi Branch executives held a stakeholder engagement with the CBN Branch Controller, Alh. Abdullahi D.M., on October 16, 2024.

#### **The CIBN Sokoto State Branch**

- Following the directive to ensure all branches of the Institute are active before the end of the first quarter of 2024, the North-West Zonal Office coordinated two virtual meetings with members of the Institute in Sokoto State on Wednesday, May 22, 2024, and Saturday, May 25, 2024. The branch members held another physical meeting on Friday, May 31, 2024, at the Central Bank of



Nigeria, Sokoto, chaired by the Branch Controller. During this meeting, a new Executive Committee emerged to take over the affairs of the branch.

- The inauguration and swearing-in of the newly constituted Executive Committee of Sokoto State Branch took place on September 3, 2024.
- The new Sokoto Branch executives paid a courtesy visit to CBN, Keystone Bank, UBA, Zenith Bank, First Bank, Access Bank, and GTBank Sokoto branch on October 16, 2024.

#### **The CIBN Jigawa State Branch**

- Jigawa Branch held a career talk at Federal University Dutse on Saturday, February 24, 2024.
- The Jigawa Branch Chairman participated in the Jigawa State Stakeholders Forum on 2025 Budget Implementation, held at the Jigawa State Assembly and presided over by Hon. Abubakar Saddiq Jallo, House Committee Chairman on Finance, Budget, and Economic Planning, in September 2024.

#### **General Activities in the Northwest Zone**

- All branches in the Northwest zone held their Executive Committee and general meetings as required during the year under review.
- All branches in the Northwest zone participated in the Institute's major events and programs during the year.

#### **2.2.2 The CIBN North-East Zonal Office - Gombe**

The Northeast Zonal Office is responsible for coordinating the Institute's activities in six (6) states: Gombe, Borno, Bauchi, Adamawa, Taraba, and Yobe.

#### **The CIBN Adamawa State Branch**

- Adamawa Branch, alongside the Northeast Zonal Coordinator, engaged with students of Adamawa State University for a career talk on April 15, 2024.
- Adamawa Branch, with the Northeast Zonal Coordinator, held a session with Banking and Finance students of Modibbo Adama University, Yola, on April 20, 2024.
- Adamawa Branch, with the Northeast Zonal Coordinator, conducted a Branch Exco/Zonal meeting on May 9, 2024.
- Adamawa Branch, with the Northeast Zonal Coordinator, conducted a Branch Exco meeting on June 15, 2024.
- The Adamawa Branch Chairman represented the Institute at the resource verification exercise at Taraba State Polytechnic, Suntai, on June 26, 2024.
- Adamawa Branch, with the Northeast Zonal Coordinator, engaged with Union Bank Plc staff on August 6, 2024.
- Adamawa Branch, with the Northeast Zonal Coordinator, engaged with the management of Modibbo Adama University to discuss linkage collaboration on August 27, 2024.
- Adamawa Branch Exco held its third-quarter Exco meeting to drive membership and address other matters on September 2, 2024.
- Adamawa Branch, with the Northeast Zonal Coordinator, organized a career talk with students of Modibbo Adama University on September 16, 2024.
- Adamawa Branch, with the Northeast Zonal Coordinator, engaged with Unity Bank Plc staff for membership drives on October 5, 2024.
- Adamawa Branch, with the Northeast Zonal Coordinator, held a workshop on financial literacy



for small business owners in Yola on November 8, 2024.

- Adamawa Branch, with the Northeast Zonal Coordinator, held its fourth-quarter Exco meeting, focusing on the 2025 calendar year, on November 15, 2024.
- Adamawa Branch, with the Northeast Zonal Coordinator, organized a career talk at Federal College of Education, Yola, on December 6, 2024.
- Adamawa Branch Exco participated in the zonal meeting on December 14, 2024.
- The Adamawa Branch Chairman provided free mentorship for student members preparing for the CIBN professional exams (ongoing).

#### **The CIBN Bauchi State Branch**

- Bauchi Branch Exco participated in the zonal meeting held on May 9, 2024.
- Bauchi Branch, with the Northeast Zonal Coordinator, engaged with the NDIC Zonal Controller and CBN Bauchi staff on June 25, 2024.
- Bauchi Branch, with the Northeast Zonal Coordinator, conducted an advocacy talk at CBN Bauchi Branch on July 4, 2024.
- Bauchi Branch Exco held its third-quarter Exco meeting on September 9, 2024.
- Bauchi Branch, with the Northeast Zonal Coordinator, held a career talk at ATBU and met with the ATBU Vice-Chancellor to expand linkage collaboration on September 10, 2024.
- Bauchi Branch, with the Northeast Zonal Coordinator, conducted a membership drive and advocacy session at Keystone Bank on October 10, 2024.
- Bauchi Branch Exco held its fourth-quarter Exco meeting on November 18, 2024.
- Bauchi Branch, with the Northeast Zonal Coordinator, held a career talk at ATBU on November 25, 2024.
- Bauchi Branch, with the Northeast Zonal Coordinator, engaged with Federal Polytechnic Bauchi management on December 4, 2024.
- Bauchi Branch Exco participated in the zonal meeting held on December 14, 2024.
- Bauchi Branch Exco organized a preparatory class for student members for the CIBN professional exams during the October 2024 diet.

#### **The CIBN Borno State Branch**

- Borno Branch Exco held its Exco/Zonal meeting on May 9, 2024.
- Borno Branch, with the Northeast Zonal Coordinator, engaged with Ramat Polytechnic management on linkage collaboration on June 5, 2024.
- Borno Branch, with the Northeast Zonal Coordinator, had a follow-up engagement with Ramat Polytechnic management on July 16, 2024, continuing discussions from the first meeting.
- Borno Branch, with the Northeast Zonal Coordinator, engaged with the University of Maiduguri Banking and Finance Department on August 9, 2024.
- Borno Branch, with the Northeast Zonal Coordinator, organized a career talk at the University of Maiduguri on September 3, 2024.
- Borno Branch Exco supported its members during the flood disaster as part of their CSR initiative on September 24, 2024.





- Borno Branch, with the Northeast Zonal Coordinator, engaged with Fidelity Bank staff in Maiduguri on October 12, 2024.
- Borno Branch, with the Northeast Zonal Coordinator, conducted a financial awareness program for NYSC corps members on November 7, 2024.
- Borno Branch Exco held its fourth-quarter Exco meeting on November 14, 2024.
- Borno Branch, with the Northeast Zonal Coordinator, conducted a career development program at the University of Maiduguri on December 12, 2024.
- Borno Branch Exco participated in the zonal meeting on December 14, 2024.

#### **The CIBN Gombe State Branch**

- Gombe Branch Exco participated in the zonal meeting held on May 9, 2024.
- Gombe Branch, with the Northeast Zonal Coordinator, conducted a career talk and sensitization at Gombe State University on June 12, 2024.
- Gombe Branch, with the Northeast Zonal Coordinator, conducted a career talk and sensitization at Gombe State University on July 12, 2024.
- Gombe Branch, with the Northeast Zonal Coordinator, engaged with CBN Gombe Branch and First Bank staff for membership drives on August 5, 2024.
- Gombe Branch, with the Northeast Zonal Coordinator, engaged with Tangale and Shongom Microfinance Banks on August 17, 2024.
- Gombe Branch Exco participated in the zonal meeting held on September 9, 2024.
- Gombe Branch Exco, with the Northeast Zonal Coordinator, visited State Polytechnic Bajoga for linkage discussions on September 23, 2024.
- Gombe Branch Exco, with the Northeast Zonal Coordinator, visited Federal University Kashere for linkage discussions on September 26, 2024.
- Gombe Branch Exco, with the Northeast Zonal Coordinator, engaged with Union Bank Gombe staff for membership drives on November 6, 2024.
- Gombe Branch Exco, with the Northeast Zonal Coordinator, discussed a linkage agreement with Gombe State Polytechnic, Bajoga, on November 14, 2024.
- Gombe Branch Exco, with the Northeast Zonal Coordinator, conducted a career talk and financial management workshop for secondary school students on December 2, 2024.
- Gombe Branch Exco, with the Northeast Zonal Coordinator, conducted a health walk and Exco/Zonal meeting on December 14, 2024.

#### **The CIBN Taraba State Branch**

- Taraba Branch Exco, with the Northeast Zonal Coordinator, conducted a career talk visit to Taraba State Polytechnic on June 26, 2024.
- Taraba Branch Exco, with the Northeast Zonal Coordinator, held a career talk at Taraba State University and engaged with the university management on linkage collaboration on July 26, 2024.
- Taraba Branch Exco held its third-quarter Exco/Zonal meeting on September 12, 2024.
- Taraba Branch Exco, with the Northeast Zonal Coordinator, conducted a career talk at Taraba State University on October 19, 2024.

- Taraba Branch Exco held a workshop on entrepreneurship and financial planning for undergraduates of Taraba State Polytechnic on November 9, 2024.
- Taraba Branch Exco held its fourth-quarter Exco/Zonal meeting on December 14, 2024.
- Taraba Branch Exco supported its student members who wrote the October 2024 diet exam.

#### **The CIBN Yobe State Branch**

- Yobe Branch Exco, with the Northeast Zonal Coordinator, engaged with Yobe State University management on linkage collaboration on April 6, 2024.
- Yobe Branch Exco conducted its Exco/Zonal meeting on May 9, 2024.
- Yobe Branch Exco, with the Northeast Zonal Coordinator, conducted a career talk at Government Day Secondary School Damaturu and Government Secondary School Geidam on May 14, 2024.
- Yobe Branch Exco, with the Northeast Zonal Coordinator, visited Federal Polytechnic Damaturu management on July 4, 2024.
- Yobe Branch Exco held its Exco/Zonal meeting on July 9, 2024.
- Yobe Branch Exco, with the Northeast Zonal Coordinator, conducted a career talk at Government Secondary School Damaturu on September 15, 2024.
- Yobe Branch Exco, with the Northeast Zonal Coordinator, visited Federal University Gashua management on October 11, 2024.
- Yobe Branch Exco, with the Northeast Zonal Coordinator, conducted a career talk at Government Secondary School Potiskum on November 20, 2024.
- Yobe Branch Exco, with the Northeast Zonal Coordinator, held a workshop on financial literacy and career planning for tertiary students in Damaturu on December 7, 2024.
- Yobe Branch Exco participated in the Northeast zonal meeting on December 14, 2024.
- Yobe Branch Exco supported student members with guidance and counseling during the October 2024 diet.

#### **2.2.3 The CIBN South-East Zonal Office - Owerri**

The South-East Zonal Office, located at Union Bank Plc Building, Port Harcourt Road, Owerri, Imo State, is responsible for coordinating the Institute's activities in the South-East, covering five (5) states: Abia, Anambra, Ebonyi, Enugu, and Imo. The Zone also manages ten (10) linkage institutions.

##### **General Activities in the Southeast Zone:**

- All branches in the Southeast Zone held their Executive Committee meetings and general meetings as statutorily required during the year under review.
- The Zone coordinated 2,072 new membership registrations in 2024 from various linkage institutions and targeted banks.
- The Zone increased the number of CIBN linkage institutions in the Southeast during the period under review. A Linkage MoU was successfully executed with Alex Ekwueme Federal University, Ndufu-Alike (AE-FUNAI), Ebonyi State, and a successful linkage accreditation visit was carried out at Ebonyi State University (EBSU) on November 7–8, 2024.
- The Zonal Coordinator and the branches successfully held career talks at the following tertiary institutions in 2024:
- Imo State University
- University of Nigeria, Nsukka (UNN), Enugu Campus

- Nnamdi Azikiwe University, Awka
- Chukwuemeka Odumegwu Ojukwu University, Igbariam
- Enugu State University of Science and Technology, Enugu
- Alex Ekwueme Federal University (FUNAI)
- Federal Polytechnic, Nekede, Owerri
- Abia State Polytechnic
- Institute of Management Technology, Enugu
- Federal Polytechnic, Oko
- Ebonyi State University
- UNIZIK Secondary School, Awka

Linkage committee meetings were held by CIBN Abia State Branch, Imo State Branch, Ebonyi State Branch, Anambra State Branch, and Enugu State Branch in the following institutions:

- Nnamdi Azikiwe University, Awka
- University of Nigeria, Nsukka (UNN)
- University of Nigeria, Enugu Campus (UNEC)
- Chukwuemeka Odumegwu Ojukwu University
- Imo State University
- Federal Polytechnic, Nekede
- Abia State Polytechnic, Aba

All branches in the Southeast Zone participated in the Institute's major events and programs during the year under review, including:

- Annual General Meeting/Elections
- 2024 Presidential Valedictory Address and Investiture of the CIBN President/CC
- 17th Annual Banking & Finance Conference
- 2024 Fellowship Investiture
- Various branch leadership sessions
- Quarterly Zonal Branch Executives meetings
- Annual Dinner

#### **The CIBN Abia State Branch**

- Organized tutorials for student members from the state who sat for the ACIB examinations and Microfinance Certification Programmes during the April and October diets, respectively.
- Visited the new Head of the Banking & Finance Department and faculty members of Abia State University to discuss the CIBN Linkage Programme and its benefits on March 7, 2024.
- The President/Chairman of Council, Prof. Pius Olanrewaju, Ph.D., FCIB, held a stakeholder engagement with the Branch Executives and members of CIBN Abia State Branch on July 12, 2024.
- Paid a courtesy visit to the Executive Governor of Abia State, Dr. Alex Chioma Otti, OFR, FCIB, on July 23, 2024. The branch briefed him on the activities of the Institute and made an official request for land to build the State Secretariat of the Institute in Abia State, which was graciously granted by His Excellency. The team was led by the State Branch Patron and Branch Controller, CBN Umuahia, Mr. Ayotunde Olaoba, HCIB.
- Participated in the 2nd Inaugural Lecture of Rehma University, Aba, delivered by Prof. Udochukwu G. Ogbonna, HCIB, on July 10, 2024.
- Co-hosted the Year 2024 1st and 2nd Streams CIBN Graduate Induction Ceremony held at CIBN



Bankers Hall, Federal Polytechnic Nekede, Owerri, in March and August 2024, respectively.

- Participated in the Students' Bankers Day Programme organized by the National Association of Banking & Finance Students, Abia State Polytechnic Chapter, on August 29, 2024. The branch was honored with an award during the programme.
- Participated in the State Government Town Hall Budget Presentation.
- The Abia State Branch Chairman, Lady Princess Chinenye Roseline Ogalabu, FCIB, shared her professional experience during the online CIBN Branch Training/Leadership Session 7.0, with the theme *"Power of Leadership and Role Modeling: Inspiring Change and Shaping the Future"*, on September 28, 2024.
- Hosted the President/Chairman of Council and Past Presidents at the CBN Umuahia during a courtesy visit to the CBN Branch Controller, Umuahia, Abia State, and the unveiling of Lux Mundi University, owned by a member of the Institute's Governing Council, on November 21, 2024.
- Organized a "Bankers Walk for Fitness" to commence its end-of-the-year activities on December 12, 2024.
- Organized a friendly football match between Central Bank of Nigeria and First Bank of Nigeria Ltd during its 2024 Branch End-of-Year Activities on December 12, 2024.
- Held a successful Annual General Meeting and Elections on December 14, 2024. The elections brought in Mr. Camillus Ogonnaya Damian Ogbuagu, HCIB, as the Branch Chairman, to pilot the affairs of the State branch for the next two years.
- Organized a successful Annual Bankers Dinner & Award with the theme: *'Response of Deposit Money Banks to Monetary Policy Dynamics in Nigeria'*, delivered by Prof. Udochukwu Godfrey Ogbonna, HCIB. The event was held at the Banquet Hall, Abia State Hotel, on December 14, 2024, and attracted banking icons from Abia State who graced the occasion.
- Organized Thanksgiving Service at the Martha Dei Cathedral, Umuahia, to celebrate the successful completion of the branch's 2024 end-of-year activities on December 15, 2024.
- Paid a condolence visit to the State Commissioner for Agriculture, Dr. Clif Agbaeze, FCIB (Former Council Member), on the death of his mother during the burial on December 20, 2024.
- Four (4) senior management staff from banks in the state were among the 2024 Fellowship/Honorary Senior Membership investees, duly followed by the branch.

#### **The CIBN Anambra State Branch**

- Organized a successful 'Bankers Walk for Life' to commence its 2024 activities on March 7, 2024.
- Organized tutorials for student members from the state who sat for CIBN Examinations during the April and October diets, respectively.
- Hosted the 1st and 2nd Streams of the 2024 CIBN Graduate Induction Ceremony at the CIBN Bankers Hall, Nnamdi Azikiwe University, Awka, in March and August 2024, respectively.
- Lost two branch executive members during the year under review and duly participated in their burial ceremonies.
- Paid a courtesy visit to the new Vice Chancellor, Chukwuemeka Odumegwu Ojukwu University, Igbariam, and discussed the CIBN/COOU Linkage Partnership and future collaborations with the institution on August 8, 2024.
- Participated in the students' Bankers Day Annual Symposium' organized by the National Association of Banking & Finance Students of Chukwuemeka Odumegwu Ojukwu University, Igbariam, on August 8, 2024. The branch made a presentation on *'Career Opportunities for Finance Degree Holders in the Global Economy'*.
- Hosted the live stream of the 17th Annual Banking & Finance Conference at the CIBN Bankers Hall, Nnamdi Azikiwe University, Awka, on September 10, 2024.
- Hosted the live stream of the Generations Next Forum – 2.0 at the CIBN Bankers Hall, Nnamdi Azikiwe University, Awka, on October 17, 2024. SS 2 & SS 3 students of UNIZIK Secondary School, Awka, actively participated in the event. The branch used the opportunity to educate the students

about CIBN and give career talks.

- Members participated in the induction of Practice Licensees. Four members of the branch were successfully inducted and received the Practice License Seal of the Institute during 2024.
- Successfully held its 2024 Annual General Meeting on December 13, 2024, at the CIBN Bankers Hall, Nnamdi Azikiwe University, Awka.

### **The CIBN Ebonyi State Branch**

- Held a successful Annual General Meeting and Elections on March 7, 2024. The elections brought in Mr. Chidiebere Ogbogu, FCIB, as the Branch Chairman, to lead the branch for a two-year tenure.
- Organized a phone-in programme on '*Agency Banking Operations: Practice, Challenges, and Way Forward*', anchored by the branch executives at Legacy FM Radio Station 95.1 Abakaliki, on July 27, 2024. Residents of Ebonyi State appreciated the programme, which helped enlighten them on the topic.
- Executives embarked on the 1st phase of a courtesy visit and engagement with the heads of various Deposit Money Banks in Abakaliki for membership drive and branch activity sensitization. The banks visited included Sterling Bank, GT Bank Plc, Keystone Bank, FCMB, Fidelity Bank, and Zenith Bank, on August 6, 2024.
- The Branch Team, led by the Southeast Zonal Coordinator, visited the Deputy Vice-Chancellor (Academics), Ebonyi State University, to firm up discussions on the CIBN Linkage Programme on August 9, 2024.
- Successfully hosted the 2nd Stream of the CIBN Graduate Induction & Awards at Monarch MFB Conference Room, Abakaliki, on August 31, 2024.
- Facilitated the signing of the CIBN/AE-FUNAI Linkage MOU on October 3, 2024.
- Organized the 2024 World Savings Day, tagged '*Save Today, Secure Tomorrow*', at various secondary schools in Abakaliki on October 31, 2024. Lectures were delivered, and CIBN-branded prizes/gifts were awarded during the Questions & Answers session organized by the branch.
- Joined the President/Chairman of Council during a courtesy visit to the Branch Controller, Central Bank of Nigeria Abakaliki, on October 30, 2024.
- Joined the President/Chairman of Council's entourage during a visit to His Excellency, the Executive Governor of Ebonyi State, Hon. Francis Ogbonna Nwifuru, on October 30, 2024.
- Facilitated the CIBN Accreditation Team that visited Ebonyi State University for a linkage partnership on November 7–8, 2024.
- Paid a courtesy visit to the Deputy Vice-Chancellor/Branch Patron, Alex Ekwueme Federal University Abakaliki, on November 26, 2024.
- Concluded the membership engagement/drive and branch support visit to Heads of various Deposit Money Banks in Abakaliki: First Bank, Union Bank, Ecobank, UBA, Access Bank, and Polaris Bank on November 27, 2024. The branch secured the support of these bank heads to attend branch activities.
- Held its last General Meeting and get-together on December 12, 2024, at the CBN Conference Hall, Abakaliki.

### **The CIBN Enugu State Branch**

- Won the 1st Runner-up in Membership Drive during the Branch Awards at the 2024 CIBN 17th Annual Banking and Finance Conference held at Transcorp Hilton Hotel, Abuja.
- Organized tutorials and joined in the training of budding professionals for both the April and October 2024 diet examinations.
- On February 9, 2024, facilitated a lecture series with the graduated students of Banking &

Finance. The theme was *'Overcoming Self-Limiting Beliefs and Adopting a Winning Mentality'*, delivered by Lady Chiaka Mbagwu, HCIB. Over 50 graduated students and their lecturers were in attendance. The event was held at the University of Nigeria, Enugu Campus.

- On May 4, 2024, organized the maiden Soccer friendly match between UBA Team and Access Bank Team. The 2nd Soccer Friendly Match between UBA Team and Guaranty Trust Bank Team was held on July 27, 2024, at Ngwo Part Sporting Centre. These events increased member bonding and strengthened the branch's presence/activities in Enugu State.
- On April 27, 2024, supported and participated in the Induction and Elevation of Members by Confidence Consult, Dept. of Banking and Finance, UNEC. The event was held at the Shekinah Hall, UNEC. The branch presented a paper on *'Career Progression'* during the induction.
- The State Branch Chairman, Lady Chiaka Mbagwu, HCIB, shared her experience during the online CIBN Training Session for Branch Leadership 6.0, with the theme *'Leadership is not a Position'*, by Mr. Patrick Akinwuntan, HCIB, on July 6, 2024.
- Successfully hosted the 1st and 2nd streams of the 2024 CIBN Graduate Induction and Prize Awards in March and August 2024, respectively. The Branch Satellite Chapter hosted inductees from Nsukka during the graduate induction.
- Attended and supported one of its members at the 37th Inaugural Lecture at Enugu State University of Science & Technology, delivered by Prof. Chioma D. Oleka, Ph.D., HCIB, a Professor of Banking and Finance, on July 25, 2024.
- Organized a CIBN Linkage Engagement between NABAF and faculty members of the Banking & Finance Department, UNEC, to further strengthen the implementation of the linkage collaboration MOU on September 30, 2024.
- Hosted the Post-17th Annual Banking & Finance Conference at the University of Nigeria, Enugu Campus. Experiences were shared by the student representative from the University who attended the conference and the Branch Chairman. Over 300 students of the Banking & Finance Department participated and were further enlightened about CIBN on September 30, 2024.
- Embarked on a membership engagement drive to various banks in Enugu and significantly grew the branch membership. The branch maintains a register for branch members who pay their annual dues willingly.
- Hosted the 2.0 Generation Next Forum at the University of Nigeria, Enugu Campus, on October 17, 2024. The branch coordinated the transportation and logistics for students from other tertiary institutions in Enugu to join their counterparts in UNEC for the programme. Over 300 students participated in the programme.
- Seven (7) bank senior management staff from the state were among the 2024 Fellowship/Honorary Senior Membership investees, duly followed by the branch. This includes the Zonal Controller, NDIC Enugu.
- Welcomed and hosted the President/Chairman of Council and the Registrar/CEO to Enugu State during their official visit to Ebonyi on October 30, 2024.
- On December 7, 2024, organized a Branch Bankers Road Walk, Health Talk, and Soccer activities. The event was attended by the banking community in Enugu State and environs.
- Held a successful Annual General Meeting on December 14, 2024.
- The 2024 Annual Dinner and Lecture, with the theme: *"Perceptions and Experiences of the Banking Public on Nigerian Banks Today"*, delivered by Dr. Victor N. Agunwah, FCIB, was held on December 14, 2024, at Dekash Event Centre, Enugu. The event attracted branch patrons, members, and other dignitaries/stakeholders from the state.



### **The CIBN Imo State Branch**

- Organized tutorials for student members during the April and October 2024 diet examinations, respectively.
- Alongside the Zonal Coordinator, embarked on a membership engagement drive at the office of the Imo State Accountant-General on July 18, 2024. The branch executives received the support of the Accountant-General of the State for its activities.
- Alongside the Zonal Coordinator, embarked on a membership engagement drive at the Central Bank of Nigeria on April 30, 2024. The CBN Branch Controller pledged the Apex Bank's support for the branch's activities.
- Alongside the Zonal Coordinator, embarked on a membership engagement drive at Access Bank, United Bank for Africa Plc, and First Bank of Nigeria Ltd Regional Offices in Imo State on May 23, 2024.
- Alongside the Zonal Coordinator, embarked on a membership engagement drive at the office of the Regional Head, Zenith Bank Plc, Imo State, on August 21, 2024. The branch executives received the support of Zenith Bank in Imo State for its activities.
- Organized a successful 'Walk to Bond', Fitness Exercise, and Football Competition as part of its Bankers Week activities in Imo State on October 5, 2024. The event recorded a large turnout of CIBN members/bank representatives in Imo State and attracted the attention of residents in the state.
- Alongside the Zonal Coordinator, visited the Zonal Controller, Nigerian Deposit Insurance Corporation (NDIC), for a membership drive and sensitization of branch activities. The Zonal Controller and staff pledged their support for the branch's activities.
- Hosted the 1st and 2nd Streams of the 2024 Graduate Inductions and Prize Awards at the CIBN Bankers Hall, Federal Polytechnic Nekede.
- Alongside the Zonal Coordinator, attended the NABAFS Bankers Day, Federal Polytechnic Nekede Chapter 'Bankers Week', held on September 6, 2024, at the CIBN Bankers Hall. The branch presented a paper on '*Market Mastery and Repositioning Banking & Finance Students for the Future*', while the Zonal Coordinator enlightened students on CIBN linkage benefits, examinations, and career progression via the CIBN route. Over 200 students participated in the event.
- Attended NABAFS, Imo State University Chapter Seminar/Induction Ceremony of Banking & Finance Students, held on September 6, 2024. The branch prepared a paper on '*Employability of Banking & Finance Graduates in the Nigerian Banking Industry*'.
- The President/Chairman of Council, Prof. Pius Olanrewaju, Ph.D., FCIB, held a stakeholder engagement with the Branch Executives and members of CIBN Imo State Branch on November 20, 2024.
- Ten (10) bank senior management staff from the state were among the 2024 Fellowship/Honorary Senior Membership investees, duly followed up by the branch. This includes the Zonal Controller, NDIC Owerri, and Access Bank Regional Director.
- Alongside the Zonal Coordinator, engaged with the State Surveyor-General and established contact for securing the CIBN Owerri Land Survey Lifting Certificate. The visit took place on December 18, 2024.

#### **2.2.4 The South-South Zonal Office – Port Harcourt**

The South-South Zonal Office is responsible for coordinating the Institute's activities in six (6) states, Akwa Ibom, Bayelsa, Cross River, Delta, Edo, and Rivers. The Zone also manages twelve (12) linkage institutions.

#### **General Activities in the South-South Zone**

- The Branch Executives, Zonal Quarterly Meetings with Branch Executives, and General Meetings



were held regularly during the period under review.

- The 1st to 4th Quarter Zonal Meetings with Branch Chairmen and Secretaries were held on March 16, 2024, July 15, 2024, September 29, 2024, and December 20, 2024, respectively.
- The Zone represented the Institute at the Association of Professional Bodies of Nigeria (APBN) event, held on May 30–31, 2024, at the DY Event Centre, Edjeba, Warri, Delta State. The CIBN Team was led by Barr. Rita Adeyanju, HCIB, Director, Secretariat Services.
- The President/Chairman of Council held a virtual stakeholders' engagement session with the Cross River State Branch on November 19, 2024.
- The President/Chairman of Council had a physical stakeholders' engagement with the Delta State Branch from December 4–6, 2024.
- The President/Chairman of Council had a physical stakeholders' engagement with the Cross River State Branch from January 6–7, 2025.
- The President/Chairman of Council held a virtual stakeholders' engagement session with the Bayelsa State Branch on February 13, 2024.
- The President/Chairman of Council held a virtual stakeholders' engagement session with the Edo State Branch on March 12, 2024.
- The Zone recorded 100% participation from the branches within the Zone at the 2024 Pre-AGM for Branch Executives, held on April 5, 2024.
- The Zone also recorded impressive attendance by members during the 2024 Annual General Meeting of the Institute, held on April 6, 2024.

#### **The CIBN Akwa Ibom State Branch**

- Held its Annual General Meeting and Election on August 31, 2024. Dr. Emmanuel Ikpe, ACIB, was elected as the Branch Chairman.
- Alongside the Zonal Coordinator, paid a courtesy visit to Mr. Joshua Etopidiok, FCIB (Branch Patron), on August 30, 2024.
- Visited the University of Uyo to discuss the renewal of their expired MOU with the Dean of the Faculty of Management Science on August 30, 2024.
- Participated in the 2nd Stream Graduate Induction on August 31, 2024.
- Held a Linkage Committee meeting with the University of Uyo on August 30, 2024.
- Paid a courtesy call to Prof. Uduak Ubom, Dean, Faculty of Management Science, University of Uyo, on August 30, 2024.
- Paid a courtesy visit to Dr. Itoro Ikoh, HOD, Banking and Finance, University of Uyo, on August 30, 2024.
- Paid a courtesy visit to the Branch Controller, CBN Uyo, on October 30, 2024.
- Held a breakfast meeting with the Chairman, Akwa Ibom Internal Revenue Service, Mr. Okon Okon, HCIB, on November 7, 2024.

#### **CIBN Bayelsa State Branch**

- Held its Annual General Meeting and Election on May 24, 2024. Mr. Ugochukwu Okonkwo, ACIB, was elected as the Branch Chairman.
- Conducted scholarship exams for students of Niger Delta University and Federal University, Otuoke, sponsoring students for the Institute's April 2024 diet examination.
- Visited Niger Delta University regarding their expired MOU on January 12, 2024.
- Conducted prototype tests for students of Niger Delta University and Federal University, Otuoke, to enhance their preparations for the CIBN examinations on April 2, 2024.
- Provided books to the Department of Banking and Finance, Niger Delta University, to assist students in preparing for the Institute's examinations on May 23, 2024.
- Alongside the Zonal Coordinator, paid a courtesy visit to the Bayelsa CBN Branch Controller on

May 23, 2024.

- Visited the Dean of Niger Delta University on May 23, 2024.
- Visited the Head of Department, Banking and Finance, Federal University, Otuoke, on May 23, 2024.
- Sponsored the membership registration of 93 students from Niger Delta University.
- Won the Best Branch in the Organization of Youth-Focused Activities award at the 2024 Banking and Finance Conference.
- Conducted an advocacy visit and membership engagement with Wema Bank Plc on September 18, 2024.
- Held a student/stakeholder engagement with Niger Delta University on September 26, 2024.
- Conducted an advocacy visit and membership engagement with Premium Trust Bank on September 27, 2024.
- Sent study materials to students at Niger Delta University.
- Sponsored the membership registration of 21 students from Federal University, Otuoke.
- Conducted an advocacy visit to Federal University, Otuoke, engaging Banking and Finance students and working on fast-tracking the renewal of the Memorandum of Understanding (MOU) with the institution on December 1, 2024.
- Carried out a Corporate Social Responsibility (CSR) visit to Daisy's Home for Special Children, Igbogene, to impact lives at the orphanage during the festive season on December 14, 2024.

#### **The CIBN Cross River State Branch**

- Kick-started its 2024 branch activities with a thanksgiving service at House on the Rock, Parliamentary Extension, by Uddy King Petrol Station, on January 19, 2024.
- Held a Career Talk and Financial Literacy session at FAAN Secondary School, Airport Road, Calabar, on March 20, 2024.
- Participated in the 2024 Graduate Induction by hosting a viewing center for the 1st Stream Graduate Induction on March 23, 2024.
- Held a Career Talk at Holy Child Secondary School, Marian Hill, Calabar, on March 21, 2024.
- Distributed exercise books to students of Holy Child and FAAN Secondary School as part of their corporate social responsibility initiative during their visit on March 21, 2024. Lunch was provided for both students and teachers.
- Held its 2024 annual general meeting on August 31, 2024.
- Participated in the 2024 2nd Stream Graduate Induction by providing a viewing center on August 31, 2024.
- Won an award as the Best Branch in the Organization of Youth-Focused Activities at the 17th Banking and Finance Conference, held on September 10–11, 2024.
- Paid a courtesy visit to the Debt Management Office, Cross River State, to meet with Mr. Ekpe Ekpe on August 29, 2024, as part of their stakeholder engagement efforts.
- Donated books to the Department of Banking and Finance at the University of Cross River State during the Annual General Meeting (AGM) on August 31, 2024.
- Organized a Bankers Walk tagged *"A Healthy Banker Makes a Healthy Bank"* for its members on October 1, 2024.
- Held an engagement session with Branch Managers of all Deposit Money Banks (DMBs) in Cross River State on September 24, 2024, at the Central Bank Office, Calabar, to drive membership growth and inform managers about the Institute's activities.
- Paid a courtesy visit to the Accountant General of Cross River State on June 12, 2024.
- Held a Career Talk with students at the University of Calabar Secondary School (UNICAL) on July 13, 2024.
- Hosted the Bankers' Dinner and Award Night on December 7, 2024.
- Organized a Bankers' Football Tournament, which began on November 16, 2024.

- Paid a courtesy visit to Mr. Nnaemeka Ukanyiroha, Branch Controller, CBN Calabar, on December 17, 2024, and presented an Award of Excellence.

#### **The CIBN Delta State Branch**

- Paid a courtesy visit to the State Branch Patron, Chief Dr. Barry Gbe (JP), HCIB, on February 10, 2024, to congratulate him on his recent appointment as a Special Adviser by the Delta State Governor, H.E. Rt. Hon. Elder Francis Sheriff Oborevwori.
- Held an interactive sensitization session with staff of the Banking and Finance Department at Delta State Polytechnic, Otefe-Oghara, on June 20, 2024.
- Visited Delta State University, Abraka, and Delta State Polytechnic, Otefe-Oghara, for Career Talks on June 20, 2024.
- Participated in the 2024 2nd Stream Graduate Induction by providing a viewing center on August 31, 2024.
- Held a Career Talk with students of Delta State University, Abraka.
- Paid a courtesy visit to the Rector of Delta State Polytechnic on September 25, 2024.
- Held a Career Talk with students of Delta State Polytechnic, Otefe-Oghara.
- The 2024 Planning Committee paid a courtesy visit to the Chief of Staff to the Governor, Hon. (Prince) Johnson Erijo, on November 8, 2024, to invite him to their Annual Lectures/Dinner and to submit an invitation and courtesy visit request to His Excellency, Rt. Hon. (Elder) Sheriff F. O. Oborevwori, for a visit by the President/Chairman of Council, CIBN, Prof. Pius Deji Olanrewaju, ahead of the Annual Lectures/Dinner scheduled for December 7, 2024.
- Paid a courtesy visit to the Secretary to the Delta State Government (SSG), Chief Kingsley Emu, HCIB, as part of their stakeholder engagement, and used the opportunity to invite him as the Special Guest of Honour at their Annual Lectures/Dinner event.
- Paid a courtesy visit to the Accountant General of Delta State (A.G), Mrs. Joy E. Enwa, FCA, on November 13, 2024, to invite her as a Special Guest and to announce her appointment as a Patroness of the CIBN Delta State Branch.
- The CIBN Bankers Forum/Planning Committee paid a courtesy visit to the Head of Civil Service, Mr. Reginald O. E. Bayoko, mni, to present his letter of appointment as a Patron of the CIBN Delta State Branch and to invite him as a Special Guest to the 4th Annual Lectures/Dinner and Awards Night, scheduled for December 7, 2024, at Orchid Hotels, Asaba.
- Continued their courtesy visits with an engagement with the Hon. Commissioner for Economic Planning, Delta State, Mr. Sonny Ekedayen, HCIB, to invite him as a Special Guest at the 4th Annual CIBN Delta State Lectures/Dinner and Awards Night, scheduled for December 7, 2024, at Orchid Hotels, DBS Road, Asaba.
- Organized the 4th CIBN Delta State Lecture/Bankers' Annual Forum with the theme: *"Policies and Roles of CBN & Financial Institutions in Supporting MSMEs and the FGN's 'GROW NIGERIA PROJECT' to Achieve Economic Growth & Stability."*
- Paid a courtesy visit to CP Surajudeen Olufemi Abaniwonda, the Commissioner of Police, at the State Command Headquarters on November 13, 2024.
- Paid a courtesy visit to Dr. Godwin Adolor, FCIB, the Executive Secretary of the Delta State Micro, Small, and Medium Development Agency (DEMS MEDA), on November 12, 2024.

#### **The CIBN Edo State Branch**

- Held its Annual General Meeting and Election on June 22, 2024. Mr. Ibukun Akande Solomon, ACIB, was elected as the Branch Chairman.
- Held an interactive session with the University of Benin on Membership Drive on June 21, 2024.
- Held an enlightenment program at Benson Idahosa University on Membership Drive on March 10, 2024.
- Participated in the 2024 1st Stream Graduate Induction on March 23, 2024.

- Participated in the Workers Summit on November 2, 2024, with the theme: *"Thriving in Tough Times: Mental Wellness Strategies for All Workers."* The speaker was Mr. Iyamu Osamuyimwen Daniel, Financial Secretary, CIBN Edo State Branch.
- Paid a courtesy visit to the Branch Controller, Central Bank of Nigeria (CBN), Mr. Michael Mgbeze, on December 14, 2024.
- Paid a courtesy visit to the Zonal Controller, Nigeria Deposit Insurance Corporation (NDIC), Mrs. Patricia Akhere Okosun, on August 8, 2024.
- Created a WhatsApp group for Keystone Bank staff after visiting the bank in July. This platform has become a channel for disseminating vital information on Membership Registration and Exams.
- Engaged with the Bank of Industry to sensitize them on the benefits of Institute membership on August 22, 2024.
- Participated in the 2024 2nd Stream Graduate Induction on August 31, 2024.
- Engaged with Access Bank to sensitize staff on the benefits of Institute membership on July 17, 2024.
- Engaged with United Bank for Africa (UBA) for a membership sensitization session on July 9, 2024.
- Engaged with Keystone Bank for a membership sensitization session on July 17, 2024.
- Held an engagement meeting with Mr. Michael Mgbeze, Branch Controller, Central Bank of Nigeria (CBN), and the Branch Managers Forum on December 11, 2024.
- The Branch Chairman, Mr. Ibukun Akande, and his Executive Members participated in the Finance Students Association of Nigeria (FINSAN) event at the University of Benin during an advocacy engagement with students on December 2, 2024.
- Participated in the Banking and Finance Summit held with Finance students at the University of Benin on December 2, 2024, featuring topics such as: *"Nigeria's Forex Market Outlook: Challenges, Opportunities, and Projections"* and *"Banking and Your Future."*

#### **The CIBN Rivers State Branch**

- Held its Annual General Meeting and Election on March 2, 2024. Mr. Njoku Nkwachukwu, FCIB, was re-elected as the Branch Chairman.
- Had a public awareness engagement at Nigeria Info 92.3FM Port Harcourt on the true value of the naira on March 11, 2024, at 4:00 p.m.
- Held Linkage Committee meetings with Captain Elechi Amadi Polytechnic, Port Harcourt, on March 8, 2024.
- Had an interactive session with 200-level students at the University of Port Harcourt on Membership Registration on April 4, 2024.
- Held an enlightenment session with University of Port Harcourt students on Membership Registration on August 16, 2024.
- Joined the Zonal Coordinator in a meeting with the Associate Dean, Head of the Department of Banking and Finance, and the Linkage Coordinator of the University of Port Harcourt on August 16, 2024, to discuss Student Membership Registration and the renewal of their expired MOU.
- Visited the Deputy Vice-Chancellor (Academics), University of Port Harcourt (UNIPORT), regarding their expired MOU on August 19, 2024.
- Visited Ken Saro-Wiwa Polytechnic to meet with the Head of the Department of Banking and Finance concerning their expired MOU and membership drive on August 21, 2024.
- Participated in the 2024 2nd Stream Graduate Induction by providing a viewing center on August 31, 2024.
- Organized a webinar for members and non-members on the topic *"Safeguarding the Future of Banks and Other Financial Institutions in Times of Uncertainties"* on September 14, 2024. The Guest Speaker was Dr. Wenceslaus Nwoga, FCIB, FCA, CISA.
- Paid a courtesy visit to the Rivers State Commissioner for Employment Generation and Economic



- Empowerment, Sir Austin Nnadozie, at the State Secretariat Complex on September 17, 2024.
- Participated fully in the NAFAB Career Launch Program at the University of Port Harcourt on September 17, 2024.
- Organized and hosted a sporting engagement (Bankers' Health Walk) for bankers and bank workers in Port Harcourt, Rivers State, at the Yakubu Gowon Stadium, Elekahia, on October 26, 2024.
- Held an advocacy and sensitization visit with the Managing Directors of Microfinance Banks and their representatives during the monthly meeting of the National Association of Microfinance Banks (NAMB) Rivers State Branch on October 31, 2024.
- Participated fully in the Port Harcourt Bankers' Committee Dinner, held on December 7, 2024, at Novotel Port Harcourt.
- Gathered for a thanksgiving service at the Methodist Church Nigeria, Diocese of Port Harcourt, Rumuokurushi Circuit, Kings Chapel, on December 22, 2024.
- Participated in a television engagement on Nigerian Fiscal Policy Reforms on Nigeria Television Authority (NTA), Port Harcourt, at 11:00 a.m. on December 6, 2024.

#### GENERAL ZONAL OFFICE ACTIVITIES

- Participated in the CAFÉ Annual Symposium, organized at Rivers State University, on April 20, 2024.
- Alongside the Rivers State Branch, attended the NAMB South-South Zonal Meeting held at Swiss Spirit Hotel on February 3, 2024, for a membership drive.
- Paid a courtesy visit to the Branch Controller, Central Bank of Nigeria, Rivers State, on April 4, 2024, for a membership drive.
- Attended the UNIPORT NAFABS Banking and Finance Students' Year-One Orientation Program on April 12, 2024, for a membership drive.
- Paid a courtesy visit to the new Head of Department, Banking and Finance, Port Harcourt Polytechnic, Rivers State, on October 28, 2024, to engage in student registration.
- Paid a courtesy visit to Prof. Raph Adegie, Deputy Vice-Chancellor, Igbinedion University, Okada, on June 21, 2024, for a membership drive.
- Alongside the CIBN Rivers State Branch Executives, paid a courtesy visit to the Honourable Commissioner, Sir Austin Emeka Nnadozie, championing Employment Generation and Economic Empowerment in Rivers State, on September 17, 2024. Discussions focused on how CIBN members can benefit from the state government's initiatives.
- Paid a courtesy visit to the Head of Department, University of Benin, on June 21, 2024, for a membership drive.
- Participated in the 17th Annual Bankers Conference for 2024.
- Participated in the Niger Delta University Students/Stakeholders Engagement on July 17, 2024, with over 100 students in attendance.
- Attended the Rivers State Microfinance Bank MDs' Meeting, held at RIMA Growth Pathway MFB, on October 31, 2024, for a membership drive.
- Participated in the NAMFB South-South Zonal Conference, held at Sweet Spirit Hotels, on May 11, 2024.
- Paid a courtesy visit to Mr. Sunday Aguwanba, ACIB, Head of Department and Dean, Igbinedion University, Okada, on June 21, 2024, for bulk student registration.

#### 2.2.5 The CIBN South-West Zonal Office - Osogbo

The South-West Zonal Office is responsible for coordinating the Institute's activities in six (6) states: Ekiti, Kwara, Ogun, Ondo, Osun, and Oyo. The Zone also manages thirty (30) linkage institutions.



### The CIBN Kwara State Branch

- Commissioned the Kwara State Branch Secretariat and held a groundbreaking ceremony for the Institute's legacy project, donated to Kwara State University, Malete, on January 16, 2024.
- Organized a webinar on *"Risk Management in Banking"* by Adefisayo Adefarakan, FCCA, CIA, on February 22, 2024.
- Held a career talk for students in the Banking and Finance Department at Kwara State Polytechnic, Ilorin, on June 6, 2024, focusing on how fintech operations affect Deposit Money Banks (DMBs) in Nigeria.
- Delivered a career talk at the Prize Giving Day of M'Gold Fingers School, Ilorin, on July 24, 2024, with the aim of *"catching them young."*
- Paid a courtesy visit to the Permanent Secretary of the Ministry of Works on September 17, 2024, to follow up on the request for road access to the Secretariat.
- Paid a working visit to the NDIC Controller, the Kwara House of Assembly Speaker's office, and Senator Salihu Mustapha's office on September 17, 2024.
- Attended the Bankers Forum meeting at the CBN on September 18, 2024, reminding branch managers about the upcoming CIBN webinar and the need for staff to register for the CIBN certification exam.
- Held a linkage committee meeting at Al-Hikmah University on September 20, 2024.
- Organized a quarterly webinar on *"CBN Recapitalization Policy - The Impact on Socio-Economic Development of the Country"* on September 25, 2024.
- Held its Annual General Meeting and the election of new Branch Executives on October 5, 2024.
- Organized a Bankers Walk among DMs, Regulators, and MFBs in the state on December 7, 2024.
- Organized the last quarterly webinar on *"Entrepreneurship: Experience Sharing of an Ex-Banker for Bankers, Policy Makers, Regulators, etc."* on December 11, 2024.
- Delivered a career talk for students of the Finance Department at the University of Ilorin on December 14, 2024.

### The CIBN Osun State Branch

- The Branch Chairman and the South-West Zonal Coordinator attended the first anniversary event for the Vice Chancellor of Fountain University on March 1, 2024.
- Paid a courtesy visit to the Acting Branch Controller of the CBN Osogbo Branch on June 14, 2024.
- Paid a courtesy visit to the Chairman of the Osun State Bankers Committee Forum at FCMB and conducted a sensitization visit at Polaris Bank Fakunle Branch, Osogbo, on June 14, 2024.
- Paid a courtesy visit to Professor Jonathan Oyebamiji Babalola, Vice Chancellor of Bowen University, Iwo, on August 6, 2024, to discuss the renewal of the MOU and the full implementation of the ACIB/Degree linkage program.
- Paid a courtesy visit to Professor Olayinka Ramota Karim, Vice Chancellor of Fountain University, Osogbo, and held a linkage committee engagement meeting with the university management on August 7, 2024.
- Paid a courtesy visit to Dr. Samson Adegoke, Rector of Osun State College of Technology, Esa-Oke, and held a linkage committee engagement meeting with the school management on August 7, 2024.
- Delivered a career talk to students in the Banking and Finance, Business Administration, Accountancy, and Marketing departments at Osun State College of Technology, Esa-Oke, on August 7, 2024.
- Paid a courtesy visit to Dr. Sani Man-Yahaya, Rector of the Federal Polytechnic, Ede, on August 8, 2024, to discuss the renewal of the MOU and the full implementation of the ACIB/HND linkage program.
- Held its Monthly General Meeting on October 1, 2024.
- Organized a webinar on *"Changes in Monetary Policy Rates and Their Implications on Credit"*

*Management in Nigerian Banks*" on November 14, 2024.

- Held its Annual General Meeting and the election of new Branch Executives on December 7, 2024.
- Paid a courtesy visit to the Osun State Head of Service, Elder Ayanleye Aina, regarding the inclusion of Banking and Finance Degree and HND into the Osun State Scheme of Service, and to the Permanent Secretary on Lands and Planning, Dr. Fritz Mobolaji Olaoye, for the release of the Osun State Branch Institute landed property C of O on December 11, 2024.

#### **The CIBN Oyo State Branch**

- Held an engagement session with the Oyo State Commissioner for Budget and Economic Planning, Prof. Musibau Babatunde, on March 4, 2024.
- Organized the 2024 Stakeholders' Breakfast Session at Thikadol Event Centre and Hotel, themed *"Synergizing for the Growth of the Institute,"* on March 9, 2024.
- Held its Annual General Meeting on April 24, 2024.
- Held a collaborative meeting with the management of the Banking and Finance Department at the University of Ibadan on September 13, 2024.
- Held its Annual General Membership Meeting with the theme: *"Bank Recapitalization: Issues and Matters Arising"* on October 16, 2024.
- Participated in the 2024 Oyo State Consultative Forum on the Development of the African Continental Free Trade Area (AfCFTA) on December 18, 2024.

#### **The CIBN Ogun State Branch**

- Delivered a career talk during Bankers' Week at Abraham Adesanya Polytechnic, Ijebu-Igbo, on June 13, 2024.
- Paid a courtesy visit to the Ogun State Commissioner for Trade and Investment, Mr. Adebola Sofela, FCIB, on June 13, 2024.
- Participated in the transition and investiture of the Chairman of the APBN Ogun State Chapter on June 13, 2024.
- Paid a courtesy visit to DS Adegbenro ICT Polytechnic, Itori, Ogun State, and held a collaboration and advocacy meeting with the school management and students in the Banking & Finance Department on July 9, 2024.
- Paid a courtesy visit to the Ogun State Accountant General, Mr. Babatunde Aregbesola, and three Directors, as well as the Ogun State Commissioner for Budget & Planning, Mr. Olalolu Olabimtan, FCA, on August 5, 2024.
- Paid a working visit to the new Head of Service of Ogun State, Mr. Kehinde Onasanya, on August 8, 2024.
- Organized a Bankers Dinner in honor of the 23rd President/Chairman of Council, Prof. Pius Deji Olanrewaju, Ph.D., FCIB, and held stakeholders' engagements with the President and Chairman of Council. The delegation also paid courtesy visits to key stakeholders in the state, including the Deputy Governor of Ogun State, Engr. Mrs. Noimot Salako Oyedele; the Commissioner of Trade, Commerce & Industry, Mr. Sofela, FCIB; the PS Ministry of Trade, Commerce & Industry; the CBN Branch Controller, Abeokuta; the NDIC Zonal Controller; the Zonal Director of the Federal Inland Revenue Services; and the Vice Chancellor of the Federal University of Agriculture, Abeokuta, on August 23, 2024.
- Held its third-quarter General Meeting, themed *"BEST on CBN Recapitalization Policy,"* on September 26, 2024.
- Held a linkage engagement meeting at Abraham Adesanya Polytechnic, Ijebu Igbo, Olabisi Onabanjo University, Ago Iwoye, and Gateway ICT Polytechnic, Sapade, on October 30, 2024.
- Organized a career talk for secondary schools at Ayetoro Comprehensive High School, Ayetoro, Ogun State, in collaboration with the Association of Professional Bodies of Nigeria, Ogun State Chapter, on November 5, 2024.

- Organized a novelty football match between Deposit Money Banks and the Central Bank Abeokuta Branch on December 14, 2024.

#### **The CIBN Ondo State Branch**

- Held its General Meeting on June 12, 2024.
- Paid a courtesy visit to the CBN, Polaris Bank, NPF, and Memphis Microfinance Bank on July 17, 2024.

#### **GENERAL ZONAL OFFICE ACTIVITIES**

- Held the first quarterly meeting for the branch chairmen and secretaries in the zone on March 15, 2024.
- Met with the linkage coordinator and the Dean of the Faculty at The Oke-Ogun Polytechnic, Saki, on March 8, 2024, to discuss the registration of their students for 2024.
- Organized the second-quarter meeting for the chairmen and secretaries of the branches on June 12, 2024.
- Held linkage engagement meetings with the management of Rufus Giwa Polytechnic, Owo, and Adekunle Ajasin University, Akungba-Akoko, on July 18, 2024.
- Held linkage engagement meetings with the Linkage Committee members at The Federal Polytechnic, Ado-Ekiti, on July 18, 2024, and Ekiti State University on July 19, 2024.
- Joined the live stream of the 17th Annual Banking and Finance Conference at the CIBN Bankers Hall, The Polytechnic, Ibadan, with linkage students in the zone on September 10, 2024.
- Organized the quarterly meeting for the Chairmen and Secretaries on October 25, 2024.
- Accompanied the President/Chairman of Council, Prof. Pius Deji Olanrewaju, Ph.D., FCIB, to the 28th Annual Conference of the Chartered Institute of Stockbrokers at Jogor Event Centre, Ibadan, Oyo State, on November 7, 2024.
- Represented the Registrar/CEO at the Combined Convocation Ceremony of Distinct Polytechnic, Ekosin, Osun State.
- The Zone carried out the bulk registration for students for the following tertiary institutions:
  - The Federal Polytechnic, Offa
  - Olabisi Onabanjo University, Ago-Iwoye, Ogun State
  - Afe Babalola University, Ado Ekiti
  - Covenant University, Ota, Ogun State
  - Osun State University, Osogbo
  - The Federal Polytechnic, Ado Ekiti, Ekiti State
  - The Oke-Ogun Polytechnic, Saki
  - The Polytechnic, Ibadan

#### **2.2.6 THE NATIONAL SECRETARIAT ANNEX, ABUJA (NSAA)**

The NSAA Office is responsible for coordinating the Institute's activities in six (6) states: FCT, Niger, Plateau, Nasarawa, Kogi, and Benue.

##### **Key Activities in 2024**

##### **January 2024**

- Coordinated bulk registration of 92 students from Federal Polytechnic, Bida, Niger State, on January 23, 2024.

##### **February 2024**

- Engaged in stakeholders' meetings with UBA and Access Bank on February 1, 2024.
- Accompanied the President/Chairman of Council on a courtesy visit to Senator Tokunbo Abiru, FCIB,



- Chairman of the Senate Committee on Banking, Insurance, and Other Financial Institutions, to share the Institute's contributions and initiatives for the banking industry on February 15, 2024.
- Attended the court session on *CIBN vs. CHIDA International Hotel* on February 15, 2024.
- Coordinated the President/Chairman of Council's stakeholder engagement with the Benue State Branch on February 19, 2024.
- Accompanied the President/Chairman of Council and the Body of Banks' CEOs on a stakeholder engagement with the Executive Chairman of the EFCC, Mr. Ola Olukoyede, on February 20, 2024.
- Coordinated the President/Chairman of Council's stakeholder engagement with the Plateau State Branch on February 23, 2024.
- Accompanied the 1st Vice President and the Body of Banks' CEOs on a courtesy visit to the Federal Inland Revenue Service (FIRS) on February 27, 2024.

### March 2024

- In collaboration with the L&D Directorate, promotional tests and interviews for 55 member staff of NEXIM from February 26 to March 4, 2024.
- Coordinated the President/Chairman of Council's stakeholder engagement with the Niger State Branch on March 8, 2024.
- Coordinated the graduation ceremony of CIBN inductees at the NSAA Office, Plateau State, and Nasarawa State centers on March 23, 2024.
- Participated in the graduation ceremony of Banking School Trainees (Abuja Stream) organized by Keystone Bank in March 2024.

### April 2024

- Organized an in-plant training on "*Tax Compliance and Administration*" for the Federal Mortgage Bank of Nigeria on April 16–17, 2024, generating an income of ₦2,401,200.00.
- Alongside the Abuja Branch, paid a courtesy visit to the Executive Director of Access Bank, Hajia Ambursa, on April 18, 2024.

### May 2024

- The Niger State Branch embarked on a membership drive to staff of Access Bank, First Bank, and Keystone Bank in Niger State on May 3, 2024.
- Alongside the Plateau State Branch, coordinated bulk registration of 38 students from the University of Jos on May 6, 2024.
- Alongside the Niger State Branch, visited Federal Polytechnic, Bida, for a membership drive, resulting in the bulk registration of 108 students on May 31, 2024.
- Accompanied the President/Chairman of Council, Registrar/CEO, and Head of NSAA on a stakeholder engagement visit to the MDs/CEOs of Jaiz Bank, Aso Savings, and Federal Mortgage Bank on May 21, 2024.
- Organized an open training workshop for both Money Deposit Banks (MDBs) and Microfinance Banks (MFBs) on "*Anti-Money Laundering and Financial Crime Workshop*" (AML Stream 1) on May 22–23, 2024.
- Alongside the Plateau State Branch, organized a seminar on "*Recent Policy Shifts and Implications for Growth and Stability*" on May 30, 2024.

### June 2024

- Accompanied the President/Chairman of Council and the Body of Banks' CEOs on a courtesy visit to the Speaker of the House of Representatives, Rt. Hon. Tajudeen Abbas, Ph.D., on June 12, 2024.
- Attended the court session on *CIBN vs. CHIDA International Hotel* on June 25, 2024.



### July 2024

- Alongside the Abuja Branch Exco, held a stakeholder engagement at Access Bank PLC, Abuja, on July 4, 2024.
- Coordinated the President/Chairman of Council's stakeholder engagement with the Abuja Branch on July 11, 2024.
- The Plateau State Branch participated in the ICAN District Society Investiture of the New Chairman in July 2024.
- Coordinated bulk registration of students from Federal Polytechnic, Nasarawa, on July 12, 2024.
- Accompanied the President/Chairman of Council to a one-day public hearing organized by the Senate Committee on Banking, Insurance, and Other Financial Institutions on the Nigeria Insurance Reform Bill 2024 on July 17, 2024.
- Embarked on a visit to the Infrastructure Bank for a membership drive and registered the MD for HCIB membership on July 18, 2024.
- Visited the Nigerian Customs Service with proposals for an in-plant training for 240 officers on July 23, 2024.
- Registered four (4) Executive Directors from the Federal Mortgage Bank of Nigeria for HCIB on July 23, 2024.
- Organized Stream 2 of the open training workshop for both MDBs and MFBs on *"Anti-Money Laundering and Financial Crime Workshop"* on July 24–25, 2024.
- Accompanied the President/Chairman of Council to the public hearing on the NDIC Act 2023 Amendment Bill, the Dishonored Cheques Act 1977 Bill 2024, and the Electronic Transactions Bill 2024 on July 25, 2024.
- Accompanied the President/Chairman of Council, Registrar/CEO, and the Chairman of the Body of Banks' CEOs, Mr. Oliver Alawuba, FCIB, on an industry advocacy courtesy visit to the Honorable Minister of Finance and Coordinating Minister of the Economy, Mr. Wale Edun, on July 26, 2024.
- Visited Signature Bank, Federal Mortgage Bank, and Bank of Agriculture for training and membership drives on July 30, 2024.

### August 2024

- Held an open training on *"Risk-Based Audit, Compliance, and Data Analytics"* with participants from both MDBs and MFBs in attendance on August 7–8, 2024.
- Organized an interactive session and delivered a career talk to Banking & Finance students at the University of Abuja on August 14, 2024.
- Ensured students received lectures via referral at Roberto Group of Schools for exam preparations.
- Alongside the Abuja Branch, organized an engagement meeting for members at Taj Bank Training Academy, Abuja, on August 22, 2024.
- Coordinated the Abuja Branch online quiz competition, open to members only, on August 23, 2024.
- Accompanied the President/Chairman of Council on a courtesy visit to Mr. Olayemi Cardoso, Governor of the Central Bank of Nigeria, on August 28, 2024.
- Conducted a stakeholder engagement with the staff of Infinity Mutual Trust Mortgage Bank on August 29, 2024.
- Coordinated a virtual induction ceremony for 2024 Stream Two graduates at the NSAA Office, Plateau, and Nasarawa centers on August 31, 2024.

### September 2024

- Joined the President/Chairman of Council and other management staff on a courtesy visit to the Honorable Minister of Finance and Coordinating Minister of the Economy, Mr. Wale Edun, on September 9, 2024.

- Secured a ₦5 million sponsorship for the Investiture Ceremony from the Executive Director, Finance and Administration, Nigerian Ports Authority, Mrs. Vivian Edet Richard, and registered her for HCIB Investiture on September 9, 2024.
- Assisted in coordinating a book launch organized by the Abuja Branch on September 11, 2024.
- Accompanied the President/Chairman of Council and the Registrar/CEO on a courtesy visit to the Executive Chairman of the Nigerian Communications Commission (NCC), Dr. Aminu Maida, on September 17, 2024.
- Visited the Chief of Staff to the Speaker of the House of Representatives on September 17, 2024.

#### October 2024

- Held a career talk with students of the Banking and Finance Department at Federal Polytechnic, Nasarawa, on October 17, 2024.
- Coordinated the Generation Next Forum 2.0, held virtually at Federal Polytechnic, Nasarawa, on October 17, 2024.
- Held a linkage meeting with the management and staff of the Banking and Finance Department at Federal Polytechnic, Nasarawa, on October 17, 2024.
- Offered preparatory classes for student members in collaboration with Roberto Study Center.
- Coordinated the participation of all branches under the Zone in the 2024 CIBN Fellowship Investiture on October 26, 2024.
- Registered 30 members who were duly invested as Fellows and Honorary Senior Members of the Institute on October 26, 2024.

#### November 2024

- Held an in-plant training on “*Regulatory Compliance Framework*” for staff of the Federal Mortgage Bank of Nigeria (Stream 1) at their training academy in Kaduna State on November 18–19, 2024.
- The Plateau State Branch organized an interactive session and delivered a career talk on Financial Literacy at GSS Hwolshe, Jos, Plateau State (SS2 & SS3 Social Science Classes) on November 19, 2024.
- Attended the court session on *CIBN vs. CHIDA International Hotel* regarding CIBN's landed property in Abuja on November 20, 2024.
- Conducted Stream 2 of the in-plant training on “*Regulatory Compliance Framework*” for staff of the Federal Mortgage Bank of Nigeria at their training academy in Kaduna State on November 26–27, 2024.
- Embarked on a membership engagement drive at Access Bank, First Bank, M&M MFB, MML MFB, Abucoop MFB, Peace MFB, and Nigeria Navy MFB on November 19, 2024.

#### December 2024

- Organized an open training for MDB and MFB staff on “*Risk Management and Compliance*” on December 4–5, 2024.
- Held an interactive session with students from the Department of Banking & Finance, University of Abuja, on December 12, 2024.
- Ensured all branches, except for the Kogi Branch, held their Executive Committee meetings and general meetings as required during the year under review.
- Accompanied the Registrar/CEO and Director of CFS to meet with the Director of Budget and Economic Growth at the Ministry of Budget and National Planning, Abuja, on December 17, 2024.

#### 2.2.7 THE NATIONAL SECRETARIAT, LAGOS

The National Secretariat, Lagos, is responsible for coordinating the activities of branches in Lagos State, including the Lagos State Branch and the Association of Professional Women Bankers (APWB),

as well as international branches. Additionally, the Secretariat coordinates the activities of five (5) linkage institutions in conjunction with the Lagos State Branch and APWB.

### 2.2.7.1 The CIBN Lagos State Branch

#### Preparation of Students for the Institute's Examinations

- **2024 Diet Lectures**

The Branch successfully conducted lectures for candidates registered for both the April and October 2024 Diet Examinations.

- **April Diet Lectures:**

- Commenced on January 13, 2024, and ended on March 31, 2024.
- A two-week intensive class was held from April 3 to April 14, 2024, for candidates unable to attend regular classes due to workload.

- **October Diet Lectures:**

- Commenced on June 1, 2024, and ended on September 15, 2024.
- Revision classes were held from September 18 to October 6, 2024.

#### Free Webinars for Students

- A free webinar was organized for students before the commencement of both the April and October Diet lectures.
- **April Diet Webinar:**
  - Topic: *"Effective Study Strategies for Professional Examinations: Tips and Techniques for Success & Dealing with the Albatross of Professional Examinations for CIBN Student Members."*
  - Held on December 16, 2023.
- **October Diet Webinar:**
  - Topic: *"Utilizing Resources and Support Systems for Exam Preparation."*
  - Held on May 25, 2024.

## B. TRAINING PROGRAMMES

S/N	Programmes	Date
1.	Free webinar for students preparing for the October Diet Exams. Topic: Utilizing Resources and Support Systems for Exam Preparation	25 <sup>th</sup> May, 2024
2.	Webinar on Headwinds of Nigeria's Economic Challenges, The Downsides and Strategic Options for the Banking & Finance Industry. The webinar was organized in collaboration with Brecil Consultants Ltd.	11 <sup>th</sup> June, 2024.
3.	In-House Training on Anti-Money Laundering and Combating Financing of Terrorism for Haggai Mortgage Bank.	15 <sup>th</sup> June, 2024
4.	In-House Training on Branch Leadership, Customer Service Excellence and Strategies for Delivering Higher Level of Profitability for NPF Microfinance Bank Plc	20 <sup>th</sup> & 21 <sup>st</sup> September, 2024
5.	Webinar on Emerging E-Fraud in Nigeria Banking Eco-System: Nature, Causes, Effects and Strategies to Protect Stakeholders Value. This was in collaboration with our PMPS Partner, Brecil Consultants Ltd.	20 <sup>th</sup> November, 2024





## C. MEMBERSHIP ENGAGEMENTS

### Key Activities of the CIBN Lagos State Branch in 2024

1. **Symposium Attendance at the University of Lagos**
  - The Branch attended a symposium organized by the Finance Students Association (FINSAs), University of Lagos, on June 25, 2024.
  - Theme: *"Beyond Financial Horizons: Charting Career Paths, Unveiling Insights, and Mastering Markets."*
  - Venue: J.F. Ade Ajayi Auditorium (Main Auditorium), UNILAG.
  - The event was well-attended by the Branch Executives, with the Branch Chairman leading the team.
2. **Career Talks in Schools**
  - The Branch conducted career talks at various secondary and elementary schools as part of its membership drive and *"Catch Them Young"* initiative during the year under review.
3. **Courtesy Visit to the President/Chairman of Council**
  - The Executive Committee of the Branch paid a courtesy visit to the new President/Chairman of Council, Prof. Pius Deji Olanrewaju, FCIB, on July 14, 2024, at the Bankers House.
4. **Town-and-Gown Synergy Initiative**
  - The Branch launched an initiative tagged *"Town-and-Gown Synergy: The Banking Industry Meets the Gown for a Way Forward."*
  - The maiden edition was held in collaboration with the Banking & Finance Department, Yaba College of Technology, on August 20, 2024, at Yusuf Grillo Hall, YABATECH.
  - The Lead Panelist was Mr. Ola Olabinjo, FCIB, MD/CEO, Skystone Capital and Investment.
5. **Awards at the 17th Annual Banking & Finance Conference**
  - The Branch was awarded:
    - Best Branch in Membership Drive
    - Overall Best Branch in Organization of Activities
  - The awards were presented at the 17th Annual Banking & Finance Conference held on September 10–11, 2024, at Transcorp Hilton Hotel, Abuja.
6. **Lagos Bankers Nite**
  - The Lagos Bankers Nite was held on August 30, 2024, at Black Diamond Hotel, Victoria Island.
  - Theme: *"Driving National Growth Agenda: The Roles of the Banking Sector."*
  - Guest Speaker: Dr. Emmanuel Moore Abolo.
7. **AGM/Members Forum**
  - The AGM/Members Forum was held in a hybrid format (physical and virtual) on October 20, 2024, at the CIBN Learning Centre, Sabo.
  - The event was well-attended by CIBN Past Presidents, some Directors, and Banking & Finance students from tertiary institutions within the Branch's purview.
  - Total attendance: 90 members, including students.
8. **Collaboration with Yaba College of Technology**
  - The Branch, in collaboration with Yaba College of Technology, registered over 100 students from the Banking & Finance Department as CIBN Student Members.
  - The Branch subsidized 50% of the students' registration fees.
9. **Collaboration with the University of Lagos**
  - The Branch collaborated with the Head of Department, Finance, University of Lagos, to register some of their students as CIBN Members.

There were nine (9) Executive Committee meetings held during the period under review on the dates stated below.

	Date	Presiding Chairman	No. in Attendance
1	31 <sup>st</sup> , January, 2024	Mr. Adeyemo Adeoye, FCIB	15
2	17 <sup>th</sup> February, 2024	Mr. Adeyemo Adeoye, FCIB	14
3	27 <sup>th</sup> March, 2024	Mr. Adeyemo Adeoye, FCIB	18
4	31 <sup>st</sup> May, 2024	Mr. Adeyemo Adeoye, FCIB	21
5	10 <sup>th</sup> August, 2024	Mr. Adeyemo Adeoye, FCIB	14
6	26 <sup>th</sup> August, 2024	Mr. Adeyemo Adeoye, FCIB	17
7	13 <sup>th</sup> September, 2024	Mr. Adeyemo Adeoye, FCIB	22
8	16 <sup>th</sup> October, 2024	Mr. Adeyemo Adeoye, FCIB	16
9	28 <sup>th</sup> November, 2024	Mr. Adeyemo Adeoye, FCIB	17

### 2.2.7.2 The Association of Professional Women Bankers (APWB)

The APWB is the female wing of the Institute. During the year under review, the following activities were executed:

- **Professional Development Initiatives**  
**APWB Leadership Series with Mr. Wole Adeniyi**
  - Held on June 29, 2024.
  - Theme: *"Continued Relevance in the Future of Work."*
  - Special Guest of Honor: Prof. Pius Deji Olanrewaju, Ph.D., FCIB, President/Chairman of Council, CIBN.
  - Host: Mrs. Funke Ladimeji, HCIB, Chairperson, APWB.
  - Panel Moderator: Ms. Motunrayo Ajayi, Group Head, Corporate Services & HC Projects, Sterling Bank PLC.
  - Event Leader: Mrs. Funke Isichei.
  - Anchor: Ms. Nneka Nnebe.
- **Professional Development Webinar**
  - Held on July 13, 2024.
  - Theme: *"From Stuck to Unstoppable: Strategic Career Growth for Female Professionals."*
  - Guest Speaker: Mrs. Chinwe Uzoho, Regional Managing Director, West & Central Africa, Network International.
  - Host: Mrs. Funke Ladimeji, HCIB, Chairperson, APWB.
  - Panel Moderator: Ms. Ugochi Chine, Polaris Bank Limited.
- **Professional Development Webinar**
  - Held on November 16, 2024.
  - Theme: *"Empower, Elevate, and Excel."*
  - Objective: To unlock valuable insights and practical tips designed to empower female professionals in the financial services industry, helping them navigate career paths, achieve goals, and propel their careers to new heights.
  - Guest Speaker: Mrs. Yeside Banjoko, Zenith Bank.
  - Host: Mrs. Funke Ladimeji, HCIB, Chairperson, APWB.
  - Panel Moderator: Ms. Grace Agbeye Chine, Sterling Bank Limited.
  - Anchor: Ms. Victory Adebajo, Ecobank.

➤ **Leadership Series - Mentorship Circles****Mentorship Circle 1**

- Held on July 31, 2024, at FSDH Merchant Building.
- Mentor: Dr. Mrs. Bukola Smith, MD/CEO, FSDH Merchant Bank.
- Focus: Dr. Smith shared her career journey, from junior management to executive management levels.
- Attendance: Mentees attended both physically and virtually.

**Mentorship Circle 2**

- Held on August 16, 2024, at Jet Ski Club, Ikoyi.
- Mentor: Mrs. Bimbola Wright, Director, Ecobank Nigeria, accompanied by Mrs. Kemi Adewole.
- Format: Roundtable session.
- Activities: Mentees were given assignments on their brand statements, among other tasks.
- Attendance: Mentees attended physically.

**Mentorship Circle 3**

- Held on August 21, 2024, at Bankers House, Victoria Island.
- Mentor: Retired General Irabor, former Chief of Staff, Armed Forces of Nigeria.
- Attendance: Mentees, APWB Chairperson, APWB Sub-Committee members, and an APWB Secretariat member.

**Mentorship Circle 4**

- Held on October 23, 2024, at FSDH Merchant Building.
- Mentor: Dr. Mrs. Bukola Smith.
- Focus: Reviewed a previously recommended book and emphasized personal branding, visualization, forward-thinking, and the importance of conducting an honest SWOT analysis.
- Attendance: 5 attendees (4 physically, 1 virtually) and 2 members of the APWB Leadership Sub-Committee.

**Mentorship Circle 5**

- Held on November 25, 2024, at UBA Amphitheatre.
- Theme: *"Navigating the Top Table: TOE in Strategic Leadership Conversations with APWB Banking Leaders."*
- Mentor: Dr. Tony Elumelu, Chairman, UBA Group, Heirs Holdings, etc.
- Insights: Dr. Elumelu shared strategies for women to innovate in the FinTech space, leave their comfort zones, and overcome invisible barriers.
- Attendance: Approximately 100 guests.
- Moderator: Kehinde Olomogbo.

**3. Leadership Series - Dinner with Mrs. Bola Adesola**

- Held on September 12, 2024, at TAJ Restaurant, Victoria Island, Lagos.
- Purpose: To celebrate and appreciate Mrs. Bola Adesola, Chairman, Board of Directors, Ecobank Nigeria, for leading the inauguration of the APWB Leadership Series.
- Moderator: Lara Ibirogba.

**APWB Annual Dinner/Marquee Event & Award Ceremony** *(Thought leadership, capacity building, recognizing and celebrating women)*

- This was held on December 11<sup>th</sup>, 2024, the venue was Federal Palace Hotel, Victoria

Island. The theme of the Event was Positioning for Economic Shifts and Global Trends – 2025 and beyond. The keynote Speaker was Mr. Olusegun Alebiosu, Managing Director, First Bank of Nigeria Ltd.

- There was a Panel discussion on '*Nigerian Economy in Glocal Perspective: Navigating From Policy Recommendation To Execution*'. The Panelists were Dr. Chinyere Almona, DG, LCCI, Dr. Ike Chioke, Group MD, Afrinvest, Mrs. Yetunde Ogunremi ED/Treasurer, RMB, Dr. Ogbo Okiti, CEO, ThinkBusiness Africa, and the panel Moderator Dr. Bunmi Bajomo, COO, Ecobank. Physical and Virtual attendees.
- Awards ceremony - The Event also honored and celebrated the female MDs of DMBs – Women who are shaping the future of banking with excellence, innovation, and leadership. The female MDs were all physically present or pre-advised of nominated specific representatives.

#### **APWB Publications - APWB Research & Thought Leadership**

- The Association delivered a first-ever publication of APWB Macroeconomic report on Empowering growth- Gender Banking & the Nigerian Economy. A very detailed research-based report which advocated that integrating gender equity into macroeconomic policies can catalyze growth and innovation in the financial industry. And lead to a significant upside to GDP.

#### **APWB interview on the major TV Network Business update section**

- The Association had its ever live interview on Arise TV Business Week broadcast, on Saturday 11<sup>th</sup> August 2024. The interview focused on the published APWB Macroeconomic Report on Gender, Banking and Economy. The Broadcast was a conversation between Arise TV Convener and Mrs. Funke Ladimeji, HCIB, Chairperson APWB, and Ms. Chinwe Egwim, Former Chief Economist, Coronation Merchant Bank & APWB Ex. Officio. **The interview showcased APWB and highlights from the macroeconomic report.**

#### **APWB presentation at CIBN 2024 Annual Banking and Finance Conference**

APWB Chairman, Mrs. Funke Ladimeji was on stage at the ABFC to present the groundbreaking APWB Macroeconomic report to the conference. First ever presentation by APWB at the CIBN Annual Banking and Finance conference.

The Empowering Growth- Gender equity and Macroeconomic trends in Banking, report was synthesized and presented. APWB Chairman discussed the integration of gender equity and macroeconomic policy, and the implication for sustainable economic growth and innovation in the financial industry. She highlighted key findings from the report.

#### **APWB Partnership and Training**

**APWB Partnership with Standards Chartered Bank and Lagos Chamber of Commerce** to deepen female bench strength in Transaction Banking – The Standard Chartered Bank Academy. We launched the 2<sup>nd</sup> Cohort of the program. The intense class sessions concluded on the 19<sup>th</sup> of July, while the group mentoring sessions commenced thereafter. This initiative has had an outstanding impact on the cohort – connecting them with others in their field, providing them with a platform for faster resolution of issues/ease of comparison of approaches across banks, empowering them, with best practices in transaction banking and facilitating move to next levels, etc.

- **Other- APBW had Partnerships with** Bettahlife, Oriki, Mecure, Afrigold and others, etc





**APWB 2024 IWD** (*Capacity building, recognizing and celebrating women and CSR for entertainment sector*)

- The first event in celebration of International Women's Day was held on March 2<sup>nd</sup>, 2024. In partnership with Bettahlife organization, we kicked off IWD with a Walkathon to promote the health benefits of exercise and to promote a 'better life' for all. The venue was The Palms Shopping Mall, Oniru, Lagos. We partnered with Bettahlife, and others, to deliver the MoveIt Walkathon.
- The second event to celebrate International Women's Day was held on Thursday, 28<sup>th</sup> March 2024. The venue was on the 4<sup>th</sup> Floor CIBN Bankers House, Adeola Hopewell, Victoria Island, Lagos. The theme of the event was AN evening of Inspiration & Uncut entertainment Pre-Easter Artist Galore. Our inspirational guest speaker was Mrs. Kofo Akinkugbe OON, Founder/CEO SecureID Limited. As part of APWB CSR in the creative industry, we also had uncut entertainment from a roster of up-and-coming artists. Allowing them to showcase their works. Attendees included PCC, APWB CHAIR, GROUP EXEC. FBN, and various Members of Stanbic IBTC who Sponsored, and many others.

**APWB YOUTH DEVELOPMENT and CSR / ADVOCACY / GOVERNMENT INTERACTION**

- The APWB Youth Development program was held on Tuesday, May 21<sup>st</sup>, 2024. The Theme of the Empowering Tomorrow's Leaders- Building Girls for a Sustainable Future. The Venue was the School Auditorium, Reagan Memorial Baptist Girls Secondary School, Sabo, Yaba, Lagos. The programme was anchored by Ms. Funmi Joseph and other Executive Members of the Association.
- The Children's Day celebration event was held on 27<sup>th</sup> of May 2024. The Association of Professional Women Bankers visited the Heart of Gold Children's Hospice to extend our support by presenting a monetary donation and providing essential daily needs/Groceries. The Venue of the event was Heart of Gold Children's Hospice, 75 Alhaji Masha Road, Surulere, Lagos.
- APWB collaborated with the Lagos Waste Management Authority (LAWMA). This was to commemorate the World Sustainability Day and was held on 26<sup>th</sup> of October 2024. The venue was Elegushi Beach, Road 3, Lekki Phase 1, Lekki 106104, Lagos, Nigeria. The Association objective is to create awareness of beach pollution and sensitize people to its effects and impact on lives and communities.

**APWB Annual General Meeting**

A well-attended and engaging AGM was executed in the year. Attendees included members as well as past chairpersons.

**APWB Stakeholder engagements**

We extended our reach and partnerships through several focused meetings with several MDs. showcasing the Association and its various impactful initiatives and securing an agreement to partner or for deeper partnership.

- Courtesy visit to the MD/CEO of FBN Quest Merchant Bank
- Courtesy visit to the MD/CEO of Lotus Bank
- Courtesy Visit to the MD/CEO OF Rand Merchant Bank
- Courtesy Visit to the MD/CEO OF Emerging Africa
- Courtesy Visit to the MD/CEO OF NDIC
- Courtesy Visit to the MD/CEO OF LAPO Microfinance Bank
- Courtesy Visit to the President & Chairman of Council, CIBN – an initiative to celebrate PCC and apprise him of the activities in APWB.

**APWB Branch Activities**

- The Abuja & North Central branch was inaugurated in the year.
- The inauguration of the Osun and Oyo chapters planned for Q4 2024, was postponed. They will be inaugurated in 2025.

**2.2.7.3 THE INTERNATIONAL BRANCHES OF THE INSTITUTE**

The Institute's international branches are located in the United Kingdom, the United States, and Canada. These branches continue to provide platforms for members of the diaspora to interact, socialize, and network. Below are some of the laudable activities carried out by our foreign branches during the year under review.

**A. THE CIBN UNITED KINGDOM BRANCH****i MEMBERSHIP DRIVE**

The branch added Twenty-three (23) new members in the year under review, broken down as follows:

- ✓ New Ordinary Members: 10 (Ten)
- ✓ New ACIBs: 10 (Ten)
- ✓ New FCIBs: 3 (Three)

**ii The CIBN UK Career Clinic**

The CIBN UK Career Clinic continues to address the career needs of members. Currently, the Clinic offers:

- One-on-one career advisory services.
- CV diagnostic reviews.
- Interview preparation for members.
- References for those who have secured jobs.

As a result, there has been a significant increase in the number of members landing high-quality jobs.

**iii Quarterly Meetings**

The branch hosted several enlightening quarterly meetings to keep members updated on current trends in the banking industry and provide a robust platform for professional networking.

**1. Quarterly Seminar: "The Life of an International Banker"**

**Guest Speaker:** Mr. Olukorede Adenowo, FCA, FCIB (Chief Executive Officer, FirstBank UK Limited).

**Key Topics Covered:**

- Defining an International Banker.
- Skills required for an International Banker.
- Career Path and Progression of an International Banker.
- Daily Life of an International Banker.
- Challenges of being an International Banker.
- How to Succeed as an International Banker.

**2. Quarterly Seminar: "De-Risking and Financial Inclusion: Managing Regulatory Pressures"**

**Guest Speaker:** Dr. Ndidi Ahiauzu (Director of Financial Crime, British Business Bank).

**Key Topics Covered:**

- Causes of De-Risking.
- Key Drivers in De-Risking.
- Financial Inclusion.
- Key Regulatory Frameworks.

- Recent Trends in Compliance Enforcement.
- Balancing Regulatory Compliance with Access.
- Innovations for Emerging Markets.

### 3. Quarterly Seminar: "USD versus NGN: War of the Currencies"

**Guest Speaker:** Mr. Olawale Hamed (Head of Treasury, UBA UK Limited).

**Key Topics Covered:**

- What is a Currency War?
  - Factors Countries Consider in Currency Wars.
  - Key Metrics for a Country to Consider.
  - Reasons for Naira Weakness vs. the Dollar.
  - Tools Available to the Central Bank to Fight Currency Wars.
  - Fragmentation vs. Unification.
- ✓ Annual Bankers Dinner on the theme: **Reinventing Your Investment Focus in An Uncertain World** with the Guest Speaker as Mr. Uche Orji [Former Managing Director/CEO, Nigeria Sovereign Wealth Authority]

## 2. NEW INITIATIVES

- Partnership with Guidehouse Consulting
- ✓ CIBN UK has entered partnership with this renowned global consulting firm to provide bespoke Training Workshops for UK Subsidiaries of Nigerian Banks.
- Partnership with Crown Agents
- ✓ CIBN UK Branch will be facilitating Risk Management Training for visiting Development Bank of Ethiopia (DBE) & Commercial Bank of Ethiopia (CBE) and other international banks – 2025
- ✓ CIBN UK Branch has also secured visits to UK subsidiaries of Nigerian Banks for the visiting Ethiopian banks - DBE & CBE – 2025
- Courtesy Visits to All the Nigerian Banks
- ✓ We have produced a VALUE PROPOSITION document with which we are visiting all the Nigerian banks aimed at:
  - Selling the CIBN Brand in the UK
  - Making them understand the value CIBN brings to the table
  - Seeking more collaboration with the banks
  - Between December 2024 and January 2025, we have paid two visits to the CEOs of six (6) Nigerian banks namely:
    - FirstBank UK Limited
    - UBA UK Limited
    - Fidbank UK Limited
    - GTBank UK Limited
    - FCMB Bank UK Limited
    - Access Bank UK Limited

## B. THE CIBN CANADA BRANCH

### Branch's Election of Executives

The election of new branch executives took place on the 9th of November 2024. Dr. Samuel Aderemi, FCIB, emerged the Chairman of the branch and will pilot the affairs of the branch till 2026.

### Advocacies and Interactions with the National Secretariat of the Institute



The Canada Branch will host a presidential engagement with the President/Chairman of the council on Thursday, March 20, 2025. The Branch participated in the virtual version of the Bankers Annual Conference

### **Advocacies and Interactions with the High Commission**

Courtesy visit to the Nigeria High Commission in Ottawa on Friday, March 8th, 2024

### **Training and Public Awareness Program**

The Canada Branch organized the Career Path Program with the theme Integrating into the Canadian Banking environment, as a Nigerian Professional Banker: A Comparative Analysis of Canadian and Nigerian on Saturday, Mar 2, 2025. Tax Preparation webinar - for submitting tax returns coming up last Saturday of March

## **C. THE CIBN UNITED STATES OF AMERICA BRANCH**

### **MEMBERSHIP DRIVE: 23**

- ✓ New Ordinary Members:
- ✓ New ACIBs: 2 (Two)

### **MEMBERSHIP ACTIVITIES**

- The CIBN USA Career Clinic continues to service the career needs of members. Currently the Clinic provides one-on-one career advisory services to members, performs CV diagnostic reviews, interview preparation for members and references for those who have secured jobs. The result of this has been the increase in the number of members who have landed very good jobs.
- The Branch has hosted a number of enlightening quarterly meetings to keep members abreast of current trends in the banking industry and also to provide a robust platform for professional networking:

### **NEW INITIATIVES**

- ✓ Daniel Shodiya and Angela Omogbeme
- ✓ CIBN International Conference, Houston, Texas on October 8, 2024
- ✓ Redesign of Youtube page
- ✓ Publication of a newsletter
- ✓ Meetings: Two (2) Exco Meetings were held on September 26, 2024, and 19<sup>th</sup> December 2024 and Two (2) General Meetings on September 27, 2024, and December 20, 2024

## **2.4 YEAR 2024 BRANCH AND STAKEHOLDERS' AWARDS**

The 2024 edition of the Branch and Stakeholders' Award was held during the 17th Annual Banking and Finance Conference on September 10–11, 2024, at the Transcorp Hilton, Abuja. These awards were instituted to foster innovation, productivity, and competitiveness among the Institute's branches. Prizes were presented to deserving winners during the event. Below are the categories of the awards and their respective criteria:





S/N	Award Category	Criteria
1	Overall Best Branch in the Year 2024	Branch with the Highest Score from the Branch KPI Assessment Scorecard.
2	Best Branch in Membership Drive in the Year 2024	Branch with the highest number of Membership Registrations in the year
3	Best Linkage Institution in the Year 2024	Institution with the Highest Registration, Examination enrolment, and payment of Annual Subscription
4	Best Bank Academy in the Year 2024	Bank Academy with the highest number of Membership Registrations
5	The Most Supportive Microfinance Bank in 2024	MFB with the highest number of members that paid the annual subscription
6	Best International Branch in the Year 2024	International Branch with the Highest Score from the Branch KPI Assessment Scorecard.
7	Best Branch in Organization of Youth-focused Activities in the Year 2024	Branch with the highest number of impactful membership development activities for Youth such as Career talks, attending the school activities & engagement and Special Programmes for youths

The winners and runners-up of the Awards are captured in the table below:

S/N	Award Category	Winner	1 <sup>st</sup> Runner Up	2 <sup>nd</sup> Runner Up
1	Overall Best Branch in the Year 2024	Lagos State Branch	Enugu State Branch	Kwara State Branch
2	Best Branch in Membership Drive in the Year 2024	Lagos State Branch	Kwara State Branch	Oyo State Branch
3	Best Linkage Institution in the Year 2024	Federal Polytechnic, Nasarawa	Federal Polytechnic, Offa	Federal Polytechnic, Illaro
4	Best Bank Academy in the Year 2024	Zenith Bank	Access Bank	Sterling Bank
5	Most Supportive Microfinance Bank in the year 2024	NPF Micro-Finance Bank Ltd	Accion Microfinance Bank	ABU Microfinance Bank
6	Best International Branch in the Year 2024	United Kingdom Branch	USA Branch	Canada Branch
7	Best Branch in Organization of Youth-Focused Activities in the Year 2024	Bayelsa State Branch	Cross Rivers State Branch	Ogun State Branch

## 2.5 (A) 2024 STREAM ONE INDUCTION & PRIZE AWARDS DAY

In response to the **long-standing request** from members of the Institute, particularly students writing the **Banking Professional & Certification Examinations**, to hold induction ceremonies in the year of qualification, the **Governing Council** graciously approved the introduction of **two induction streams** in the first and third quarters of each year, effective from 2024.

Consequently, the **Stream One Induction Ceremony** was held on **Saturday, March 23, 2024**. The

event was conducted in a **hybrid format**, with the physical ceremony taking place at the **Ijewere Hall of the Bankers House, Victoria Island, Lagos**, and viewing centers set up in all states.

The **Special Guest of Honour** was **Mr. Oluyomi Samson Abayomi, FCIB**, Honorable Commissioner for Finance, Lagos State. The **Guest Speaker, Mr. Abubakar Suleiman, FCIB**, Managing Director/CEO of Sterling Bank Plc, delivered an insightful address on the theme: *"Ethics and Professionalism: A Prerequisite for Building Sustainable Careers and Institutions."*

The event recorded a total of **642 attendees**.

The ceremony's highlight was the **conferment of Associateship (ACIB) and Microfinance Certified Bankers (MCIB)** designations by the **President/Chairman of Council, Dr. Ken Opara, FCIB**. **149 graduates** were conferred with the **MCIB** designation, while **336 graduates** received the **ACIB** designation. These included:

- **281 candidates** via the regular route,
- **33 candidates** via the SMP/ACIB route,
- **18 candidates** via the Chartered Banker MBA route, and
- **4 candidates** via the MSc/ACIB Linkage Programme route.

## 2.5 (B) 2024 STREAM TWO INDUCTION AND PRIZE AWARDS DAY

Following the successful execution of the **Stream One Induction Ceremony**, the **2024 Stream Two Graduates' Induction and Prize Awards Day** was held on **Saturday, August 31, 2024**. The event was conducted in a **hybrid format**, with physical attendance at the **Ijewere Hall of the Bankers House, Victoria Island, Lagos**, and **14 viewing centers** across the states.

The **Special Guests of Honour** included:

- **Mazi Sam Ohuabunwa**, Founder/Former CEO of Neimeth International Pharmaceutical Plc.
- **Hajia Risikatu Ahmed, FCIB**, MD/CEO of Aso Savings.
- **Prof. Carol Arinze-Umobi**, Acting Vice-Chancellor, Nnamdi Azikiwe University, as Guest of Honour.

The **Guest Speaker, Mr. Wole Adeniyi, FCIB**, Managing Director/CEO of Stanbic IBTC Bank Plc, delivered an inspiring presentation on the theme: *"Unlocking Your Potential: Positioning for the Next Level."*

The event recorded a total of 1,031 attendees.

The highlight of the ceremony was the conferment of Associateship (ACIB) and Microfinance Certified Bankers (MCIB) designations by the President/Chairman of Council, Prof. Pius Deji Olanrewaju, FCIB. A total of 210 graduates were conferred with the MCIB designation, while 529 graduates received the ACIB designation. These included:

- **456 candidates** via the regular route,
- **17 candidates** via the Chartered Banker MBA route,
- **53 candidates** via the SMP/ACIB route, and
- **3 candidates** via the MSc/ACIB Linkage Programme route.

## 2.6 (A) Year 2024 CIBN FELLOWSHIP INVESTITURE

The 2024 CIBN Investiture was held on Saturday, October 23, 2024, in a blended virtual format at the Harbour Point Event Centre, 4 Wilmot Street, Victoria Island, Lagos. The event recorded a combined physical and virtual attendance of 1,501 participants.

The Special Guest of Honour, His Excellency, Alhaji Abdullahi Adamu, Executive Governor of

Nasarawa State, delivered a special address emphasizing the need for thoughtful policies to address the nation's economic challenges. The Guest Speaker, Prof. Adeola Adenikinju, President of the Nigerian Economic Society, delivered the Investiture Address on the theme: *"Maximizing the Potentials of the Nigerian Economy: Policy Options, Challenges & Prospects."*

The Guest of Honour, Mr. Tokunbo Talabi, HCIB, Secretary to the State Government, and the Chairman of the Occasion, Dr. Stella Chinyelu Okoli, OON, Founder and Group Managing Director/CEO of Emzor Pharmaceutical Industries Limited, called on critical stakeholders to contribute towards restoring Nigeria to its rightful place on the global stage.

The highlight of the event was the conferment of honors on deserving individuals, including:

- **209 candidates** conferred with **Honorary Senior Membership (HCIB)**.
- **422 Associates** elevated to **Fellowship (FCIB)**.
- **15** distinguished personalities conferred with **Honorary Fellowship (FCIB)**.

The ceremony was a **remarkable occasion**, celebrating excellence and recognizing the contributions of individuals committed to advancing the **banking and finance sector**.

The names of the **Honorary Fellows** are listed in the table below:

SN	NAME	ORGANISATION	DESIGNATION
1.	<b>Mr. Moruf Oseni, HCIB</b>	Wema Bank Plc	Managing Director/CEO
2.	<b>Dr. Olasupo Olusi, HCIB</b>	Bank of Industry	Managing Director/CEO
3.	<b>Mr. Shehu Usman Osidi, HCIB</b>	Federal Mortgage Bank of Nigeria	Managing Director/CEO
4.	<b>Mr. Chukwudalu Ajene, HCIB</b>	Standard Chartered Bank Nigeria Ltd	Managing Director/CEO
5.	<b>Ms. Bolaji Agbede, HCIB</b>	Access Corporation Plc	Ag.Group Managing Director/CEO
6.	<b>Mrs. Patience Folashade Jacobs</b>	Peerless Manufacturing Limited	Former Executive Director, Bank of Industry
7.	<b>Dr. Ahmed Babatunde Popoola</b>	CRC Credit Bureau Limited	Managing Director/CEO
8.	<b>Mrs. Amaka Onwughalu, HCIB</b>	Fidelity Bank Plc	Member, Board of Directors,
9.	<b>Mr. Taiwo Joda, MCIB, HCIB</b>	Accion Microfinance Bank	Managing Director/CEO
10.	<b>Mrs. Bunmi Lawson</b>	EdFin Microfinance Bank,	Managing Director/CEO
11.	<b>Mr. Ade Bajomo, HCIB</b>	Fintech Nigeria	Former President
12.	<b>Prof. Russell Olukayode Somoye, HCIB</b>	Faculty of Administration Olabisi Onabajo University, Ago-Iwoye, Ogun State	Professor/ Dean
13.	<b>Prof. Binta Tijani Jibril</b>	International Institute of Islamic Banking and Finance, Bayero University, Kano., Kano State.	Professor of Economics/Former Director,
14.	<b>Mr. Korede Adenowo, HCIB</b>	First Bank UK Limited	Managing Director/CEO
15.	<b>Mr. Jubril Bolaji Lawal, HCIB</b>	Ecobank Nigeria Ltd	Managing Director/CEO

## 2.6.(B) SPECIAL FELLOWSHIP INVESTITURE

The 2024 Special Fellowship Investiture for the Executive Governor of Lagos State, His Excellency, Mr. Babajide Sanwo-Olu, and the Governor of the Central Bank of Nigeria, Mr. Yemi Cardoso, was held on Friday, November 26, 2024, in a blended virtual format during the 59th Annual Bankers Dinner at Eko Hotels and Suites, Victoria Island, Lagos.

The event recorded an impressive combined physical and virtual attendance, attracting distinguished personalities from various sectors. Governor Sanwo-Olu expressed his gratitude to the Institute's leadership for conferring the prestigious award and pledged to contribute meaningfully to the growth and development of the Institute, the banking and finance industry, and the economy at large.

## 2.7 BRANCH TRAINING AND LEADERSHIP

As part of efforts to bridge the information gap at the branch level, the Governing Council approved Management's proposal to organize bi-monthly training and briefing sessions for all branch executives of the Institute.

The table below highlights the Leadership Training and Briefing Sessions held during the period under review:

SESSION	THEME	GUEST SPEAKER
Session 6.0	Leadership is not a position	<b>Mr. Patrick Akinwuntan, FCIB</b> LBS Faculty & Former Managing Director/CEO Ecobank Nigeria Limited
Session 7.0	The Power of Leadership and Role Modeling; Inspiring Change and Shaping the Future	<b>Dr. Siraju Sanusi, HCIB</b> Former Managing Director/CEO, Jaiz Bank Plc
Session 8.0	Leaders as Role Models; the Burden of Leadership	<b>Mr. Johnson Chukwu, HCIB</b> Managing Director/CEO Cowry Asset Management Ltd
Session 9.0	Leadership Imperatives in the 21st Century	<b>Dr. Nosike Agokei, FCIB,</b> Chairman, Planet Governance Advisory Limited

## 2.8 THE CIBN MENTORING SCHEME PROGRAMME

Mentoring activities on the CIBN Mentoring Platform have been running smoothly and effectively, with over 1,500 nominees from banks and other financial institutions across Nigeria.

Stream 3 produced 333 mentees who completed their engagements. In line with the Governing Council's approval to organize a knowledge event to conclude the session officially, the graduation ceremony for Stream 3 mentees was held virtually via Zoom on Thursday, October 31, 2024, at 11:00 a.m. The event's theme was: "Mentoring for Competitive Edge: Navigating Today's Career Landscape."

The President/Chairman of Council warmly welcomed the Special Guests of Honour, Mr. Hassan Imam, HCIB, Managing Director/CEO, Keystone Bank Ltd, and Dr. Haruna Musa, HCIB, Managing Director/CEO, Jaiz Bank Plc. (Guest Speaker). He also extended a special welcome to the Distinguished Guests, who delivered the stakeholder's charge: Mr. Yakubu S. Mohammad, Director, Human Resources, Nigeria Deposit Insurance Corporation (NDIC), Mrs. Kafilat Araoye, FCIB, Managing Director/CEO, Lotus Bank Plc, represented by Mr. Saheed Ekeolere, Chief Audit Executive, Ms. Branka Mracajac, HCIB, Managing Director/CEO, 9PSB and Prof. Ademola Tayo, President/Vice Chancellor, Babcock University, represented by Prof. Philemon Amanze, Deputy Vice-Chancellor.



The President/CC commended the CIBN Mentoring Advisory Committee, led by Mr. Roosevelt Ogbonna, FCIB, Managing Director/CEO, Access Bank, for their dedication and the program's milestone achievements. A heartfelt testimonial video compilation featuring the experiences and benefits shared by two mentors and four mentees was played, adding a personal touch to the event. In total, 285 participants attended the Stream 3 mentees' graduation ceremony on the CIBN Mentoring Scheme platform, celebrating the successful completion of another impactful mentoring cycle.

## 2.9 THE INSTITUTE'S GROUP LIFE INSURANCE

In 2024, a total of 4,991 professional members were covered under the Group Life Insurance Scheme, established to provide financial support to the families of deceased members. Only professional members who are up to date on their financial obligations are eligible for the scheme.

It is worth noting that the insurance company processed payments promptly, with beneficiaries receiving the sum assured within days of completing all required documentation. The scheme offers coverage for professional members under the age of 70.

## 2.10 ENTREPRENEURSHIP DEVELOPMENT PROGRAMMED/PUBLIC PRESENTATION OF PRACTICE LICENSE/SEAL

The 2024 Entrepreneurship Development Programme/Public Presentation of Practice Licence/Seal of the Institute took place on Tuesday, December 10, 2024, at the Ijewere Hall. The theme of the event was "Empowering Entrepreneurs for Tomorrow's Challenges." Prof. Pius Deji Olanrewaju, FCIB, President/Chairman of Council, chaired the event, while Captain Alex Badeh Jr, Director General of Nigerian Safety Investigation Bureau, served as the Special Guest of Honour, and Mr. Moruf Oseni, FCIB, ably represented by Mr. Segun Opeke delivered special remarks. The presentation by the guest speaker, Mr. Apochi Agada, FCIB, Managing Director, Unified Payment Service Limited, focused on "Empowering Entrepreneurs for Tomorrow's Challenge." The programme, was a blended virtual mode, attracted over 297 participants. The highlight of the programme was the public presentation of the CIBN Practice License and seal to 19 members of the Institute who fulfilled the conditions for the grant of the Practice License.

## 2.11 2024 CIBN Annual General Meeting

The Institute held its Annual General Meeting on April 6, 2024, during which the various financial and governance reports were presented to members and found to meet legal, reporting and ethical requirements. Subsequently, the results of the Institute's elections into critical leadership positions were announced by Chairperson of the CIBN Election Organising Committee, Mrs. Caroline Anyanwu, FCIB after a 72-hour electronic voting period.

## 2.12 Investiture Ceremony of the 23<sup>rd</sup> President/Chairman of Council

The Investiture Ceremony of the 23<sup>rd</sup> President/Chairman of Council was held on Friday, May 17, 2024, at Landmark Centre, Victoria Island, Lagos at 10:00 a.m. The high point of the event was the swearing-in of the President-elect, Prof. Pius Deji Olanrewaju, Ph.D., FCIB, which was performed by Honourable Justice Owolabi Dabiri (Emeritus Judge). This was followed by the swearing-in of the other Office Holders and the elected Council members by the President/CC. Thereafter, the President/CC gave his formal acceptance speech as the 23<sup>rd</sup> President/Chairman of Council and outlined his LEGACY Agenda, with each letter represents the following:

- L=** Leading an innovative financial system;
- E=** Entrenching Ethics, Professionalism, and Integrity;
- G=** Gender Generational and Geographical diversity;
- A=** Accelerating institute's Vision and Values;
- C=** Competence in the banking and finance industry to aid National development;
- Y=** Youth and entrepreneurial engagement.

### 2.13 TRANSITION INTO GLORY

A total of Twelve [12] members passed unto glory in the period under review. We pray to the Almighty God to grant them eternal rest in His bosom and their families the fortitude to bear the irreparable losses. The table below captures the details of the deceased members.

SN	NAME	AGE	CATEGORY	MEMBERSHIP NO.	DATE OF DEATH
1	Dr. Herbert Wigwe, CFR	57	FCIB	70218	09/02/2024
2	Senator Rafiu Adebayo Ibrahim	58	FCIB	1694	17/04/2024
3	Mr. Okorie Obiakpolam	62	MCIB	81864	20/04/2024
4	Dr. Nurudeen Ahmad Liman	68	HCIB	145017	06/06/2024
5	Mr. Alagbile Alakeye Isaac	65	ACIB	4127	10/07/2024
6	Mrs. Maria Ifeoma Ihegboro	59	HCIB	143224	25/08/ 2024
7	Barr. Ben Udonwa	64	HCIB	87979	21/12/2024
8	Mr. Sadiku Babatunde Mohammad Tajudeen	64	FCIB	2993	29/01/2025
9.	Mr. Shekoni Rasheed Olatunbosun	67	FCIB	2977	04/02/2025
10.	Elder Okon John Akpan Essien, FCIB	79	FCIB	155	16/02/2025
11	Mr. Donatus, Nwosu	60	ACIB, MCIB	2012	07/03/2025
12	Mrs. Balogun Oluwafunmilayo Adebisola	62	FCIB	1225	04/04/2025

### 3.0 CAPACITY BUILDING, CERTIFICATION & STANDARDS DIRECTORATE

The Institute's capacity building, certification, and standards directorate was very active in the year. Below is an overview of the objectives, core functions and achievements recorded in the year under review:

#### Capacity Building

The CIBN provides competences to bank staff to enhance their skills and knowledge, enabling them to perform effectively in their roles. They offer customized curriculum based on identified knowledge and skill gaps, to address specific needs of the banking industry.

#### Certification

The CIBN offers various certification programs, including the Chartered Banker MBA, to promote professionalism and ethics in the banking sector. These certifications aim to enhance the credibility and self-image of banking professionals, encouraging lifelong learning and professional development.

#### Standards Directorate

The CIBN promotes ethical standards within the banking industry, conducting professional

examinations to ensure compliance. They engage in continuous improvement of capacity and standards within the industry, aligning with the Institute's vision of promoting professionalism and ethics in the banking sector.

The Directorate has five (5) departments established in line with the Institute's core mandate to set the standards of knowledge and skills required for individuals aspiring to join the banking profession and to conduct professional examinations leading to various certifications. In the year under review, the milestones achieved were:



### 3.1 Educational Development Services

#### 3.1.1 Accreditation of Tuition and Educational Service Providers

Under the industry Competency Framework, the Central Bank of Nigeria entrusted the Institute as the sole agent responsible for the accreditation and reaccreditation Educational Training Service Providers (ETSPs) rendering capacity building activities within the financial services industry as well as the Bank Academies. It does the same for the Tuition centres referred to Accredited Tuition Centres (ATCOs) that prepare our candidates/students for the professional examinations of the Institute.

The accreditation process involves a holistic evaluation of institutions based on key criteria such as corporate governance structure, disclosure of ownership, faculty competence and specialization, delivery methodologies, and feedback mechanisms. Accreditation is valid for three years, after which the institutions will be subjected to reaccreditation to maintain their status and relevance in the industry.

In the period under review, some Bank Academy, ATCOs and ESTPs were recommended by the Capacity Building & Certification Committee to the Governing Council for approval. Subsequently, the following institutions were given approval:

##### 3.1.1.1 Accredited Tuition Centres

S/N	Institution
1.	7A Learning Center and Consulting
2.	Adexmor Palace Consulting Limited



### 3.1.1.2 Re-Accredited Tuition Centres

S/N	Institution
1.	Centre for Microenterprise Development
2.	Community Development Foundation
3.	Opsy Consult Limited
4.	Garden City Premier Business School Port Harcourt

### 3.1.1.3 Accredited Educational Training Service Providers

S/N	Institution
1.	Culture Keepers Consulting Limited
2.	Worklife Solutions
3.	4 <sup>th</sup> Avenue Limited
4.	Kimberly Ryan Limited
5.	Metropolitan Skills Limited
6.	BDS Consult
7.	Dataleum Limited
8.	Deft Professional Services Limited
9.	Learn and Leadwise Resources Limited

### 3.1.1.4 Re-accredited Educational Training Service Providers

S/N	Institution
1.	Kennedia Consulting Limited
2.	Kloverharris Limited
3.	Datapro Limited
4.	Workforce Management Centre Limited
5.	Averti Professional Managers
6.	HR Indexx Limited
7.	Lecole Consulting Limited
8.	Don Mitchell & Co. Limited
9.	Nigeria Inter-Bank Settlement System Plc (NIBSS)

### 3.1.1.5 Re-accreditation of Bank Academies

S/N	Institution
1.	Sterling Bank Academy

A total number of twenty-three (23) bank academies have been accredited till date. Consequently, the graduates from these institutions enjoy substantial exemptions resulting in fewer modules to be written to attain professional Chartered Banker (ACIB) status at an accelerated pace.

All the accredited and reaccredited institutions are continuously monitored and evaluated in compliance with the established Competency Framework.





### 3.2 Collaborations

#### 3.2.1 CIBN-Bangor University Partnership

In 2011, the CIBN entered a strategic partnership with Bangor University, a renowned institution in the United Kingdom.

The Partnership offers a unique tripartite qualification, the Chartered Banker MBA (CBMBA). This program combines the expertise of Bangor University, the Chartered Banker Institute, and the CIBN to provide a comprehensive education in banking and finance.

Key Features of the CBMBA Qualification:

- i. **Dual Qualification:** Earn an MBA and the coveted 'Chartered Banker' status, the highest professional award available to bankers worldwide.
- ii. **Flexible Study Options:** Full-time, accelerated, or short accelerated routes, with online and part-time study options available.
- iii. **Professional Recognition:** Gain recognition from the Chartered Banker Institute, the largest UK professional body for bankers.
- iv. **International Relevance:** Develop skills and knowledge relevant to the global banking industry.

A total of 453 graduates have completed the CBMBA program and earned the three (3) qualifications till date.

#### 3.2.2 CIBN-Lagos Business School Collaboration

The Institute has also partnered with the Lagos Business School (LBS), a leading business school in Africa. This partnership seeks to:

- i. **Develop Executive Education Programs:** Collaborate on the development of executive education programs, focusing on banking, finance, and leadership.
- ii. **Enhance the capacity-building initiatives of the CIBN,** leveraging LBS's expertise in executive education.
- iii. **Foster collaborations between the banking industry and academia,** promoting the exchange of ideas, and best practices.

This collaboration is structured to replicate the existing initiative with Bangor University by infusing full local contents in the curriculum, mode of delivery and faculty. It is an accelerated route to achieve the Chartered Banker (ACIB) status. Under the arrangement, the entry requirement is for certificate holders of master's in business administration (MBA), Senior Management Programme (SMP), Advance Management Programme (AMP), and Executive Management Programme (EMP) from LBS.

The programme was officially launched on Friday, November 4, 2022 and the cohorts/streams have recorded a significant progress in terms of content, faculty and candidates' enrolment.

Cohort/Stream	Date of Completion	No. of Graduates
1 <sup>st</sup>	October 2023	33
2 <sup>nd</sup>	June 2024	53
3 <sup>rd</sup>	December 2024	53
<b>Total</b>		<b>139</b>

All the graduates have been inducted as Chartered Bankers (ACIB) at the Institute's organised Induction Ceremonies accordingly.

The CIBN's collaborations and partnerships with Bangor University and Lagos Business School demonstrate our commitment to promoting excellence in banking education, research, and practice. We look forward to continuing these partnerships and exploring new opportunities for collaboration and growth.

### 3.3 Linkage Programmes

#### 3.3.1 CIBN-National Board for Technical Education (NBTE) Initiative

The Institute signed a Memorandum of Understanding (MOU) with the National Board for Technical Education (NBTE) on March 31, 2023. The significance of the Agreement is the accreditation and re-accreditation of banking and finance programmes offered by the polytechnics in Nigeria. It also mandates the Institute to lead the accreditation team for all the exercises in partnership with NBTE.

A total of 21 polytechnics and their programmes have been accredited since inception, of which the following institutions were executed in the year under review.

S/N	Name of Institution	Date of Accreditation
1.	The Federal Polytechnic, Ado-Ekiti, Ekiti State	March 11 - 13, 2024
2.	Ramat Polytechnic Maiduguri, Borno State	February 19 - 22, 2024
3.	Delta State Polytechnic, Otefe, Oghara, Delta State	January 22 - 25, 2024
4.	Ogun State Institute of Technology, Igbesa, Ogun State	July 24 - 27, 2024
5.	Federal Polytechnic Nekede Owerri, Imo State	July 16 - 18, 2024
6.	Taraba State Polytechnic Suntai, Taraba State	June 26 - 29, 2024
7.	Abraham Adesanya Polytechnic Ijebu-Igbo, Ogun State	June 30 - July 3, 2024
8.	Federal Polytechnic Bida, Niger State	October 6 - 9, 2024
9.	Federal Polytechnic Ekowẹ Bayelsa State	October 14 - 17, 2024
10.	Akwa Ibom State Polytechnic Ikot Osurua, Akwa Ibom State	October 20 - 23, 2024
11.	Kenule Beeson SaroWiwa Polytechnic, Bori, Rivers State	November 13 - 16, 2024
12.	Abubakar Tatari Ali Polytechnic, Bauchi State	November 25 - 28, 2024

#### 3.3.2 CIBN-Universities Linkage Programmes

The Institute has been actively engaging with universities across Nigeria to promote banking and finance education, research, and practice. This initiative aims to bridge the gap between academia and industry, ensuring that banking professionals are equipped with the necessary skills and knowledge to excel in their careers.

Some notable highlights of the CIBN-Universities Linkage Programmes include:

- The CIBN has signed Memoranda of Understanding (MoUs) with several universities, including the University of Lagos, University of Nigeria, Nsukka, and Ahmadu Bello University.
- Curriculum Review: The CIBN has collaborated with universities to review and update their banking and finance curricula, ensuring that they are relevant and industry focused.
- Capacity-Building Initiatives: The CIBN has provided training and development opportunities for university faculty and students, enhancing their skills and knowledge in banking and finance. The Institute sponsors the undergraduates from our linkage institutions to the annual banking and finance conference.

This initiative has equally increased the number of tertiary institutes under the radar of Linkage Partnership Programmes from seventy-seven (77) to ninety-two (92) within the period under review. The list of the Institutions linked under the new arrangement is as follows:

S/N	Institution	Programmes Accredited
1.	Alex Ekwueme Federal University, Ndufu-Alike, Ebonyi State	B.Sc./ACIB, Banking and Finance
2.	Delta State University, Abraka	B.Sc./ACIB, Banking and Finance
3.	James Hope University, Lagos	M.Sc./ACIB, Finance

### 3.4 Exemptions Applications

The CIBN offers exemptions to individuals who have acquired relevant qualifications, skills, and experience in banking and finance. This initiative aims to recognize prior learning and experience and reducing the burden of examination on deserving candidates.

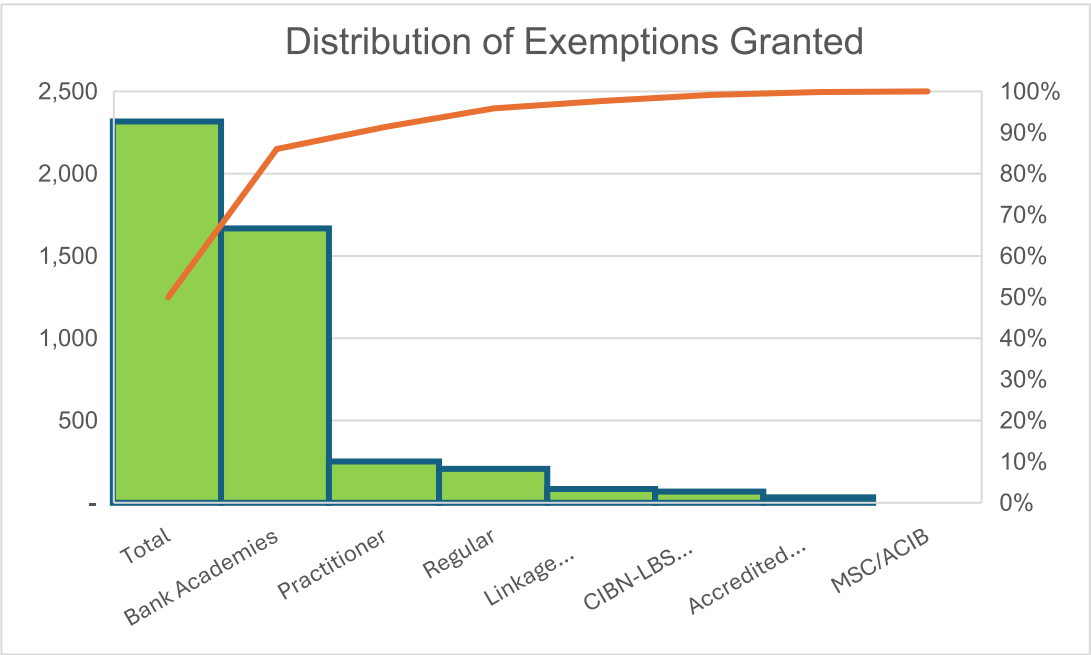
The benefits and impact of the exemptions granted by the Institute have yielded significant benefits, including:

- The exemptions recognize the prior learning and experience of candidates, reducing the need for repetition of learning.
- The exemptions process has been automated, reducing the processing time and increasing efficiency.
- The exemptions have enabled candidates to focus on higher-level professional development, enhancing their skills and knowledge in banking and finance.

During the past year, the Institute received 2,352 exemptions applications. Each of the application underwent a comprehensive evaluation, considering academic and professional qualifications, affiliations with bank academies, work experience, and other relevant criteria, in accordance with the Institute's exemption policy.

Upon careful evaluation of the applications, a total of 2,317 exemptions were granted to deserving candidates as approval by the Sub-committee of Exemption. The breakdown of exemptions granted is as follows:

S/N	Routes	Approved Applications
1.	Regular	207
2.	Linkage Institutions	84
3.	Accredited Institutions	33
4.	Bank Academies	1,668
5.	Practitioner	251
6.	M.Sc./Chartered Banker (ACIB)	6
7.	CIBN-LBS (Chartered Banker Programme)	68
	Total	2,317



**3.5 Certification Programmes**

The Institute offers various specialized examination certifications designed to equip banking professionals with the necessary skills, knowledge, and competencies to excel in their careers. These certifications are highly regarded within the banking industry and are a testament to the professionalism and expertise of our members.

During the past year, the Institute activated two (2) new certifications on Deposit Insurance System (DIS) and Agency Banking making a total of eighteen (18) certification programmes.





### 3.6 Annual Ethics Compliance Certification Programme

The Annual Ethics Compliance Certification is a crucial programme for bank staff in Nigeria, focusing on promoting professionalism and high ethical standards in the banking industry. This initiative, backed by the Sub-Committee on Competency and Industry Standards of the Bankers' Committee, seeks to instill a customer-focused culture among bank employees, in alignment with Global Banking Education Board (GBESTB) guidelines.

From the inception of the programme on July 5, 2019, a total of 235,911 participated with an average of 70% completion rate. In the year under review, a total of 55,085 banks staff were successfully profiled and enrolled from 33 banks for the 3<sup>rd</sup> edition. The programme was focused on five (5) core modules, that is. Conduct, Customer, Compliance, Competition and Contemporary Issues

The upcoming fourth edition will cover modules addressing specific ethical considerations and challenges faced by deposit money banks and specialized financial entities, including:

- i. Non-Interest Banking: Unique ethical considerations for non-interest banking institutions
- ii. Customer-Focused Ethical Standards: Promoting a culture of customer-centricity among bank employees
- iii. Industry-Specific Challenges: Addressing the distinct challenges faced by various financial entities

The certification's primary objectives are to:

- ❖ Foster Deep Understanding: Enhance understanding of ethics and professionalism in Nigeria's banking sector
- ❖ Promote Industry Standards: Uphold the integrity of the banking profession and instill public confidence
- ❖ Develop Skills: Equip bank employees with the knowledge and skills necessary for a successful banking career

### 3.7 Examinations

#### 3.7.1 Conduct of April and October Examination Diets

The statutory examinations of the Institute were held in April and October 2024, in line with the provision and conduct of the examinations. A total of eighty-six (86) and ninety-seven (97) subjects were moderated in April 2024 and October 2024 respectively for the Banking Professional and Certification Programmes. The deployment of the examinations was carried out via the online proctoring platform, allowing candidates to take the examinations from their locations. This initiative experienced an enhanced enrolment for the examination on a global scale, resulting in cost savings on the part of the students when travelling from one location to another.

The October 2024 examinations scheduled for October 8 - 11, 2024 recorded an enrolment of 4,359 candidates as against 3,171 in April 2024. The deployment of the examination encountered a significant technical challenge in the use of the proctoring platform by most of the candidates. The technical issues resulted in delays in accessing the platform, impacting candidates' ability to complete the examinations within the allotted time. This compromised their performance and caused undue stress, agitation, and emotional trauma. This led to the postponement of the last module on Experiential Learning Module (ELM) at the instance of the proctoring platform Service Provider.

The Institute reviewed the technical issues that led to the inconclusive examination with our technical partners and necessary remedial actions were activated. Among these were series of tests carried out on the platform, such as stress test, to further validate the capacity of the system to handle



anticipated traffic and conduct of resit examination in December 2024 at no cost to the candidates. The affected candidates including those who failed were mandated to undergo compulsory Mock examination as part of preparation for the resit examinations.

The comparative analysis of the candidates' enrolment and completion status are as follows:

**Table 1: Candidates' Enrolment**

Examination/Certification	April 2023	October 2023	April 2024	October 2024
Banking Professional Examinations	1207	1821	2268	2935
Microfinance Certification Programme	729	739	868	959
Certified Risk Manager Certification	97	125	0	-
Treasury Management Certification	8	9	8	12
Professional e-Payment Certification	15	27	15	5
Agency Banking Certification	-	-	-	422
Other Certifications	3	7	12	15
<b>Total Enrolment</b>	<b>2059</b>	<b>2728</b>	<b>3171</b>	<b>4348</b>

April 2023	October 2023	April 2024	October 2024
<b>2,059</b>	<b>2,728</b>	<b>3,171</b>	<b>4,348</b>

2023 Diets	2024 Diets	Variance	Variance (%)
4,787	7,519	2,732	57%

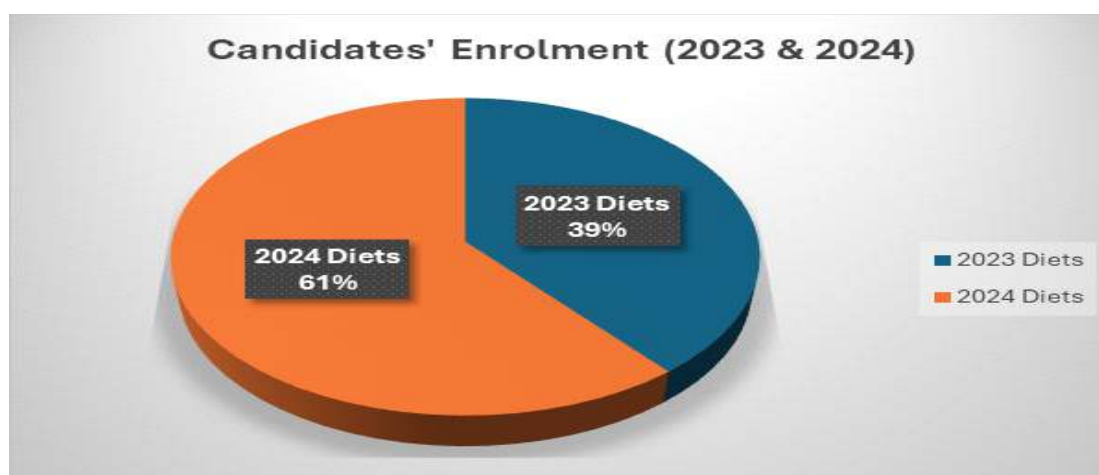


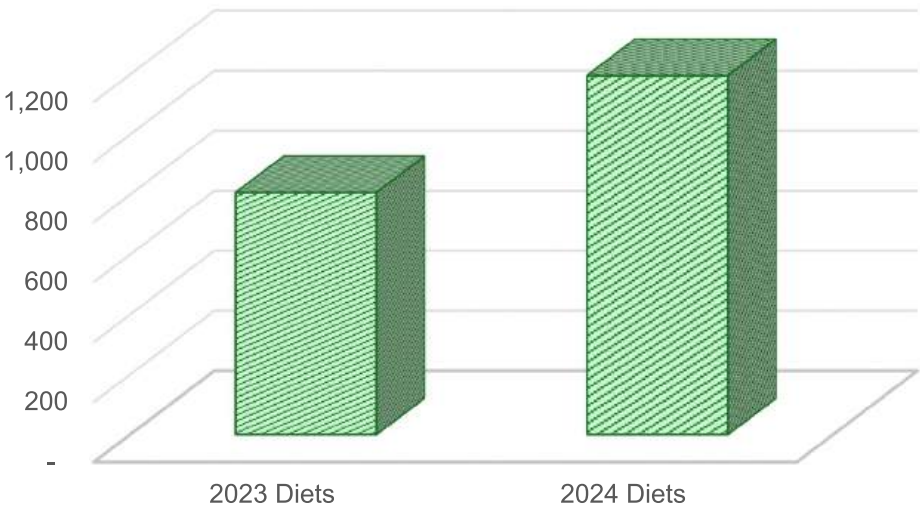


Table 2: Candidates' Completion Status

Examination/Certification	April	October	April	October
	2023	2023	2024	2024
Banking Professional Examinations	114	281	456	803
Microfinance Certification Programme	207	149	210	383
Certified Risk Manager Certification	19	19	-	-
Treasury Management Certification	-	2	-	2
Professional e-Payment Certification	9	5	10	5
Other Certifications	1	-	-	3
<b>Total Completion</b>	<b>350</b>	<b>456</b>	<b>678</b>	<b>1,196</b>

2023 Diets	2024 Diets	Variance	Variance (%)
806	1,196	390	48

COMPLETION STATUS: 2023 V. 2024





### 3.7.2 Frequency of Examinations

The Governing Council has approved an increase the frequency of the annual examinations from the existing two [2] diets to four [4]. Subsequently, the frequency will be implemented as follows:

- i. Commence the pilot run with all Certification programmes excluding Microfinance Certification programme [MCP] in 2025.
- ii. The new frequency of the examinations should apply to ACIB and MCP examinations from 2026 due to logistic and question administration purposes.
- iii. Deploy the diet examinations quarterly in 2025.
- iv. The examinations will be held in **February, April, July** and **October** and clashes with the examination dates of other professional bodies was considered.

I am glad to inform you that the increase frequency has commenced accordingly. The Institute successfully conducted its maiden February 2025 Certification Examinations on February 25 and 26, 2025. The examinations, delivered through the Computer-Based Test (CBT) platform at the Babcock CBT Centre (Iperu Campus), focused exclusively on the Loan Processing & Documentation Certification. In similar vein, we just concluded the April 2025 examination diet via the proctored online platform with a 40% increase in enrolled candidates compared to April 2023.

### 3.7.3 Students' Forum

Following the approval by the Executive Management for annual revision class at no costs for students preparing for the examinations, classes were held on March 16, 23, 24, 2024 and September 14, 15, 21 and 22, 2024. The primary objective of the forum was to offer students valuable experience-sharing session with seasoned examiners, provided tips on how to overcome examination pitfalls, and seek clarification regarding the examination guidelines.

The executions were deployed via the Zoom teleconferencing platform of the Institute with an estimated 350 attendees per session.

### 3.7.4 Management of Examinations Misconduct

In accordance with the provisions of the Banking Professional Examinations Regulations and Syllabus, a total of 25 candidates involved in examination misconduct during the April and October 2024 examination diets were given the opportunity to present their defence. Each case was thoroughly investigated, and appropriate sanctions were recommended in line with the established rules and regulations governing examination misconduct.

To uphold the integrity of the examination process and reinforce its zero-tolerance policy on malpractice, the Governing Council has approved the recommended sanctions by the Capacity Building & Certification Committee.

### 1.7.5 Examiners Reports

The Examiners' Reports have proven to be invaluable resources for students preparing for their examinations. These reports were promptly compiled and made available online after each examination, providing essential insights for students and tuition/lecture centers to enhance learning and performance.

## 3.8 Strategic Collaborations

During the year under review, the Institute further strengthened its relationships with both local and international strategic partners. These collaborations created new opportunities to enhance the quality of examinations and improve the competencies of industry practitioners.

### 3.9 Prizes/Awards

#### 3.9.1 Banking Professional Examinations and Certifications Prize Awards

The top-performing candidates for the 2023 academic year were recognized and awarded at the 2024 Stream 2 Graduates' Induction & Prize Awards Day, held on Saturday, August 31, 2024. Subject and special prizes were presented to deserving candidates who demonstrated exceptional performance in the 2023 examinations, as detailed below:

PRIZE/AWARD	LEVEL	DONOR	NAME OF AWARDEE
Banking Law & Regulation	Diploma	Late Chief S.A. Adegbite, FCIB	Ezhim Ransom Talagi
		Pa. M.A Kazeem, FCIB	
Ethics and Corporate Governance	Diploma	Sir F. A. Ijewere, FCIB	Abodunrin Timothy
		Oloye Esan Ogunleye, FCIB	
Fintech	Intermediate	Mr. Emmanuel Emefienim, CON, FCIB	Aniefiok Anietie Jerry
Finance in Global Market	Intermediate	Alhaji A. O. G. Otiti, OON, FCIB	Adedokun Daniel Oluremi
			Neba Audrey Bi-Agya
Corporate Financial Services	Chartered Banker	HRH Oba S.A.O. Sule, FCIB	Fulani Oluwaseun Emmanuel
Bank Management and Strategy	Chartered Banker	Dr. Bayo Olugbemi, FCIB	Onu Gift Oluchi
Lending & Credit Management	Chartered Banker	Dr. Uju Ogubunka, FCIB	Adetoki Pelumi Adeyemi
		Chief E. M. Egwuenu, FCIB	
Applied Banking	Chartered Banker	Alhaji A. O. G. Otiti, OON, FCIB	Ademu John Afatiafu
		Dr. Segun Aina, OFR, FCIB	
		UBA Foundation	
The Evolution Management and Regulation of Microfinancing	MCP	Lapo Microfinance Bank	Nnamoko Iruoma Favour
Best Graduating Student	MCP	Accion Microfinance Bank	Faluyi Michael

#### 3.10 Otunba (Mrs.) Debola Osibogun National Essay Competition

Kushirya James, a 300-level student of Procurement and Supply Chain Management at the Airforce Institute of Technology, Kaduna, emerged as the winner of the 7th edition of the Otunba (Mrs.) 'Debola Osibogun National Essay Competition for undergraduates in Nigerian Tertiary Institutions. The competition, themed "The Role of Technology in Transforming Banking Operations and Payment Systems in Nigeria", provided a platform for students to showcase their research and analytical skills on a critical topic in the financial sector.

The award, established by Otunba (Mrs.) 'Debola Osibogun, FCIB, aims to enhance the knowledge base and writing proficiency of undergraduate students across Nigeria, encouraging intellectual development and thought leadership.

The other runners-up of the National Essay Competition were:

1st Runner Up: John-Mary Esomchukwu Agbara from University of Nigeria, Nsukka

2nd Runner Up: Thelma Chinazor Ugochukwu from Yaba College of Technology

The winners were honoured and presented with their awards during the 17<sup>th</sup> Annual Banking & Finance Conference, which took place from September 10 to 11, 2024, at the Congress Hall of Transcorp Hilton Hotel, Abuja.

The Institute's efforts in capacity building, certification, and standards directorate activities demonstrate its commitment to enhancing the skills and knowledge of banking professionals, promoting ethical standards, and supporting the growth of the Nigerian banking industry.

#### 4.0. LEARNING AND DEVELOPMENT DIRECTORATE REPORT

##### 4.1 2024 ANNUAL LECTURE

The 2024 Annual Lecture was held on Wednesday, April 23, 2024, as a hybrid event—physically at the Civic Centre, Victoria Island, Lagos, and virtually via the Zoom Video Communications platform.

The 2024 lecture was delivered by Prof. Graham Penn, Professor of International Law at University College London (UCL), on the theme: Improving the Availability of Credit in the Nigerian Real Economy: The Critical Importance of Secondary Market Liquidity.

The then President/Chairman of Council, Dr. Ken Opara, FCIB delivered the welcome address, while the lecture was chaired by Mrs. Osaretin Demuren, FCIB, Former Chairman, Board of Directors, Guaranty Trust Bank Limited, who also gave her goodwill remarks. Additional goodwill messages were delivered by Mr. Babajide Sanwo-Olu, FCIB, who was ably represented by Mr. Abayomi Oluyomi, FCIB, Honourable Commissioner of Finance, Lagos State.

The event was well attended by top executives of banks, captains of industry, government functionaries, and distinguished scholars from academia.

##### 4.2 17<sup>TH</sup> ANNUAL BANKING AND FINANCE CONFERENCE

The 17th edition of the Conference was indeed an epochal event. Below is a highlight of the conference:

- I. Date: September 10-11, 2024.
- II. Theme Accelerated Economic Growth and Development: The State of Play and the Way Forward
- III. Attendance: The Conference had in attendance 2,499 physical and 8,647 online participants.
- IV. **Keynote Speaker & Special Guests**
  - The Chairman, UBA & Heirs Holding, Mr. Tony Elumelu, CON, FCIB set the tone of the Conference as the Keynote Speaker. He spoke on the over-arching theme of the Conference, "Accelerated Economic Growth and Development: The State of Play and the Way Forward".
  - The Vice President of the Federal Republic of Nigeria, His Excellency, Senator Kashim Shettima, GCON who represented the President and Commander-in-Chief of the Armed Forces Federal Republic of Nigeria, His Excellency, Asiwaju Bola Ahmed Tinubu, GCFR.
  - His Excellency Mr. Jeremiah Kpan Koung Vice President of the Federal Republic of Liberia who represented the President of the Federal Republic of Liberia, His Excellency President Joseph Nyuma Boakai.
  - His Excellency, M. Daniel Mukoko Samba, Vice Prime Minister and Minister of the economy of the Democratic Republic of Congo who represented by the President of the Democratic Republic of Congo, His Excellency President Felix Tshisekedi.



- His Excellency, Dr. Alex Otti, FCIB, Executive Governor of Abia State.
- Honorable, Minister of Budget and Economic Planning of Nigeria, His Excellency Abubakar Atiku Bagudu.
- Permanent Secretary, Ministry of Finance, Mr. Okokon Ekanem Udoh who represented the Honorable Minister of Finance and Coordinating Minister of the Economy of the Federal Republic of Nigeria, Mr. Wale Edun.
- Honourable Commissioner for Finance, Mr. Abayomi Oluyomi, FCIB who represented the Governor of Lagos State, His Excellency, Mr. Babajide Sanwo-Olu.
- Honourable Commissioner for Finance, Mr. Michael Odere, FCIB who represented the Governor of Cross Rivers State, His Excellency, Mr Bassey Otu, HCIB.
- Secretary to Zamfara State Government, Mallam Abubakar M. Nakwada who represented the Governor of Zamfara State, His Excellency, Mr. Dauda Lawal.
- Director of Risk Management, Mr. Blaise Ijebor who represented the Governor of Central Bank of Nigeria, Mr. Olayemi Cardoso.
- Chairman Senate Committee on Banking, Insurance and other Financial Institutions, Senator Mukhail Adetokunbo Abiru, FCIB.
- Chairman, Senate Committee on Niger Delta Development Commission, Senator Asuquo Ekpeyong, HCIB
- Chairman Senate Committee on Capital Market and Institutions, Senator Osita Izunaso
- Vice Chairman Senate Committee on Diaspora, Senator Anthony Siyako Yayo, HCIB.
- The Managing Director/Chief Executive Officer of the Nigeria Deposit Insurance Corporation, Mr. Bello Hassan, FCIB.
- The Keynote Speaker, Dr. Tony Elumelu, CFR, FCIB, Chairman, United Bank of Africa.
- Chairmen and Managing Directors/CEOs of Banks and Other Financial Institutions.
- CBN Directors and top Executives of other Parastatals amongst others.

### **Main/Business Sessions**

The Conference featured a Pre-Conference Fire-side Chat and 3 Business Sessions with the following topics:

- JAPA to JAPADA: Making the Smart Choice.
- Diversifying Foreign Exchange Earning Sources Opportunities, Risks, and Challenges.
- Unlocking New Possibilities Through Artificial Intelligence and Innovation.
- Repositioning Nigeria's Financial System to Support Economic

### **Consultative Committee of the Conference**

A consultative committee was constituted to plan and execute a world-class Conference. The Committee was chaired by the Group Managing Director/CEO, UBA Group & Chairman, Body of Banks' CEOs, Mr. Oliver Alawuba, FCIB and co-chaired by the illustrious duo of Mr. Elias Igbinakenzua, FCIB, Managing Director/Chief Executive, Globus Bank and Mrs. Kafilat Araoye, FCIB, Managing Director/Chief Executive, Lotus Bank.

The Logistics Subcommittee was chaired by the 2nd Vice President of the Institute, Mrs. Mojisola Bakare-Asieru, FCIB whose meticulous oversight delivered a Conference with a distinction while the Media and Publicity Subcommittee was chaired by the Director, Communications of NDIC, Dr. Bashir Nuhu, HCIB.

The Committee members were highly experienced professionals drawn from across the various sectors of the economy.



#### 4.3 **17<sup>TH</sup> ANNUAL RETREAT FOR HEADS OF SECURITY OF BANKS & OTHER FINANCIAL INSTITUTIONS**

The 17<sup>th</sup> edition of the Annual Retreat of all Heads of Security of Banks and other Financial Institutions held successfully as follows:

- I. Date: November 20 - 23, 2024
- II. Theme: Building a Robust Security Architecture in a Fast-Paced Dynamic Society
- III. Venue: Park Inn by Radisson, Abeokuta, Ogun State
- IV. Attendance: There were 57 participants in attendance

The 2024 retreat witnessed a remarkable 35.7% increase in attendance, growing from 42 participants in 2023 to 57 in 2024. The event attracted a diverse range of participants, cutting across various banks, financial institutions, and regulatory bodies, including high-ranking security personnel. This growth underscores the increasing relevance of the retreat in strengthening security frameworks within the financial sector.

#### 4.4 **TRAINING & CONSULTANCY DEPARTMENTAL PROGRAMMES**

The following project/programmes were executed by the Department:

- A One-day Executive Programme for the Committee of Heads of Banks Operations. March 22, 2024
- Conducted promotion Test and Interview for Nigerian Export-Import Bank March 4-6, 2025
- Collaborated with Parallax Bank and "Broken but Not Shattered" on a Financial Inclusion, Literacy and Economic Empowerment for Women programme, May 29, 2024.

#### 4.5 **2024 COMPULSORY CONTINUING PROFESSIONAL DEVELOPMENT (CCPD) REPORT**

The Department executed a total of 10 programmes for members and stakeholders in various institutions.

##### 4.5.1 **Statutory Programmes for CCPD**

As customary, the following statutory programmes were organized by the Department in the year 2024:

##### 4.5.2 **2024 CCPD Graduate Induction Programme**

The 2024 CCPD Induction Programme was organized for Student Members who successfully completed the professional examinations and were to be inducted as Associates and Microfinance Certified professionals respectively. For the first time in the history of our Institute, the induction was conducted virtually in 2 streams as approved by the Governing Council. The theme details of the two streams were as follows:

- **Adaptability and Innovation: Navigating the Dynamic Business Environment for Career Advancement** held March 21, 2024 was chaired by Prof. Pius Olanrewaju, PhD, FCIB, as the then 1<sup>st</sup> Vice President and the Guest Speaker for the programme who delivered the Keynote address was Dr. Lydia Suleh, Director, Human Resources of the Central Bank of Nigeria (CBN). Notably, the other discussants were Mrs. Oyiza Salu, HCIB, Group Head, Human Capital, Polaris Bank and Mrs Bunmi Lawson, FCIB, MD/CEO, Edfin Microfinance Bank Limited while Alhaji Aliyu Wada Nas moderated the session.
- **Upscaling for Relevance in a Competitive Business Environment** held virtually on Thursday, August 29, 2024. The event was chaired by Mrs. Mojisola Asieru-Sweet, FCIB, 2nd Vice President, CIBN who gave the Opening Remark. The Keynote address was delivered by the Guest Speaker, Mr. Ademola Adebise, FCIB, former Managing Director, Wema Bank Plc, other panel members were Mr. Austin Okere, Founder/CEO Computer Warehouse Group (CWG) and Mrs Hamda Ambah, FCIB former Council member and former Managing Director, FSDH Merchant Bank. The Session was moderated by Mr. Muiyiwa Olulaja, HCIB, Group Head, First Bank of Nigeria Limited.



#### 4.5.3 2024 CCPD Fellowship Investiture Programme

The 2024 CCPD Fellowship Investiture Programme was organized for members whose applications for Fellowship and Honorary Senior Membership were approved by the Board of Fellows and the Governing Council.

The programme, held on Thursday, October 24, 2024, was chaired by Mr. Dele Alabi, 1st Vice President, who was ably represented by Mrs. Mojisola Asieru-Sweet, FCIB, 2nd Vice President, CIBN, who delivered the opening remarks.

The keynote address, themed "Digital Transformation and Artificial Intelligence: Imperatives for Business Sustainability," was delivered by the Guest Speaker, Mrs. Adaora Ikenze, then Director of Public Policy for Anglophone West Africa, Meta Platforms Inc.

Other panelists included:

- Mrs. Adedoyin Odunfa, Founder/Chief Executive, Digital Jewels Ltd.
- Dr. Oluseyi Akindeinde, Founder, Hyperspace Technologies.

The session was moderated by Ms. Jameelah Shareieff-Aiyedun, Ph.D, Managing Director/Chief Executive, Credit Registry Nigeria.

#### 4.5.4 CCPD OPEN PROGRAMMES

The Department organized and executed the following conventional programmes:

- Structured Trade and Export Financing
- Effective Administration of Anti-Money Laundering/Counter-Terrorism Financing
- Intrapreneurship and Innovation
- Risk Management, Information Security, and Compliance in the Evolving Business Landscape
- Managing Diversity and a Multigenerational Workforce for Innovation
- Credit Risk Portfolio Management and Debt Recovery

#### 4.5.5 CCPD CUSTOMIZED PROGRAMMES

The Department also executed two customized training sessions:

- NDIC In-plant Training: Analyzing Digital Fraud, Risks, and Mitigation
- FBN In-plant Training: Implementing ESG Principles in Financial Services
- Paralex Bank Inplant training on 'Elements of Banking and Ethics, Corporate Governance & Professionalism' was not mentioned.

#### 4.6 E-LEARNING PROGRAMMES

The Department deployed the third edition of the Annual Ethics and Compliance Certification Programme. A total of 51,216 participants were enrolled and participated in the course in the year under review.

Other activities of the eLearning unit in the year under review included:

Deployment of several self-paced courses

Execution of the following proctored test:

- The CBMBA scholarship examination
- The screening Test for the 6<sup>th</sup> edition of the Otunba Debola Osibogun Essay Competition

In the year under review, a total of 64,223 participants enrolled and participated in all the CIBN eLearning courses



#### 4.7 THE CIBN BOOKSHOP

CIBN Bookshop has continued to maintain its relevance among bookshops in Nigeria in terms of stocking of professional textbooks in Banking and finance, Economic and Accounting. The bookshop has improved in terms of profitability, visibility which has enhanced sales, subsidiary relationship with authors and publishers to supply the bookshop with modern and updated books via maintaining good relationship with vendors/authors in the banking industry and an improved relationship with our linkage schools and members across the country.

In the coming year, the bookshop will sustain and improve its presence nationwide. Customers and members will enjoy availability of modern books in Abuja, Oshogbo, Owerri, Port Harcourt, Kano and Gombe. The Bookshop has momentarily increased its investment in the pool of the Institute's to N67,149,936.07

#### REGISTRAR'S OFFICE

### 5.0 REPORT OF CORPORATE COMMUNICATION AND BRAND MANAGEMENT DEPARTMENT

#### 5.1 PUBLICITY, BRAND AND IDENTITY MANAGEMENT

The Institute garnered substantial media attention, both locally and internationally, during the reporting period. Various media platforms, including CIBN Daily highlights, print media, digital media, SMS, and emails, were utilized to circulate daily and weekly updates. These channels were also used to inform stakeholders, the banking and finance industry, corporate organizations, prominent individuals, members of the Institute, and the public about the Institute's events. The Institute also featured distinctively in public comments and enlightenment programmes. Our statutory programmes in the year under review received good support and wide coverage by the media, some of these programmes are:

- a) The 2024 Annual Lecture held on Tuesday, April 23, 2024 delivered by Professor Graham Penn, FCIB, Professor of International Law, University College, London (UCL) on the theme: Improving Availability of Credit in the Nigerian Real Economy: The Critical Importance of Secondary Market Liquidity. The lecture aimed to enlighten participants and ultimately banks on the most important ways in which balance sheet management can be achieved considering liquidity in the Nigerian secondary debt market.
- b) The 2024 Annual General Meeting/Election wherein the election of the 23<sup>rd</sup> President/Chairman of Council was well publicized,
- c) The Investiture Ceremony of the new President/Chairman of Council was widely covered while goodwill/congratulatory messages were placed in major Nigerian Newspapers,
- d) The 2024 CIBN Graduates Induction/Prize Awards Day and the 2024 Fellowship Investiture were all effectively publicized;
- e) The Generation Next Forum which is part of our youth empowerment programme was greatly publicized especially on digital media
- f) The 17th Annual Banking and Finance Conference was covered by various digital, Print and electronic media post event. The President/Chairman of Council granted live interviews at Arise TV, NTA and Channels TV ahead of the programme while press releases were widely published.
- g) 57th Annual Bankers Dinner: Aside from the press releases that were published pre-event, Full-page advert was placed in the Guardian, Thisday, Leadership, Dailytrust, Punch and BusinessDay Newspapers respectively to publicize the event. The event was aired live by ChannelsTV; NTA and Arise Television and thereafter reported in all electronic and print media globally

Some of the platforms that highlighted the Institute's activities during the year under review included Channels TV, Arise TV, TVC, Plus TV, MiTV, AIT, LTV, ProshareWebTV, NTA, Rahma TV, ARTV, OGTV. Others included News Agency of Nigeria (NAN); Traffic Radio, Raypower FM, Inspiration FM, etc all

Nigerian Newspapers especially The Guardian, Punch, Businessday, Thisday, Independent, The Nation, Business NG, Tribune, Vanguard, etc, blogs and online media in the Country.

## 5.2 2024 ANNUAL BANKERS DINNER

The 59th Annual Bankers Dinner took place on Friday, November 29, 2024, at Eko Hotel & Suites, Victoria Island, Lagos. This highly anticipated event was held in a hybrid format, combining physical attendance with virtual participation via Zoom Teleconferencing. The dinner brought together a distinguished gathering of:

- Eminent personalities from the banking and financial services industry
- Government functionaries
- Thought leaders from the private and public sectors
- Members of the business and diplomatic communities
- Key stakeholders in the Nigerian economy

The occasion provided a unique opportunity for attendees to unwind, network, and engage in meaningful interactions.

The Keynote Address by CBN Governor Olayemi Cardoso at the 60th Anniversary of the Chartered Institute of Bankers of Nigeria (CIBN) Dinner focused on the strides made in stabilizing the Nigerian economy. In his address, the CBN Governor highlighted various issues that are significant in the banking industry and the economy.

The goodwill message was delivered by Governor, Bank of Sierra Leone, Dr. Ibrahim Stevens. The toast of the Institute was delivered by Mr. Oluropo. S. Dada, FCS, President/Chairman of Council, Chartered Institute of Stockbrokers (CIS) while the toast of the federation was delivered by Her Excellency, Consul General Ms. JoEllen Gorg, United States Consul General Lagos, Nigeria.

A total of 1,500 participants attended via the virtual and physical platforms. The participants were drawn from international and local institutions, cutting across the public and private sectors of the global economy. The event also enjoyed impressive media attention including live coverage on three television stations.

### AWARDS:

Highlights of the event were the presentation of awards to the next-generation leaders of commercial banks in the country such as:

- **X-factor award**– recognition of a leading female banker breaking the glass ceiling and inspiring a more gender inclusive Industry. The winner of the award was Mrs. Olubunmi Omoshola-Yusuf, Standard Chartered Bank.
- **Integrity Award** - This award was to recognise individuals who had demonstrated an uncommon act of integrity, honesty, courage, and transparency. The winners were namely: Mr Lawal Ayinla Wasiu and Mr Adeyemo Sheu Adebayo
- **Next Generation** – Class of 2024- recognition of a class of young bankers across the industry who are excelling today and have contributed exceptionally to the industry and economy. The winners were:

S/N	Award Category	Winners
1	X-factor	Mrs. Olubunmi Omoshola-Yusuf
2	Integrity Award	Mr Lawal Ayinla Wasiu and Mr Adeyemo Sheu Adebayo



Next Generation – Class of 2024- This was in recognition of a class of young bankers across the industry who were excelling and had contributed exceptionally to the industry and economy. A total of twenty-one young bankers from banks were recognized for the Next Generation Class of 2024 award:

S/N	ORGANISATION	Next Generation Class of 2024
1.	Ecobank	Arowosafe Donaldson Ayodele
2.	FCMB	Nikoro George
3.	Fidelity Bank	Aishat Bello
4.	First Bank	NnaEmeka Reuben Eze
5.	FSDH Merchant Bank	Christabel Odita
6.	Greenwich Merchant Bank	Gideon Tobi Oshadumi
7.	Keystone Bank	Nwaneri Chibuzor Anthony
8.	Lotus Bank	Babajide Abayomi Mosanya
9.	Parallex Bank	Uche Ozieh
10.	Polaris Bank	Apanisile Ifeoluwa
11.	Premium Trust Bank	Aisha sule
12.	Rand Merchant Bank	Oluwanifemi Adeniyi
13.	Stanbic IBTC Bank	John Oyun
14.	Standard Chartered Bank	Princewill Kalu
15.	Sterling Bank	Kelechi Nwaozuzu
16.	Suntrust Bank	Omotoyosi Onasoga
17.	United Bank for Africa	Mercy Akerele
18.	Union Bank	Olayanju Olaide Quadri
19.	Unity Bank	Kosisochukwu Faith Ikem
20.	Wema Bank	Oluwatoyin olatunji
21.	Zenith Bank	Anita Onyeachole

### 5.3 Stakeholders Engagements

#### 5.3.1 Local Stakeholders engagements

The President/Chairman of Council led the institute's delegations to Mr. Olayemi Cardoso, FCIB and other stakeholders across the country for visitations and engagements. The main objective was to follow up on existing relationships and champion new routes to drive the Institute to greater heights and expand its prominence in the various areas. Some of the Institutions visited include Nigerian Television Authority (NTA), ChannelsTV and Arise Television

#### 5.3.2 International Stakeholders engagements

The Chartered Institute of Bankers of Nigeria, USA Branch hosted the President/Chairman of Council during their Biennial Conference held in New Jersey during year under review.

#### 5.3.3 STAKEHOLDER ENGAGEMENTS

Some organisations paid courtesy visits to the Institute, under the leadership of Prof. Pius Deji Olarewaju, Ph.D., FCIB, President/Chairman of Council during the year under review. They are

- CIBN Lagos State Branch
- Association of Corporate Affairs Managers of Banks (ACAMB)
- Association of Professional Women Bankers (APWB)

**Other Stakeholders Engagements held are as listed below:**

- MD/CEO, Aso savings
- MD/CEO, Jaiz Bank
- MD/CEO, FMBN
- Past President CIBN- Mr. Ralph Osayameh, FCIB
- Past President CIBN- Mr. Femi Ekundayo, FCIB
- Past President CIBN- Mazi O.C.K Unegbu, FCIB
- Past President CIBN- Mr.'Laoye Jaiyeola, FCIB
- Past President CIBN- Prof wole Adewunmi, FCIB
- Rt. Hon. Tajudeen Abbas, Ph.D- 15<sup>th</sup> Speaker of The House of Representative of Nigeria
- Board of Directors and Managements of Financial Inclusion Centre (FIC)
- German Industry and Commerce (GIC)
- OXFAM International and the Coalition Team
- FCT Branch Exco
- Ogun State Branch
- Abia State Branch
- Kano State Branch
- Board of Editors of Vanguard Newspaper
- Association of Professional Bankers in Education
- MD/CEO, BOI
- MD/CEO, Parallel Bank
- MD/CEO, premium Trust Bank
- Rector, Yabatech
- Accredited Tuition Centre Operators (AICOS)
- NDIC Ogun State Branch
- Vice-Chancellor, Babcock University
- Visit to Ogun State Governor
- Governor of CBN, Abuja
- Lagos State Ministry of Finance- Permanent Secretary
- Hon. Minister of Finance Abuja
- Cross River State Governor
- CEO- Nigeria Communication Commission
- Lagos State Governor
- MD/CEO Sterling Bank
- Babcock University Learning Centre
- Ebonyi State Branch

- Ebonyi State Governor
- MD/CEO First Bank of Nigeria
- Bauchi State Branch
- Kwara State Branch
- Imo State Branch
- Branch Controller of Central Bank of Nigeria (Abia State)
- Governor of Delta State
- Delta State Branch
- Asagba of Delta State- Epiphany Azinge
- Consul General of The United States of America
- Plateau State Branch
- Kaduna State Branch
- Enugu State Branch
- Osun State Branch
- MD/CEO, Hillcrest Capital management
- Finance House Association of Nigeria
- Commonwealth Enterprise and Investment Team

## 6.0 SECRETARIAT SERVICES DEPARTMENT

### 6.1 BILLS FROM THE NATIONAL ASSEMBLY AND OTHER POLICIES

As part of its advocacy role for the Banking and Finance Industry, the Legal Department presented the banking industry position to the National Assembly and regulatory authorities on the following:

- a) A Bill to amend The Central Bank of Nigeria Act
- b) A Bill to amend the Nigeria Deposit Insurance Corporation Act.
- c) A Bill to repeal and re-enact the Dishonoured Cheques (Offences) Bill 2023
- d) A Bill for an Act to facilitate the use of information in electronic form for conducting transactions in Nigeria and for connected purposes (Electronic Transactions Bill, 2024)
- e) Review of the Proposed Nigerian Not-For-Profit Governance Code 2023

### 6.2 ADVOCACY

As part of its advocacy role for the banking and finance industry, the Secretariat provided support to the Body of Bank CEOs in assisting in addressing pertinent industry issues as follows:

- a) Engaged to resolve criminal Proceedings against Bank CEOs by the Advertising Regulatory Council of Nigeria (ARCON).
- b) Donation relief materials to flood victims in Jigawa State as part of its Corporate Social Responsibility for the banking and finance industry and country at large.
- c) Intervention to resolve the issue around the controversial Windfall Levy and further engaged to straighten out operational issues with regard to the enforcement of the levy by the Federal Inland Revenue Service FIRS).
- d) Assisted the Legal Solicitor in the incorporation of Association of Banks.



### 6.3 COURT CASES

As part of its responsibility to ensure the successful defense of any suit brought by or against the Institute in a court of competent jurisdiction, the Department has ensured the engagement of competent Legal Practitioners as well as effectively supervising the progress of all pending legal matters which include:

- a) CIBN VS Chida International Hotel
- b) Chevy Chase Limited vs CIBN and 1 other

The Institute won its tenancy dispute against Chevy Chase Limited (the Institute's Abuja tenant) to the tune of N9M, however, Chevy Chase Ltd filed a Notice of Appeal.

### 6.4 INDUCTION OF THE GOVERNING COUNCIL AND COUNCIL COMMITTEE MEMBERS

The Institute organized an induction programme for the 2024-2026 Governing Council and Committee members on July 18, 2024, in compliance with the Corporate Governance Code. The programme familiarized members with their responsibilities, governance structure, risk management, and the Institute's operations and expectations.

Ernst & Young (E&Y) facilitated the training, which was a crucial step in onboarding and integrating members into the Institute. The President/CE also outlined his Agenda for the 2024 - 2026 tenure and presented the Institute's vision and strategic objectives.

### 6.5 CODE OF CONDUCT OF THE GOVERNING COUNCIL

In compliance with the Corporate Governance code, the Institute initiated a Code of Conduct (the Code") for members of the Governing Council. The Code applies to a wide range of practices and procedures and sets out basic principles to guide the actions of all Council members in matters of professional ethics and behaviour.

### 6.6 CONTRACTUAL AGREEMENTS

During the reporting period, the Legal Department successfully drafted and reviewed 34 legal agreements between the Institute and third-party entities. This effort ensured:

- Prevention of potential risks
- Compliance with applicable laws and regulations
- Enforceable contracts
- Mitigation of future disputes

The Legal Department's work provided a solid foundation for the Institute's partnerships and collaborations, protecting its interests and promoting a stable operating environment.

### 6.7 CIBN ELECTED AS NATIONAL TREASURER APBN

During the year under review, the CIBN representative Mr Pascal Nsoromotu, FCIB, Member, CIBN Governing Council was elected as the National Treasurer of the Association of Professional Bodies of Nigeria (APBN).

## 7.0 ECONOMICS AND STRATEGY DEPARTMENT

### 7.1 Development of the New Strategic Plan

The Institute with the support of external stakeholders concluded the development of the 2025 – 2029 CIBN Strategic Plan before the expiration of the 2020-2024 Plan. The new plan was approved by the CIBN Governing Council at their fourth quarter meeting held on November 28, 2024. An implementation plan as reviewed by the CIBN Strategy and Advocacy Committee was also developed and execution commences in 2025.



## 7.2 Stakeholder Retreat for Development of New Strategic Plan

The Stakeholder Retreat for Development of the 2025 – 2029 Strategic Plan was held from Friday, September 27, 2025, to Saturday, September 28, 2025 at the Black Diamond Hotel, Lagos. The Retreat served as a platform for consolidating input on the future of the Nigerian banking and finance industry. The resolutions from the retreat guided the development of the new plan and in turn the Institute's strategic direction over the next five years.

## 7.3 Report on Actualization of the Agenda of The President/Chairman of Council.

- a. Distilled into actionable forms from the Presidential Inaugural speech, the LEGACY Agenda of the 23<sup>rd</sup> PCC from the Inaugural speech a week after the Investiture
- b. The structure of the progress report for monitoring the LEGACY Agenda was developed and launched for implementation.
- c. The grading system as well as a ratings table were also developed under the guidance of the Adhoc Committee on Actualization for Actualization of The Agenda of The President/Chairman of Council.

## 7.4 The CIBN Macroeconomic Report

Commenced the publication of the CIBN Macroeconomic Report designed to provide members and stakeholders with updates on the global economy, the Nigerian economy, and the banking industry. The goal of the publication is to ensure stakeholders are equipped to make well-informed business decisions and navigate economic challenges.

## 7.5 Performance Review

Commenced the Monthly engagement of Management Staff for the conduct of Performance Reviews sessions. This session aimed at reviewing performance and brainstorming strategies to improve the performance of staff, Directorates and the Institute.

## 8.0 REPORT OF ARTIFICIAL INTELLIGENCE AND DIGITAL INFORMATION AND TECHNOLOGY

### 8.1 Network and Connectivity:

The Institute revamped its network by installing wireless internet access at the National Secretariat. This has enabled staff to work without the use of network cable and being restricted.

### 8.2 Upgrade of Internet Bandwidth

In order to be more efficient and to serve the stakeholders better, the Institute upgraded its internet bandwidth from 20MBPs to 50MBPs through its Internet Service Provider(Equinox). With the new bandwidth, programmes and meetings are held without any disruption.

### 8.3 Upgrade of Security Service

The concern of every organization is the security of the data and infrastructure. This informed the decision of the Institute to upgrade Security features using the latest version of MACFee and n t i v i r u s . This has protected our systems from viruses and other forms of attacks and unwanted intruders.

### 8.4 Development of Mobile application:

A new mobile application to enhance accessibility and streamline operations of the Institute was developed. This application aims to improve user experience by providing a more efficient way to access important resources, updates, and services. With a user-friendly interface and enhanced functionality, employees and stakeholders can seamlessly interact with the Institute's systems from their mobile devices. The app also integrates key features such as notifications, real-time communication, and secure access to institutional data. This advancement marks a significant step toward digital transformation, fostering greater efficiency and engagement across the Institute.



**8.5 Installation of State-of-Art Sound systems:**

The digitization of sound systems in all the Institute's halls has significantly improved audio quality and overall event experiences. This advancement supports a wide range of events, including lectures, conferences, and presentations, ensuring seamless communication. Additionally, the new system allows for remote management and integration with other digital platforms, enhancing efficiency and ease of use. This upgrade marks a major step in modernizing the infrastructure thereby generating revenue.

**8.6 Digitization of our Payment Process:**

The digitization of our payment process through the implementation of eBills has streamlined financial transactions, enhancing efficiency and transparency. This modern payment system enables faster, more secure, and hassle-free transactions, reducing the reliance on manual processes and paperwork. With real-time tracking and automated reconciliation, financial management has become more accurate and convenient for both the institute and its stakeholders. Additionally, the integration of eBills improves compliance, minimizes errors, and enhances overall financial accountability. This transformation marks a significant step toward a more seamless and digitally driven financial ecosystem within the institute.

**8.7 Redevelopment of Our Membership Portal**

The redevelopment of our Membership Portal has been undertaken to align with the Institute's current standards and enhance user experience. The upgraded portal features a more intuitive interface, improved functionality, and enhanced security measures to ensure seamless access to membership services. With better integration, members can now easily update their profiles, manage subscriptions, and access exclusive resources with greater convenience. Additionally, the modernization includes optimized performance, mobile compatibility, and real-time support, making interactions more efficient. This transformation reflects the institute's commitment to innovation and improving digital engagement for its members.

**8.8 Redevelopment of Our Learning Management System (LMS)**

The redevelopment of our Learning Management System (LMS) has been undertaken to align with current global standards and enhance the overall learning experience. The upgraded system offers a more user-friendly interface, improved course management, and enhanced accessibility across multiple devices. With advanced features such as interactive learning tools, real-time progress tracking, and seamless integration with digital resources, the LMS provides a more engaging and efficient platform for both learners and instructors. Additionally, enhanced security measures and cloud-based capabilities ensure reliability and scalability. This modernization reaffirms the institute's commitment to delivering a world-class educational experience.

**8.9 Revamping of the Institute's website**

The revamping of the Institute's website has been undertaken to enhance user experience, functionality, and overall digital presence. The new design features a modern, intuitive interface that ensures easy navigation and accessibility across all devices. Improved performance, faster load times, and enhanced security measures provide a seamless and secure browsing experience. Additionally, the website now integrates better with the Institute's digital services, offering real-time updates, interactive features, and streamlined access to important resources. This transformation reflects the Institute's commitment to innovation, efficiency, and improved engagement with stakeholders.



## 9.0 REPORT OF THE CIBN CENTRE FOR FINANCIAL STUDIES

### 9.1 Knowledge Events

#### a. The 10<sup>th</sup> National Economic Outlook

The 10<sup>th</sup> National Economic Outlook: Implications for Businesses in Nigeria in 2024 was held on Tuesday, January 23, 2024, as a hybrid event in collaboration with B. Adedipe Associates Limited (BAA Consult). The event attracted over 400 participants from various sectors including captains of industry, regulators, and professionals from banking, insurance, manufacturing, legal, academia, among others.

The Welcome Address was delivered by Ken Opara, Ph. D., FCIB, President/Chairman of Council, CIBN, while Mr. Muhammad Sani Abdullahi, Deputy Governor, Economic Policy Directorate, Central Bank Nigeria (CBN), ably represented by Dr. Mohammed Tumula, Director, Monetary Policy Department of CBN, delivered the Keynote Address. Dr. 'Biodun Adedipe, FCIB Chief Consultant, B. Adedipe Associates Limited, presented an overview of key sectors of the Nigerian Economy in 2023 and highlighted the macroeconomic expectations for the year 2024. Mr. Olufemi Awoyemi, mni, FCIB, Founder & Chairman, Proshare Limited, moderated the Panel Session which had the following panelists at the event: Mr. Lamido Yuguda, FCIB, Director-General, Securities and Exchange Commission (SEC), Mr. Segun Ajayi-Kadir, mni, Director-General/CEO, Manufacturers Association of Nigeria (MAN); Mr. Johnson Chukwu, HCIB, Chief Executive Officer, Cowry Asset Mgt Ltd.; Dr. (Mrs.) Toyin Sanni, Group CEO, Emerging Africa Capital Group; Mr. Ade Adefeko, Advisor, Agriculture, Trade & Development Finance; and Mr. Boluwaji Apanpa, Partner, People & Change KPMG & West Africa.

#### b. The CIBN Advocacy Dialogue Series 10.0

The CIBN Advocacy Dialogue Series 10.0 with the theme: PAPSS: Enabling Seamless Cross Border Payments Among African Countries and Regions," which held in collaboration with the Pan-African Payment and Settlement System (PAPSS) of the African Export-Import Bank (AfreximBank) on Thursday, April 25, 2024, as a hybrid event.

The Welcome Addresses were delivered by Mr. Mike Ogbalu III, Chief Executive Officer, PAPSS, and Ken Opara, Ph.D., FCIB, President/Chairman of Council, CIBN while the Keynote Address was delivered by Dr. Mahmud Hassan, Director, Trade and Exchange Department, CBN. The Panel Session which was moderated by Mr. Olufemi Awoyemi, mni, FCIB, Founder & Chairman, Proshare Limited, included other experts from the banking sector as Panelists such as Mr. Premier Oiwoh, Managing Director/CEO, Nigeria Inter-Bank Settlement System Plc (NIBSS), Mr. Roosevelt Ogbonna, Group Managing Director/CEO, Access Bank Plc ably represented by Mr. Femi Jaiyeola, Head of Compliance, Access Bank Plc, Mr. Oliver Alawuba, Group Managing Director/CEO, United Bank of Africa Plc (UBA) ably represented by Mr. Kenneth Ugwuanyi, Head of Transaction Banking, UBA and Mr. Wole Adeniyi, FCIB, Managing Director, Stanbic IBTC Bank ably represented by Mr. Jesuseun Fatoyinbo, Head, Transaction Banking, Stanbic IBTC Bank.

#### c. Breakfast Session on Harnessing the Power of Data Analytics in Enhancing Operational Risk Management

The breakfast session on "Harnessing the Power of Data Analytics in Enhancing Operational Risk Management" was held on Tuesday, May 7, 2024, as a hybrid event. The Welcome Address was delivered by Akin Morakinyo, HCIB, Registrar/Chief Executive, CIBN ably represented by Mr. Mary-Fidelis Abiahu, MCIB, Director, Finance and Corporate Services, CIBN while the Keynote Address was delivered by Dr. Blaise Ijebor, Director, Risk Management Department, CBN. The panel session was

moderated by Mr. Paul Opara, Lead Operational Risk, Zest Payments Limited, a subsidiary of Stanbic IBTC. The following subject-matter experts were in attendance: Mr. Adetokunbo Aberuagba, Chief Risk Officer, First Trust Mortgage Bank Plc and Mrs. Mobola Dele-Ojo, Chief Risk and Compliance Officer, Absa Nigeria.

**d. The Mid-Year Review of 2024 Economic Outlook**

The Mid-Year Review of 2024 Economic Outlook event, which was held on Thursday, July 25, 2024, was organized by The Chartered Institute of Bankers of Nigeria (CIBN), in collaboration with B. Adedipe Associates Limited (BAA Consult). The programme was designed to evaluate the implementation of the projected macroeconomic policies and indexes as well as assess the developments and achievements in the Nigerian Economy during the first half of 2024, particularly in the Nigerian Financial Sector.

The Welcome Address was delivered by Professor Pius Oladeji Olanrewaju, Ph. D., FCIB, President/Chairman of Council, CIBN, while Dr. Tope Fasua, Special Adviser to the President on Economic Affairs, delivered the keynote address. In addition, Dr. 'Biodun Adedipe, FCIB, Chief Consultant, B. Adedipe Associates Limited, presented an overview of the first half of 2024 and highlighted the macroeconomic expectations for the next half of the year 2024. The programme which was moderated by Chinwe Egwim, Chief Economist and Head of Economic Research/Intelligence, at Coronation Merchant Bank, had in attendance Dr. Emomotimi John Agama, Director-General and Chief Executive, Securities and Exchange Commission, ably represented by Mr. John Abel Briggs, Regulatory Compliance and Financial Analyst, Securities and Exchange Commission (SEC), Dr. Rislanudeen Muhammad, HCIB, Chief Economist and Head, Strategy and Research Division, Bank of Industry Limited, Mr. Johnson Chukwu, HCIB, Founder/Managing Director, Cowry Asset Management Limited, Mr. Kola Masha, Managing Director, Babban Gona Farmer Services Nigeria Limited and Professor Olugbenga Adebajo Falode, Professor and Director of Centre for Petroleum, Energy Economics & Law, all as panelists.

**e. The Capacity Building Workshop for Prospective Practice License Holders**

A Compulsory Continuous Professional Development Master class was held virtually on October 3 and October 8, 2024, for 18 Practice License applicants. The Masterclass was aimed at preparing the CIBN Practice License applicants for the world of consulting, which is rapidly being transformed by digitalization

The workshop was segmented into three sessions as follows:

- i. Effective Communication and Presentation Skills for a Contemporary Consultant
- ii. Leveraging Technology for Business Advancement
- iii. Business Pitch Presentation

**f. The Second Edition of The CIBN Generation Next Forum**

The Second Edition of the CIBN Generation Next Forum was held on Thursday, October 17, 2024, at the Harbour Point Event Centre, Victoria Island, with the theme "Digital Transformation and Sustainable Development: Empowering the Next Generation". The programme was aimed to offer participants insights into the evolving trends in the banking industry and provide networking opportunities with industry experts. The forum also aimed to equip the upcoming generation with knowledge and tools to succeed in their professional journeys.

The opening remark was delivered by the President/Chairman of Council, CIBN, Prof. Pius Deji Olanrewaju, PhD, FCIB, followed by goodwill messages from and Mr. Babajide Olusola Sanwo-Olu, Executive Governor, Lagos State, ably represented by Mr Mobolaji Ogunlende, Honorable Commissioner for Youth, Sports and Social Development of Lagos State and Mr Bello Hassan, FCIB,



Managing Director/CEO, The Nigeria Deposit Insurance Corporation (NDIC). The Executive Governor declared the event open and led the dignitaries to commission the exhibition pavilion.

Other Dignitaries present at the event includes;

- Mr. Dele Alabi, FCIB – 1st Vice President, CIBN
- Mrs. Mojisola Bakare-Asieru, FCIB – 2nd Vice President, CIBN
- Dr. Peter Ashade, FCIB – National Treasurer, CIBN
- Dr. Segun Aina, OFR, FCIB, Past President, CIBN
- Mrs. Christiana Salmwang – Lagos State NYSC Coordinator
- Mrs. Funke Ladimeji - Executive Director, Coronation Merchant Bank
- Mr. Sunday Okwuma – Boxing Promoter, Mytime Entertainment
- Mrs. Abidemi Asunmo, Vice Chairman, Committee of e-Business Industry Heads (CeBIH)
- Mrs. Lovelyn Iruayenama, Head Physical Channels & Merchant Services, LOTUS Bank and the Provost, CeBIH Academy
- Dr. Bankole Allibay, Chief Executive Officer/Managing Consultants Translantic Development Limited, delivered the keynote address centered on the theme: **Digital Transformation and Sustainable Development: Empowering the Next Generation**

Other resource persons at the event include;

- Mr. George Olutope Onafowokan – Managing Director/CEO, Coleman Technical Industries Limited, represented by Mr. Oyebode Akinlakun, Head of Strategy, Coleman Technical Industries Limited.
- Mr. Oluwaseun Bamiro – CEO, YNorth/Timeteller
- Mrs. Ola William – Country Manager, Microsoft Nigeria represented Mrs. Aramide Balogun, Senior Statutory and Tax Controller, Microsoft, Nigeria
- Mrs. Emmanuela Tijani – Product Marketing Manager, Sterling Bank
- Mr. Gideon King – Global Marketing Director, Mayvinci Technology, USA
- Mr. Ayodele Solomon – Head, Innovation, WEMA Bank & ALAT By WEMA
- Mr. Lucky Osunbiyi – Payments Software Application Developer, BMO Financial Group

The event attracted sponsorship from various organizations and had a total of 1,723 participants in attendance.

#### **g. The CIBN Advocacy Dialogue Series 11.0**

The CIBN Advocacy Dialogue 11.0 with theme “Countering Trade Based Money Laundering: Implications for Regulators and Operators” was organized by The Chartered Institute of Bankers of Nigeria Centre for Financial Studies (CIBNCFs) in collaboration with Afreximbank Academy (AFRACAD) on Thursday, October 29, 2024, as a virtual event.

The Welcome Address was delivered by Prof. Pius Deji Olanrewaju, Ph.D., FCIB, President/Chairman of Council, CIBN. A special remark was delivered by Mr Idrissa Diop, Director, Compliance African Export-Import Bank (AfreximBank), while the Keynote Address was delivered by Ms Gamuchirai Moyo, Consultant, MANSA Digital Initiative African Export-Import Bank (AfreximBank). The Panel Session, which was moderated by Dr. Bamidele Ayemibo, Lead Consultant, 3T Impex Consulting, had the following experts from across various sectors as Panelists such as Ms Fungai Nyamahowa, Manager, Financial Risk Compliance African Export-Import Bank (AfreximBank), Prof. Jonathan Aremu, Professor of International Economic Relations, Covenant University, Ota and Member, CIBN Research Committee, Mrs Biola Shotunde (FWC), COO, Law Enforcement Support Coordination Sector, Nigerian Financial Intelligence Unit and Mr. Rasaq Ozemede, Head, Internal Audit NEXIM Bank.



**h. The CIBN Advocacy Dialogue Series 12.0**

The CIBN Advocacy Dialogue 12.0 with the theme “Promoting African Integration Through Trade: The Vital Role of Financial Institutions in Implementing the AfCFTA Agreement” was organized by The Chartered Institute of Bankers of Nigeria Centre for Financial Studies (CIBNCFS) in collaboration with AfreximBank Academy (AFRACAD) as a virtual event on Tuesday, November 12, 2024.

The Welcome Address was delivered by Prof. Pius Deji Olanrewaju, Ph.D., FCIB, President/Chairman of Council, CIBN, while the Keynote Address was delivered by Mr. Emeka Uzomba, HCIB, Senior Advisor (AfCFTA), The Intra-African Trade and Export Development Bank (IAED) of AfreximBank. The Panel Session, which was moderated by Ms. Opeyemi Oduwole, CFA, Associate Director & Head, Family Office and Private Client, KPMG, had the following experts from across various sectors in attendance which includes Mr. Stephen Obasi, HCIB, Head Office Operations, Fidelity Bank Plc, Mrs. Efua Gbadamosi, Trade Structuring Analyst, Middle East and Africa, Citibank Nigeria, Mr. Mobolade Ojeahere, HCIB, Group Head, Transaction Banking Division, First Bank of Nigeria and Mr. Patrick Utomi, Assistant Manager, AU/AfCFTA Relations & Trade Policy, all as discussants.

**i. Roundtable Session Organized for the Board of Directors of Delta Trust Mortgage Bank**

The CIBN Centre for Financial Studies organized a Roundtable Session for members of the Board of Directors of Delta Trust Mortgage Bank which held physically on Monday, December 2, 2024, at the bank's headquarter office in Asaba with the theme; 'Empowering Board Members for Effective Oversight.' The session was organized generally to equip members of the Board with a comprehensive understanding of board-level oversight responsibilities for managing market, credit, and operational risks, including the regulatory and strategic implications.

The session, which was coordinated by Mrs. Abidemi Ephraim-Emmanuel, Assistant Manager, CIBNCFS, ensuring its smooth execution and overall success, had Dr. Biodun Adedipe, FCIB, Founder & Chief Consultant, B. Adedipe Associates Limited and Dr. Nosike Agokei, FCIB, Non-Executive Director and Consultant Prestige Assurance Plc as the resource persons. They addressed issues around “Board Oversight of Risk Management Frameworks: Addressing Market, Credit, and Operational Risks and “Ethical Leadership and Corporate Responsibility: Enhancing the Board's Role in Building Trust within Mortgage Markets”, respectively.

Participants in attendance at the Roundtable Session include members of the Board of Directors such as;

Hon. Jude Ogbimi - Chairman  
 Mrs Ruby Okoro - MD/CEO  
 Olorogun (Barr.) Joshua Muwhen - Executive Director  
 Mrs Maria E. Adaigbe - Director  
 Mr. Gibson Pinnick - Director  
 Chief Meshach Opone - Director  
 Sir Ikpere Clement - Director  
 Mr. Sunday Ahante- Director  
 Mr. Joseph Ogbolu – Director

**j. Breakfast Session on Cyber Resilience for Board Members and Executive Management of Banks**

The breakfast session on Cyber Resilience for Board Members and Executive Management of Banks was organized by The Chartered Institute of Bankers of Nigeria Centre for Financial Studies (CIBNCFS) in collaboration with Digital Jewels Africa as a physical event at the Black Diamond Hotel, Victoria Island, Lagos, on Thursday, December 5, 2024. The workshop is aimed at equipping leaders with the knowledge needed in cybersecurity governance.

The Welcome Address was delivered by Prof. Pius Deji Olanrewaju, Ph.D., FCIB, President/Chairman



of Council, CIBN, ably represented by Mr. Dele Alabi, FCIB, the 1st Vice President, CIBN. The two Sessions held had only Ms. Adedoyin Odunfa, GMD/CEO, Digital Jewels Africa, as the speaker in attendance.

## 9.2 Publications

### a. Nigerian Banker Publication

All the editions of the Nigerian Banker Publication for 2024 were published.

### b. Journal of Banking

All the editions of the Journal of Banking Publication for 2024 were published.

## 9.3 Surveys Conducted

### a) Surveys for 2023 Appraisal Surveys

The CIBNCFS worked with the CIBN Human Resources Department to develop and deploy over 35 surveys all aimed towards the assessment and appraisal of CIBN staff for the year 2023. The exercise was completed.

### b) Surveys on CIBN Customer Satisfaction

The CIBNCFS conducted a survey aimed at evaluating members' satisfaction with the activities and services rendered by the Institute.

### c) Effectiveness of CIBN Staff Bus Drivers

The CIBNCFS deployed a Survey to evaluate the effectiveness of the CIBN Staff bus drivers. The survey was specifically aimed at identifying the driving habits and behaviours of drivers in alignment with safe, efficient, and sustainable driving practices. The survey was also aimed at gaining insights into the challenges and barriers encountered by drivers during their driving activities.

### d) Deployment of survey on the Impact Assessment for CIBN Mentoring Scheme: End of Mentoring - For Mentors, Mentees and Participating Banks

The survey was specifically aimed at assessing the impact of the 2024 CIBN Mentoring Programme by eliciting feedback from the participants (Mentors and Mentees and participating banks to identify gaps/areas for Improvement as a part of the closing formalities for the graduation of the stream 3 Mentees on the programme.

## 10.0 ETHICS AND GOVERNANCE DIRECTORATE

### 10.1 Upholding Ethics, Integrity, and Governance in Banking

The Ethics & Governance Directorate, operating under the mandate of the Chartered Institute of Bankers of Nigeria (CIBN), upholds the highest standards of professionalism, integrity, and governance in the banking industry. As the Institute's ethical custodian, it ensures compliance with established codes of conduct, fosters responsible banking practices, and strengthens governance frameworks that promote trust and accountability.

Central to its work, the Directorate serves as the secretariat for the Bankers' Committee's Sub-Committee on Ethics & Professionalism (BCSEP) - overseeing dispute resolution between customers and banks, enforcing ethical compliance, and providing expert opinions to courts, law enforcement, and regulators on banking disputes. It also administers the Institute's Disciplinary Process, offering secretarial and legal support to the CIBN Investigating Panel and Disciplinary Tribunal. Beyond these,

the Directorate drives governance excellence through policy development, ethics advocacy, and strategic industry engagement. Through these efforts, the directorate ensures that CIBN remains a steadfast guardian of ethical banking and a pillar of stability in Nigeria's financial sector.

### 10.2 Ensuring Fairness: Customer Dispute Resolutions in 2024

The Directorate, as the secretariat of the Sub-Committee on Ethics and Professionalism, is responsible for facilitating the resolution of disputes between banks and customers arising from unethical or unprofessional conduct. In 2024, the Directorate handled 74 petitions, with claims N41,086,305,502.71, (Forty-One Billion, Eighty- Six Million, Three Hundred and Five Thousand, Five Hundred and Two Naira Seventy-One Kobo) only; \$544,125.22 (Five Hundred and Forty-Four Thousand, One Hundred and Twenty-Five Dollars and Twenty-Two Cents); EUR 4,259.76 (Four Thousand, Two Hundred and Fifty-Nine Euros and Seventy-Six Cents), and CNY 623,757.19 (Six Hundred and Twenty-Three Thousand, Seven Hundred and Fifty-Seven Yuan and Nineteen Cents).

Of the cases received, 49 were successfully resolved, resulting in a total refund of N538,446,463.43 (Five Hundred and Thirty-Eight Million, Four Hundred and Forty-Six Thousand, Four Hundred and Sixty-Three Naira, Forty-Three Kobo) and US\$12,606.47 (Twelve Thousand, Six Hundred and Six Dollars, Forty-Seven Cents) only refunded to petitioners (refer to the table below for details) to the petitioners. This outcome reflects the continued focus of the Institute and the Sub-Committee on Ethics and Professionalism on ensuring fair resolution of disputes and maintaining accountability within the financial system. (Further details can be found in the table below.)

Number of cases received	74	
Number of cases Closed	49	
Total Amount claimed on all cases received during the year	N41,086,305,502.71	CNY 6,623,757.19 EUR 4,259.76 \$544,125.22
Total amount awarded on cases resolved during the year	N 538,446,463.43	US\$12,606.47

**Key Observation:** Among the, forty-nine (49) closed cases, thirty-two (32) originated from previous years, while Seventeen (17) were received and fully resolved within the year under review.

### 10.3 Sustaining a Legacy of Fairness and Professionalism

Since its inception in 2002, the Directorate has managed 2,414 cases, successfully resolving 2,355. The total value of claims across all cases amounts to N382.8 billion, CNY 6,623,757.19, EUR 4,259.76, and USD 544,556.42. Of the resolved cases, N36.3 billion and USD19.61 million were awarded. These figures demonstrate the Sub-Committee's commitment to maintaining high ethical standards and ensuring fair resolutions for all parties involved.

#### Analysis of Petitions/Cases Handled from inception since the Year 2002

Number of cases received	2,414			
Number of cases resolved	2,355			
Total Amount claimed on all cases received from Inception	N382.8b	\$431.2m	CNY 6,623,757.19	EUR 4,259.76
Total amount awarded on cases resolved from inception	N36.3b	\$19.61m	-	-

### 10.4 Five-Year Trend of Cases Received and Resolved by the Sub-Committee

A comprehensive table showcasing the five-year trend of received and resolved cases, including claimed and awarded amounts in both Naira and US Dollars, is presented for your reference.

Year	No. of Cases Received	Amount Claimed (Naira)	Amount Claimed (USD)			No. of Resolved Cases	Amount Awarded (Naira)	Amount Awarded (USD)
2019	62	10,884,263,598.48	6,649,774.48			68	1,242,920,588.94	1,384,595.79
2020	67	11,746,581,438.11	5,872,534.51			53	1,718,343,294.44	368,323.29
2021	35	4,262,240,769.67	-			49	651,471,196.16	335,643.72
2022	25	8,676,397,805.78	-			35	12,364,600,559.20	3,201,566,808.65
2023	35	1,567,573,651.65	2,451,562.00			40	660,594,102.88	121,903.01
2024	74	41,086,305,502.71	CNY 6,623,757.19	EUR 4,259.76	\$ 544,125.22	49	538,446,463.43	12,606.47

### 10.5 Expanding Role in Banking Disputes: Supporting the Judiciary and Law Enforcement

Beyond the resolution of bank-customer disputes, the Nigerian Judicial System has continued to recognize the Institute's dispute resolution capabilities. The judiciary and law enforcement has entrusted the Institute with cases, seeking its impartial and professional opinions to support investigations and fair judgments. Six (6) such cases were received during the year under review. In 2024, we are also seeing an increasing number of requests for the Institute's involvement in arbitral proceedings related to banking disputes.

### 10.6 The CIBN Investigating Panel

Maintaining ethical and professional standards is a critical responsibility for the Institute. In line with its statutory mandate, the CIBN Investigating Panel regularly convened its meetings to address cases involving allegations of unethical or unprofessional conduct. During the reporting period, the Panel reviewed six (6) cases, ensuring each was thoroughly examined in accordance with established procedures.

### 10.7 The CIBN Disciplinary Tribunal

The Disciplinary Tribunal has three (3) cases pending before it at various stages.

### 10.8 Strategic Initiatives

During the reporting period, the Directorate implemented a range of initiatives aimed at reinforcing the Institute's commitment to ethical conduct and professionalism. These efforts are to ensure the Institute remains a leader in upholding industry standards and best practices.

- **Review of Code of Conduct in the Nigerian Banking Industry:** The Institute has initiated a comprehensive review of the Code of Conduct for the Nigerian Banking Industry to address identified gaps, ambiguities in interpretation, and challenges in enforcement. This review will also incorporate emerging issues, including evolving regulatory requirements, technological advancements, and ethical considerations such as data privacy and cybersecurity. By aligning the Code with international standards and customer expectations, the review aims to strengthen the industry's ethical framework. To ensure inclusivity and stakeholder buy-in, the process involves collaboration with sub-sectoral representatives and is being jointly coordinated by the Institute, the Central Bank of Nigeria (CBN), and the Bankers' Committee's Sub-Committee on Ethics and Professionalism.
- **Independent Review Panel:** On March 8, 2024, the Central Bank of Nigeria (CBN) issued the Revised Guidelines for Blacklisting for Banks and Other Financial Institutions in Nigeria. These guidelines introduced the establishment of an Independent Review Panel under the auspices of the Sub-Committee on Ethics and Professionalism. The Panel will provide an independent and impartial review of staff blacklisting cases submitted by financial institutions, ensuring due process, fairness, and compliance with legal and ethical standards. Efforts are ongoing to finalize the constitution and inauguration of the Review Panel.

- **Retreat of the Sub-Committee on Ethics and Professionalism:** The Directorate, serving as the Secretariat, successfully facilitated a one-day retreat for the Sub-Committee on Ethics and Professionalism on October 29, 2024. The event brought together members of the Sub-Committee, top bank executives, and senior officials from the Central Bank of Nigeria (CBN) and the Nigeria Deposit Insurance Corporation (NDIC). The retreat focused on addressing critical industry challenges, enhancing ethical standards, and reviewing the Sub-Committee's performance. Through insightful presentations, data-driven discussions, and collaborative sessions, participants identified actionable priorities to strengthen professionalism and ethical resilience in the banking sector. Key outcomes included the adoption of digital tools for case management, advocacy for a financial ombudsman, and the development of frameworks to address emerging ethical and operational challenges.

## 10.9 Collaborations with Relevant Institutions

Effective discharge of the Institute's mandate necessitates collaboration with key stakeholders. The Institute maintains a network of valuable partnerships with several bodies, including:

- Central Bank of Nigeria (Consumer Protection Department and the Banking Supervision Department)
- Nigeria Deposit Insurance Corporation (NDIC)
- The Nigerian Judiciary.
- Lagos Multi-Door Court House, etc.

By fostering these collaborative relationships, the Institute strengthens its capacity to serve the Nigerian Banking Industry effectively.

## 11.0 HUMAN RESOURCES DEPARTMENT

### 11.1 Staff Strength

The staff strength of the Institute during the period under consideration was Sixty-Three (63) core staff, complemented by Three (3) outsourced clerical staff, Twenty (20) non-clerical personnel (Drivers and Dispatch Riders), Twelve (12) National Youth Service Corp members, and Two (3) Interns.

### 11.2 Employee Performance Appraisal

In line with the Institute's practice to reward and recognize staff for good performance and to motivate them for higher productivity, a 360-Degree Workforce Performance Evaluation was carefully conducted during the period under review. The outcome of the appraisal defined strategic interventions such as redeployments, talent management in the areas of staff promotion, performance pay, training and development.

In summary, based on the outcome of the year 2023 performance appraisal exercise, staff members were rewarded effective January 1, 2024, as shown below:

S/N	APPRAISAL OUTCOME	NUMBERS OF STAFF
1	Promotion	16
2	2 Notches	33



### 11.3 Staff Recruitment

During the period under review, Six (6) new staff were employed including clerical outsourced staff who were converted to core staff having met the criteria set by the Governing Council with requisite entry level qualifications of B.Sc/HND.

### 11.4 Confirmation of Staff Appointment

The appointment of Eight (8) staff were confirmed upon successful completion of their probation period with satisfactory performance during the review period.

### 11.5 Employee Exit

During the period under review Five (5) Core staff exited the service of the Institute as shown below:

S/N	Name	Designation	Date Of Entry	Date Of Exit	Mode Of Exit
1	Rilwan Abdul	Asst. Manager	November 11, 2017	January 4, 2024	Resignation
2	Ayodele Adewole	Manager	February 8, 1999	March 29, 2024	Retirement
3	Oluwafikunayomi George	Manager	November 2, 2015	April 22, 2024	Resignation
4	Richard Ayika	Deputy Manager	August 19, 2008	July 8, 2024	Resignation
5	Tolu Adedayo	Manager	July 5, 2023	July 9, 2024	Resignation

### 11.6 Staff Training and Development

In the year under review staff members were exposed to competency-based training programmes as appropriate for their career development and productivity enhancement based on identified knowledge and skill gaps.

The Human Resources Department organized two in-plant trainings while some staff were also nominated to attend identified need-based open training programmes all targeted at ensuring that the staff of the Institute are adequately equipped with the requisite knowledge and skills required to function effectively and efficiently.

During the period, staff who completed professional and academic programmes were financially incentivised in line with the existing Personnel Policy to encourage self-development and career growth.

### 11.7 Staff Welfare and Motivation

#### 11.7.1 Productivity Bonus

In recognition of the outstanding financial results, the Office Holders and Governing Council magnanimously approved the payment of productivity bonus to all staff to activate increased performance and productivity.





#### 11.8 Other Employee Engagements

- Two (2) staff members celebrated their weddings during the year under review. Members of staff were fully represented accompanied with a welfare package.
- Two (2) Staff Members gave birth to new babies during the period and members of staff attended the naming ceremonies.
- Staff members benefitted from paternity and maternity leave during the year in line with the Institute's Employee policy.
- The Office Holders graciously approved payment of palliatives to cushion the effect of fuel subsidy removal.
- To promote team bonding and celebrate achievements for the year, the Institute's Staff wine and dined with their families at the end-of-year party held December 19, 2024, where qualified staff were recognized for long service while other categories of awards were presented to deserving staff members.

#### 11.9 Health Insurance Scheme

Members of Staff and their dependents as well as the Institute's Past Presidents and their Spouses continued to enjoy the benefits of the Health Insurance Scheme through the HMO Plan with Axa Mansard and Hygia respectively. Various value-added programmes including health tips and awareness seminars, stress management and other wellness programmes were provided to staff members as enrollee benefits.

#### 11.10 Group Life and Personal Accident Insurance

The Institute continued to provide insurance cover for all staff through the provision of Group Life Assurance and Group Personal Accident Insurance to mitigate work related risks, compliance with statutory regulations and to demonstrate that the Institute cares about the well-being of its employees.

### 12.0 APPRECIATION AND CONCLUSION

Distinguished Members of our highly revered Institute, the year under review has been a most fabulous one for our Institute in all ramifications. An American elder statesman Frank A. Clark once quipped that "If a fellow isn't thankful for what he's got, he isn't likely to be thankful for what he's going to get." I am therefore first and foremost immensely grateful to the Almighty God for His Grace upon our Institute and for the successes recorded in the year that was.

My sincere appreciation goes to you all for the overwhelming support accorded my team and I in the year under review. Your dedication, commitment, passion and invaluable contributions through thick and thin, have been instrumental in driving our growth and success.

I cannot but register my unreserved thanks to our patriarchs and matriarchs the Past Presidents who paid the price and paved the way for us to navigate. The greatness that we are experiencing today may not have been possible without your ground-breaking efforts. We truly appreciate you.



My unreserved appreciation also goes to our enigmatic President/Chairman of Council and leader of the LEAGACY Team, Prof. Pius Deji Olanrewaju, Ph.D, FCIB and our indefatigable Office Holders for providing the leadership and the enabling environment which aided our performance. I cannot but thank the esteemed members of the Governing Council, our distinguished Past Registrars, our Regulators, the Central Bank of Nigeria (CBN) and Nigeria Deposit Insurance Corporation (NDIC) for your unquantifiable support without which we would not have been able to deliver on our mandate.

This appreciation would not be complete without a mention of a special group of people who have remained a strong pillar of support, they have played pivotal roles in the successes recorded in the year under review, they have remained steadfast and committed to the ideals of the Institute, and we enjoyed their maximum cooperation like never before. Please help me celebrate the Body of Banks CEOs, ably led by Dr. Oliver Alawuba, FCIB, GMD/CEO United Bank for Africa.

Permit me to thank all our highly revered members, numerous stakeholders, sponsors, collaborators, development partners, and the gentlemen of the fourth estate. Indeed, our collective effort is what accounts for the height we have attained. We will continue to rely on our collective resolve to nurture and develop the Institute, its members, the banking industry and the economy at large.

I appreciate all my lieutenants, the Executive Management and Staff of the Institute. Your tenacity of purpose and resilience is indeed praiseworthy. Your commitment to excellence and professionalism has elevated our organization, and I'm honoured to work alongside such a talented and value driven team.

Finally, in the words of Henri Fredrick Amiel, "thankfulness is the beginning of gratitude and gratitude is the completion of thankfulness". I thank you all very sincerely, please accept my heartfelt gratitude even as I count on your continued support to take our Institute to greater, enviable heights. Thank you and God bless.

**Akin Morakinyo, ACIB, HCIB**  
Registrar/Chief Executive Officer