

NEWSLETTER

From Boardroom Strategy to On-the-Ground Impact



From Our Managing Partner's Desk

In a business landscape defined by complexity, the most resilient organisations are those that build a strong, integrated core. The first eight months of 2025 have reinforced my conviction that a holistic Environmental, Social, and Governance (ESG) strategy is no longer a peripheral function, but the very engine of sustainable growth and long-term value.

At Teasoo Consulting, our mission is to move beyond discourse and into delivery. This report showcases our journey of turning strategy into tangible action. It was an honour to contribute to the national conversation on leadership this year, particularly through my weekly column in Business Day and engagements with vital platforms like the ESG Forum and PENGASSAN. These experiences, along with the recognition from The Guardian Newspaper, are not personal accolades, but affirmations of the critical importance of the work we all do in this space.

This period has been about building, building frameworks for industrial harmony with industry giants, building a digital foundation for the future of ESG reporting, and building resilient ecosystems from the ground up.

As you read through these highlights, you will see a single, cohesive story: a story of a firm and a community dedicated to creating a profitable, responsible, and sustainable future for African businesses. Thank you for being a part of this journey.

Sincerely,

Sarah Ajose-Adedogun
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Client Impact Spotlight: Navigating Complexity with Seplat Energy

The true test of a strategic partner is the ability to guide an organisation through its most complex challenges. We are proud to have partnered with **Seplat Energy** to navigate a critical post-integration phase, harmonising their employment relations strategy.

Navigating Complex Post-Integration Strategy with Seplat Energy

We had the privilege of partnering with Seplat Energy to navigate a complex, post-integration challenge. We facilitated a high-stakes, 2-day workshop to harmonise their employment relations strategy, bringing together union and non-union representatives to design a unified, hybrid model. This strategic work was complemented by a targeted capacity-building workshop for their Joint Consultative Council (JCC) representatives, empowering them to become proactive business partners. The session was a resounding success, earning an outstanding **4.67/5 satisfaction score** from participants and demonstrating our ability to broker consensus and build frameworks that foster industrial harmony.

Highlights: Driving Impact Through Environment, Technology, People, and Governance



Environmental Spotlight: The Tree4Life Project in Action

Our work on the Seplat Tree4Life initiative demonstrates our commitment to environmental stewardship practically and measurably. The project goes beyond tree planting to establish a resilient ecosystem that supports both communities and long-term sustainability.

In the first half of the year, we laid critical groundwork to ensure long-term success and accountability:



Adhering to Global Standards

By completing baseline studies and formally adopting the internationally recognised Verra methodology, we have established a clear pathway toward carbon credit certification.

Reforestation

We established two nurseries and facilitated the planting of 200,000 trees, utilising a mix of indigenous and naturalised tree species seedlings to support the restoration of the Ehor Forest Reserve.



Stakeholder Endorsement & Partnership

We hosted the Chairman of the Edo State Forestry Commission on a full tour of the Tree4Life project. He commended the project's progress and the partnership between Teasoo Consulting, Seplat Energy JV, and the state, validating our collaborative approach to reforestation.



Food Trees

A total of 5,456 out of 23,000 food trees (including ogbono and bitter kola) have been made available for the community. These are being distributed to provide farmers with alternative livelihoods and promote long-term economic stability.



Community Jobs

We established standards requiring all vendors to engage at least 60% of their low skilled workers from host communities, thereby ensuring economic empowerment for residents.



Technical Expertise for the Energy Sector:

Our deep technical expertise was sought by international partners to conduct a comprehensive carbon assessment for a Nigerian Flow Station on their behalf. Our team identified and provided a preliminary quantification of Scope 1 & 2 greenhouse gas emissions—a foundational step in developing robust decarbonization strategies.

These projects embody our conviction that genuine environmental impact is founded on a foundation of meticulous planning and transparent processes.

200K

facilitated for 2025 planting

5,456

food trees distributed to community farmers

60%

of low skilled workers engaged from the communities

80+

low skilled workers engaged during the 2025 planting so far. This excludes workers engaged during the nursery setup and land preparation.

Governance: Digital Innovation & Strategic Foresight

Our Digital team has been the engine of efficiency and innovation, building tools that strengthen both our own operations and our clients' capabilities.



Pioneering ESG Technology

We are nearing the private beta of ESG Horizon, our proprietary platform designed to simplify and automate sustainability reporting for African companies.



Building Drumbeat of Expertise

To consistently shape industry conversation, we published a series of 15+ ESG articles on LinkedIn. These insights cover everything from Carbon Market to Sustainable Supply Chain, establishing a go-to resource for leaders.



Strengthening Public Sector Institutions

We partnered with the Abia State Eye Health Management Bureau (AEHMB) to lead the recruitment for a new Technical Assistant to the Administrator, a process necessary to strengthen the bureau's operational capacity and ability to deliver on its public health mandate.



Thought Leadership That Converts

Our strategic guide on the [2024 Digital Economy Bill](#) and [Teasoo Carbon Credits Guide for Nigerian Businesses](#) directly generated qualified leads from key sectors, demonstrating the power of expert insights.



Strengthening our Governance Framework

We proactively conducted a mandatory, firm-wide Data Protection training, laying the groundwork for a comprehensive Digital Policy and ICT Standard of Operations set. This ensures our operations are secure, compliant, and ready for the future.



Building a Culture of Continuous Learning

We successfully onboarded 100% of our staff to the Alison LMS platform, providing free access to over 5,500 courses. This democratizes professional development, fosters a culture of growth, and represents a potential annual cost avoidance compared to paid corporate learning platforms.

Commitment to Social Impact

We actively invest in the communities we serve through our humanitarian partner, the Esangbedo Humanitarian Foundation (EHF). This year, our sponsorship has enabled various projects and engagements designed to build a more resilient society for future generations.



Catch Them Young (CTY) Initiative

The CTY Initiative reached students in 11 schools across Edo South and Edo Central, bringing total impact to 7,000+ students in 17 schools across Edo State and Lagos.

We also marked Children's Day with a special pop-up surprise to inspire and encourage the students.



Building Capacity for Impact

Over 20 teachers and volunteers from secondary schools and the University of Benin were trained on key topics including value orientation, migration advisory, and environmental sustainability. This training equipped them with the knowledge and skills to serve as CTY Club facilitators, empowering them to guide and mentor students effectively.

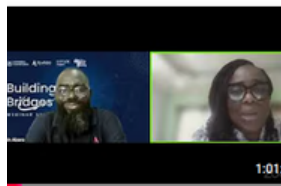
World Day Against Human Trafficking

We supported NAPTIP during its 2-day World Day Against Human Trafficking programme. Teasoo Consulting proudly joined in amplifying awareness and lending our voice to the global fight against human trafficking.



2025 CTY Summer Camp and Skills Development Programme

Partnering with the Migrant Resource Centre, Federal Ministry of Labour and Employment, Benin, the CTY Summer Camp, launched in August 2025, provided 30 students from the CTY School Clubs with intensive training in hard and soft skills as well as value orientation for 5 days.



th Building Bridges Webinar - Migration
port System

Building Bridges Webinar Series

Hosted four (4) "Building Bridges" webinars on topics such as Migration Planning, Irregular Migration Risks, and Support Systems, bringing the series to 10 webinars in total. Each session offered participants practical insights for safer migration choices.



Empowering Women and Youth in Uteh, Edo State

In partnership with various organisations, we engaged 60+ women and youth in Uteh community through a sensitisation outreach on irregular migration and value reorientation. The session created a safe space for dialogue, equipping participants with the knowledge to make informed choices and serve as change agents in their community.

17

Schools visited through the CTY Initiative.

7,000+

Students engaged through the CTY Initiative.

40+

women and youth empowered to say no to irregular migration

10

Building Bridges Webinar series published.

20+

Teachers and volunteers capacity built

Building Our Expert Team

Our greatest asset is our people. We are thrilled to celebrate their growth and welcome new talent to our firm.



Welcoming New Leaders

We were delighted to formally onboard Esosa Agbontaen as our Sustainability Lead, bringing immense expertise to our environmental practice.

Nurturing Future Talent

We proudly welcome Onehitale Omobhude (Junior Associate) and Israel Oni (Junior Associate) as full-time staff. Both successfully transitioned from their NYSC service with us, a testament to our commitment to mentoring and growing young professionals.



Deepening Our ESG Expertise

Congratulations to our Sustainability Lead, Esosa Agbontaen, for completing the IFRS S1 Introduction to IFRS Sustainability Disclosure Standards.



Our Perspective: Beyond the Newsletter

In today's landscape, ESG is no longer a peripheral function but the very core of a resilient business strategy. The data points from our reforestation efforts (E), the impact stories from our foundation (S), and the efficiency gains from our digital tools (G) are all interconnected. They tell a single, cohesive story: a holistic approach to ESG is the most powerful driver of long-term value. It's about building a business that is not only profitable but also responsible, innovative, and future-proof.

Let's Build the Future, Together.

Our journey is one of continuous improvement and relentless impact. The challenges facing leaders today are significant, but the opportunities for growth and sustainable success are even greater.

Is your organisation navigating a complex change or looking to elevate its ESG strategy?

Let's start a confidential conversation. Contact us directly at info@teasooconsulting.com.

Visit our website at www.teasooconsulting.com and follow our ongoing work on LinkedIn.

Thank you for being a part of our community.

Sincerely,

The Teasoo Consulting Team



Your Partner for Success