



**FINANCIAL REPORTING COUNCIL OF NIGERIA**  
**(Federal Ministry of Industry, Trade & Investment)**

**FRC/CG/001: TEMPLATE FOR REPORTING COMPLIANCE WITH THE NIGERIAN  
CODE OF CORPORATE GOVERNANCE 2018**

**Section A: Introduction**

Corporate Governance is a key driver of corporate accountability and business prosperity. The Nigerian Code of Corporate Governance, 2018 (NCCG 2018) seeks to institutionalize corporate governance best practices in Nigerian companies. It is also aimed at increasing entities' levels of transparency, trust and integrity, and create an environment for sustainable business operations.

The Code adopts a principle-based approach in specifying minimum standards of practice that companies should adopt. Where so required, companies are required to adopt the "Apply and Explain" approach in reporting on compliance with the Code. The 'Apply and Explain' approach assumes application of all principles and requires entities to explain how the principles are applied. This requires companies to demonstrate how the specific activities they have undertaken best achieve the outcomes intended by the corporate governance principles specified in the Code.

This will help to prevent a 'box ticking' exercise as companies deliberately consider how they have (or have not) achieved the intended outcomes. Although, the Code recommends practices to enable companies apply the principles, it recognises that these practices can be tailored to meet industry or company needs. The Code is thus scalable to suit the type, size and growth phase of each company while still achieving the outcomes envisaged by the principles.

This form seeks to assess the company's level of compliance with the principles in the NCCG 2018. Entities should explain how these principles have been applied, specify areas of deviation from the principles and give reasons for these deviations and any alternative practice(s) adopted.

**Please read the instructions below carefully before completing this form:**

- i. Every line item and indicator must be completed.
- ii. Respond to each question with "Yes" where you have applied the principle, and "No" where you are yet to apply the principle.
- iii. An explanation on how you are applying the principle, or otherwise should be included as part of your response.
- iv. Not Applicable (N/A) is not a valid response.

## Section B – General Information

S/No.	Items	Details
i.	Company Name	UNITY BANK PLC
ii.	Date of Incorporation	27-Apr-1987
iii.	RC Number	94524
iv.	License Number	MB000061
v.	Company Physical Address	Plot 42 Ahmed Onibudo Street, Victoria Island, Lagos
vi.	Company Website Address	<a href="http://www.unitybankng.com">www.unitybankng.com</a>
vii.	Financial Year End	31st December, 2024
viii.	Is the Company a part of a Group/Holding Company? <b>Yes/No</b> If yes, please state the name of the Group/Holding Company	NO
ix.	Name and Address of Company Secretary	Alaba Williams Plot 42 Ahmed Onibudo Street, V/Island, Lagos
x.	Name and Address of External Auditor(s)	KPMG, Professional Services KPMG Tower, Bishop Aboyade Cole Street, Victoria Island, Lagos
xi.	Name and Address of Registrar(s)	Unity Registrars Limited 25, Ogunlana Drive, Surulere, Lagos
xii.	Investor Relations Contact Person (E-mail and Phone No.)	Matthew Obiazikwor Email: <a href="mailto:mobiazikwor@unitybankng.com">mobiazikwor@unitybankng.com</a> Mobile: 08037134337
xiii.	Name of the Governance Evaluation Consultant	Society for Corporate Governance, Nigeria (SCGN)
xiv.	Name of the Board Evaluation Consultant	Society for Corporate Governance, Nigeria (SCGN)

## Section C – Details of Board of the Company and Attendance at Meetings

### 1. Board Details:

S/N	Name of Board Members	Designation (Chairman, MD, INED, NED, ED)	Gender	Date of First Appointment /Elected	Remark
1	Mr. Hafiz Mohammed Bashir	Acting Chairman	Male	21-Nov-17	<i>The Chairman was appointed a Non-Executive Director on 21<sup>st</sup> November 2017 and appointed Acting Chairman in March, 2023.</i>
2	Mrs. Tomi Somefun	Managing Director/CEO	Female	4-Mar-15	<i>The Managing Director/CEO was appointed Executive Director on 4<sup>th</sup> March 2015 and appointed MD/CEO on August 10, 2015.</i>
3	Mr. Sam N. Okagbue, FCARB	Independent Director	Male	9-Feb-15	<i>Mr Sam Okagbue is on the Board of the Bank upon receipt of CBN no objection for further extension of his tenure as Independent Non-Executive Director of the Bank till the conclusion of the Bank's ongoing business combination/recapitalisation exercise.</i>

4	Mrs. Yabawa Lawan Wabi, <i>mni</i>	Non-Executive Director	Female	9-Feb-15	
5	Prof. Iyabo Obasanjo	Non-Executive Director	Female	April 17, 2023	
6	Halima Babangida	Non-Executive Director	Female	April 17, 2023	
7	Mr. Ebenezer A. Kolawole	Executive Director/CFO	Male	12-Feb-18	
8	Mr. Usman Abduqadir	Executive Director	Male	6-Feb-18	
<b>DIRECTORS THAT EXITED THE BANK DURING THE FINANCIAL YEAR, 2024</b>					
1	Mr. Temisan Tuedor	Executive Director	Male	8-Jun-15	<i>Mr Temisan exited the Board on 15<sup>th</sup> July, 2024 upon expiration of his contract as an Executive Director of the Bank.</i>

## 2. Attendance at Board and Committee Meetings:

S/No	Names of Board Members	No. of Board Meetings Held in the Reporting Year	No. of Board Meetings Attended in the Reporting Year	Membership of Board Committees	Designation (Member or Chairman)	Number of Committee Meetings Held in the Reporting Year	Number of Committee Meetings Attended in the Reporting Year
1	Mr. Hafiz Mohammed Bashir (Acting Chairman).	5	4*	Board Credit Committee	nil	nil	nil
				Board Risk Management & Audit Committee	nil	nil	nil
				Board Finance & General Purpose Committee	nil	nil	nil
				Board Governance & Nomination Committee	nil	nil	nil
2	Mrs. Tomi Somefun (MD/CEO)	5	5	Board Credit Committee	Member	4	3*
				Board Risk Management & Audit Committee	Member	5	4*
				Board Finance & General Purpose Committee	Member	4	3*
3	Mr. Sam N. Okagbue, <i>FCArb</i>	5	4*	Board Credit Committee	Member	4	3*
				Board Risk Management & Audit Committee	<b>Chairman</b>	5	4*
				Board Finance & General Purpose Committee	Member	4	3*
				Board Governance & Nomination Committee	Member	8	6*
				Statutory Audit Committee	Member	5	4*
4	Hajiya Yabawa Lawan Wabi, <i>mni</i>	5	5	Board Credit Committee	Member	4	4
				Board Risk Management & Audit Committee	Member	5	5
				Board Finance & General Purpose Committee	<b>Chairperson</b>	4	4

				Board Governance & Nominations Committee	Member	8	8
				Statutory Audit Committee	Member	5	5
5	Iyabo Obasanjo	5	5	Board Credit Committee	Member	4	4
				Board Risk Management & Audit Committee	Member	5	5
				Board Finance & General Purpose Committee	Member	4	4
				Board Governance & Nominations Committee	<b>Chairperson</b>	8	8
6	Hajiya Halima Babangida	5	5	Board Credit Committee	<b>Chairperson</b>	4	4
				Board Risk Management & Audit Committee	Member	5	5
				Board Finance & General Purpose Committee	Member	4	4
				Board Governance & Nominations Committee	Member	8	7*
7	Mr. Temisan Tuedor	5	2*	Board Credit Committee	Member	4	2*
				Board Finance & General Purpose Committee	Member	4	2*
8	Mr. Ebenezer A. Kolawole	5	5	Board Risk Management & Audit Committee	Member	5	4*
				Board Finance & General Purpose Committee	Member	4	4
9	Mr. Usman Abdulqadir	5	4*	Board Credit Committee	Member	4	3*
				Board Risk Management & Audit Committee	Member	5	3*
<b>DIRECTORS THAT RETIRED/EXITED THE BANK DURING THE YEAR UNDER REVIEW (2024)</b>							
10	Mr. Temisan Tuedor (Retired from the Board in July, 2024).	5	2*	Nil	Nil	Nil	Nil

**Note**

*\*Mr Hafiz Mohammed Bashir was indisposed as such did not attend the Board meeting held on March 14, 2024.*

*\*Mr Sam Okagbue exited the Board during Q3, 2024 meetings (held in August, 2024) as a result of the expiration of his tenure on June 30, 2024 in line with the CBN approval of his tenure extension. However, he returned to the Board on October 4, 2024 upon receipt of CBN no objection for further extension of his tenure as Independent Non-Executive Director of the Bank till the conclusion of the Bank's ongoing business combination/recapitalisation.*

*\*Mrs. Tomi Somefun, MD/CEO attended the Central Bank of Nigeria Bankers Committee meeting as such did not attend the meeting of the Board Finance & General Purpose Committee held on August 14, 2024 and the Board Credit Committee.*

*\*Mr. Usman Abdulqadir contract expired on September 30, 2024 and same was renewed effective November 18, 2024 as such he did not attend the Board meeting held on November 14, 2024, Board Credit Committees meeting held in November 12, 2024 and Board Risk Management Committee Meeting held on November 11, 2024.*

*\*The Board Risk Management & Audit Committee had one (1) joint meetings with the Statutory Audit Committee Financial Accounts related matters. Therefore Mrs. Tomi Somefun and Mr. Usman Abdulqadir were not present at the Meeting, being Executive Directors and do not participate in the Audit Committee Meetings except invited. Mr. Ebenezer Kolawole however, attended the Meeting in his capacity as the Chief Financial Officer of the Bank and not as a Member of the Audit Committee.*

*\*Mr Temisan Tuedor retired from the Board of the Bank effective July 15, 2024.*

## **Section D – Details of Senior Management of the Company**

### **1. Senior Management:**

<b>SN</b>	<b>Employee Name</b>	<b>Position Held</b>	<b>Gender</b>
1	Somefun Tomi Mrs.	Managing Director	Female
2	Kolawole Ademola Ebenezer Mr.	ED, Finance & Operations	Male
3	Abdulqadir Usman Mr.	ED, Risk Management & Compliance	Male
4	Ogunrinde Abiodun Olubowale Mr.	Zonal Head, Lagos & West	Male
5	Atiku Zubairu Mr.	Zonal Head, Lagos & West	Male
6	Ahunanya Chinwe Patricia Mrs.	Group Head, Compliance	Female
7	Bakwunye Obijieze Sunny Mr.	Divisional Head, Treasury & Financial Institution	Male
8	Williams Adejumobi Alaba Mr.	Company Secretary & Legal Adviser	Male
9	Ajuebon Nkemchor Hilary Mr.	Regional Manager, Victoria Island	Male
10	Aboyade-Cole Olufemi Agboola Mr.	Divisional Head, Internal Control	Male
11	Oladipo Babatunde Olusegun Mr.	Group Head, Risk Management	Male
12	Abimbola Simiat Adenike Mrs.	Divisional Head, Retail & SME	Female
13	Odigie Innocent Otaigboria William Mr.	Zonal Head, South South/Southeast	Male
14	Akinmade Olugbenga Olufunwa Mr.	Divisional Head, Digital & Fintech Partnership	Male
15	Famoriyo Michael Olusegun Mr.	Divisional Head, Internal Audit	Male
16	Abba Kazaure Yahaya Mr.	Group Head, Information Technology	Male
17	Gana Ibrahim Abbakura Mr.	Zonal Head, Northeast	Male
18	Adeniyi Abiola Adedeji Mr.	Head, Collections & Franchise	Male

## **Section E – Application**

<b>Principles</b>	<b>Reporting Questions</b>	<b>Explanation on application or deviation</b>
<b>Part A - Board of Directors and Officers of the Board</b>		
<b>Principle 1: Role of the Board</b>	i) Does the Board have an approved Charter which sets out its responsibilities	

<p>"A successful Company is headed by an effective Board which is responsible for providing entrepreneurial and strategic leadership as well as promoting ethical culture and responsible corporate citizenship. As a link between stakeholders and the Company, the Board is to exercise oversight and control to ensure that management acts in the best interest of the shareholders and other stakeholders while sustaining the prosperity of the Company"</p>	<p>and terms of reference? <b>Yes/No</b> If yes, when was it last reviewed?</p>	<p><b>Yes</b> - The Bank has Charter approved by the Central Bank of Nigeria (CBN) and certified on the 14<sup>th</sup> of January 2022.</p>
<p><b>Principle 2: Board Structure and Composition</b></p> <p>"The effective discharge of the responsibilities of the Board and its committees is assured by an appropriate balance of skills and diversity (including experience and gender) without compromising competence, independence and integrity "</p>	<p>i) What are the qualifications and experiences of the directors?</p>	<p>The Board is made up of professionals who have excelled in their various fields in banking, Law Practice, Accounting, Business and Administration. The Directors have the requisite qualifications, skills and experience to carry out responsibilities and serve as Board Members of the Bank.</p>
	<p>ii) Does the company have a Board-approved diversity policy? <b>Yes/No</b> If yes, to what extent have the diversity targets been achieved?</p>	<p><b>Yes</b> - There is a Board approved diversity policy. The Board ensures that there is a mix of background, knowledge and experience.</p>
	<p>iii) Are there directors holding concurrent directorships? <b>Yes/No</b> If yes, state names of the directors and the companies?</p>	<p><b>Yes-</b></p> <p><b>1. Mr. Hafiz Mohammad Bashir</b></p> <ul style="list-style-type: none"> <li>• Fizton International Limited - Chairman/CEO.</li> <li>• Hafad Global Services Limited – Chairman.</li> <li>• Fiziks Nigeria Limited – Chairman.</li> </ul> <p><b>2. Mrs. Yabawa L. Wabi, mni</b></p> <ul style="list-style-type: none"> <li>• Veritas Kapital Assurance Plc – - Non-Executive Director.</li> <li>• Dangote Sugar Refinery Plc – Independent Non-Executive Director.</li> </ul> <p><b>3. Mr Sam Okagbue, FCARB</b></p> <ul style="list-style-type: none"> <li>• The Commonwealth Enterprise &amp; Investment Council (CWEIC) – Board Member.</li> <li>• Boston Consulting Group (BCG), Nigeria – Advisory Board Lead.</li> <li>• Family Home Funds Limited - Non-Executive Director.</li> </ul>
	<p>iv) Is the MD/CEO or an Executive Director a chair of any Board Committee? <b>Yes/No</b> If yes, provide the names of the Committees.</p>	<p><b>No</b> - The MD/CEO and Executive Directors do <b>not</b> chair any Board Committee.</p>
<p><b>Principle 3: Chairman</b></p> <p>"The Chairman is responsible for providing overall leadership of the Company and the Board, and eliciting the constructive participation of all Directors to facilitate effective direction of the Board"</p>	<p>i) Is the Chairman a member or chair of any of the Board Committees? <b>Yes/no</b> If yes, list them.</p>	<p><b>No</b> - the Chairman is <b>not</b> a member and does not chair any Board Committee.</p>
	<p>ii) At which Committee meeting(s) was the Chairman in attendance during the period under review ?</p>	<p>The Chairman did <b>not</b> attend any Board Committee Meeting during the period under review.</p>
	<p>iii) Is the Chairman an INED or a NED?</p>	<p>The Chairman is a NED.</p>

	iv) Is the Chairman a former MD/CEO or ED of the Company? <b>Yes/No</b> If yes, when did his/her tenure as MD end?	<b>No</b> - the Chairman has always been a NED
	v) When was he/she appointed as Chairman?	Alh. Hafiz Mohammad Bashir was appointed Acting Chairman in March 2023.
	vi) Are the roles and responsibilities of the Chairman clearly defined? <b>Yes/No</b> If yes, specify which document	<b>Yes</b> - the role and responsibilities of the Chairman are clearly defined in the Board Charter.
<p><b>Principle 4:</b> <b>Managing Director/ Chief Executive Officer</b> <i>"The Managing Director/Chief Executive Officer is the head of management delegated by the Board to run the affairs of the Company to achieve its strategic objectives for sustainable corporate performance"</i></p>	i) Does the MD/CEO have a contract of employment which sets out his authority and relationship with the Board? <b>Yes/No</b> If no, in which documents is it specified?	<b>Yes</b> - the Board Charter also clearly sets out the authority and relationship of the MD/CEO with the Board.
	ii) Does the MD/CEO declare any conflict of interest on appointment, annually, thereafter and as they occur? <b>Yes/No</b>	<b>Yes</b> - the MD/CEO declares any conflict of interest when they occur.
	iii) Which of the Board Committee meetings did the MD/CEO attend during the period under review?	Board Credit Committee, Board Finance & General Purpose Committee, Board Risk Management & Audit Committee (excused the Meeting when Reports/Papers on Audit were deliberated upon).
	iv) Is the MD/CEO serving as NED in any other company? <b>Yes/no</b> . If yes, please state the company(ies)?	<b>No</b> - the MD/CEO is <b>not</b> serving as NED in any other company.
	v) Is the membership of the MD/CEO in these companies in line with the Board-approved policies? <b>Yes/No</b>	<b>No</b> - the MD/CEO is <b>not</b> serving as NED in any other company.
<p><b>Principle 5:</b> <b>Executive Directors</b> <i>Executive Directors support the Managing Director/Chief Executive Officer in the operations and management of the Company</i></p>	i) Do the EDs have contracts of employment? <b>Yes/no</b>	<b>Yes</b> - All Executive Directors have contracts of employment.
	ii) If yes, do the contracts of employment set out the roles and responsibilities of the EDs? <b>Yes/No</b> If no, in which document are the roles and responsibilities specified?	<b>Yes</b>
	iii) Do the EDs declare any conflict of interest on appointment, annually, thereafter and as they occur? <b>Yes/No</b>	<b>Yes</b>
	iv) Are there EDs serving as NEDs in any other company? <b>Yes/No</b> If yes, please list	<b>No</b> - There are <b>no</b> Executive Directors serving as NEDs in other companies.
	v) Are their memberships in these companies in line with Board-approved policy? <b>Yes/No</b>	<b>No</b> - none of the EDs are serving as NED in any other company.
<p><b>Principle 6: Non-Executive Directors</b> <i>Non-Executive Directors bring to bear their knowledge, expertise and independent judgment on issues of strategy and performance on the Board</i></p>	i) Are the roles and responsibilities of the NEDs clearly defined and documented? <b>Yes/No</b> If yes, where are these documented?	<b>Yes</b> - These are contained in their Contract of Appointment and Board/Board Committee Charters.
	ii) Do the NEDs have letters of appointment specifying their duties, liabilities and terms of engagement? <b>Yes/No</b>	<b>Yes</b> - This is set out in their letters and contracts of appointment.
	iii) Do the NEDs declare any conflict of interest on appointment, annually, thereafter and as they occur? <b>Yes/No</b>	<b>Yes</b> - NEDs are required to and declares conflict of interest when they occur.

	iv) Are NEDs provided with information relating to the management of the company and on all Board matters? <b>Yes/No</b> If yes, when is the information provided to the NEDs	<b>Yes</b> – Information/reports are provided to the NEDs on management of the Bank and Board matters through quarterly meetings and on a timely basis when required.
	v) What is the process of ensuring completeness and adequacy of the information provided?	The information provided is confirmed for completeness and adequacy through presentation of quarterly reports to the Board of Directors.
	vi) Do NEDs have unfettered access to the EDs, Company Secretary and the Internal Auditor? <b>Yes/No</b>	<b>Yes</b> - NEDs have unfettered access to EDs, Company Secretary and the Internal Auditor.
<b>Principle 7: Independent Non- Executive Directors</b> <i>Independent Non-Executive Directors bring a high degree of objectivity to the Board for sustaining stakeholder trust and confidence"</i>	i) Do the INEDs meet the independence criteria prescribed under Section 7.2 of the Code? <b>Yes/No</b>	<b>Yes.</b> The INED meets the independence criteria prescribed under 7.2 of the NCCG Code.
	ii) Are there any exceptions?	There are no exceptions
	iii) What is the process of selecting INEDs?	The process of selecting INEDs are in line with the Board Charter, the NCCG and the CBN Code of Corporate Governance.
	iv) Do the INEDs have letters of appointment specifying their duties, liabilities and terms of engagement? <b>Yes/No</b>	<b>Yes</b> – the letter and contract of appointment specify the duties and terms of engagement of INEDs.
	v) Do the INEDs declare any conflict of interest on appointment, annually, thereafter and as they occur? <b>Yes/No</b>	<b>Yes</b> - INEDs are expected to and declare conflict of interest when they occur.
	vi) Does the Board ascertain and confirm the independence of the INEDs? <b>Yes/No</b> If yes, how often? What is the process?	<b>Yes</b> – Through Board evaluation which is carried out annually.
	vii) Is the INED a Shareholder of the Company? <b>Yes/No</b> If yes, what is the percentage shareholding?	<b>No</b> - the INED is <b>not</b> a shareholder of Unity Bank Plc.
	viii) Does the INED have another relationship with the Company apart from directorship and/or shareholding? <b>Yes/No</b> If yes, provide details.	<b>No</b> - there is <b>no</b> relationship other than in his capacity as an INED of the Bank.
	ix) What are the components of INEDs remuneration?	Directors fee, sitting allowance, travel allowance and accommodation allowance for meetings and trainings.
<b>Principle 8: Company Secretary</b> <i>"The Company Secretary support the effectiveness of the Board by assisting the Board and management to develop good corporate governance practices and culture within the Company"</i>	i) Is the Company Secretary in-house or outsourced?	The Company Secretary is in-house.
	ii) What is the qualification and experience of the Company Secretary?	The Company Secretary is a qualified lawyer with over 30 years' experience in the banking sector and a Chartered Secretary.
	iii) Where the Company Secretary is an employee of the Company, is the person a member of senior management?	<b>Yes</b> - the Company Secretary is a Deputy General Manager (DGM) Grade.
	iv) Who does the Company Secretary report to?	The Company Secretary has a reporting line directly to the Board and indirect reporting line to the Managing Director/CEO.
	v) What is the appointment and removal process of the Company Secretary?	The appointment and removal is as stipulated in the provisions of CAMA 2020 and the CBN Code of Corporate Governance Guidelines.
	vi) Who undertakes and approves the performance appraisal of the Company Secretary?	The Company Secretary is appraised by the Executive Management and the Board members during the Board appraisal and evaluation exercise.

<p><b>Principle 9: Access to Independent Advice</b>  <i>"Directors are sometimes required to make decisions of a technical and complex nature that may require independent external expertise"</i></p>	<p>i) Does the company have a Board-approved policy that allows directors access to independent professional advice in the discharge of their duties? <b>Yes/No</b>  If yes, where is it documented?</p>	<p><b>Yes</b> – This is documented in the Board Charter. The Bank is also guided by the CBN Code of Corporate Governance and the NCCG.</p>
	<p>ii) Who bears the cost for the independent professional advice?</p>	<p>The Bank bears the cost.</p>
	<p>iii) During the period under review, did the Directors obtain any independent professional advice? Yes/No  If yes, provide details.</p>	<p><b>Yes</b> – The Board of Directors engaged Professional Parties on proposed merger/business combination transaction.</p>
<p><b>Principle 10: Meetings of the Board</b>  <i>"Meetings are the principal vehicle for conducting the business of the Board and successfully fulfilling the strategic objectives of the Company"</i></p>	<p>i) What is the process for reviewing and approving minutes of Board meetings?</p>	<p>The Minutes of the last Meeting are reviewed and adopted by the Board at the subsequent meeting.</p>
	<p>ii) What are the timelines for sending the minutes to Directors?</p>	<p>At least 2 weeks before the date of the Meeting.</p>
	<p>iii) What are the implications for Directors who do not meet the Company policy on meeting attendance?</p>	<p>Attendance of Meeting is part of the criteria that qualifies a sitting Director eligibility for re-election at the AGM.</p>
<p><b>Principle 11: Board Committees</b>  <i>"To ensure efficiency and effectiveness, the Board delegates some of its functions, duties and responsibilities to well-structured committees, without abdicating its responsibilities"</i></p>	<p>i) Do the Board Committees have Board-approved Charters which set out their responsibilities and terms of reference? <b>Yes/No</b></p>	<p><b>Yes</b> - all Board Committees have Charters approved and certified by the Central Bank of Nigeria (CBN) on the 14<sup>th</sup> January 2022</p>
	<p>ii) What is the process for reviewing and approving minutes of Board Committee of meetings?</p>	<p>The Minutes of the last Meeting are reviewed and adopted by Members of the Board Committee at the subsequent meeting.</p>
	<p>iii) What are the timelines for sending the minutes to the directors?</p>	<p>At least 2 weeks before the date of the Meeting.</p>
	<p>iv) Who acts as Secretary to board committees?</p>	<p>The Company Secretary acts as Secretary to Board Committees.</p>
	<p>v) What Board Committees are responsible for the following matters?  a) Nomination and Governance  b) Remuneration  c) Audit  d) Risk Management</p>	<p>The following Board Committees are responsible for the following matters:</p> <p>a) Board Governance &amp; Nominations Committee: responsible for Board nomination, governance and remuneration.</p> <p>b) Board Risk Management Committee: responsible for risk matters.</p> <p>c) Statutory Audit Committee and Board Audit Committee: responsible for Audit matters.</p>
	<p>vi) What is the process of appointing the chair of each committee?</p>	<p>The appointment of the Chairs of each Committee is done by the Board.</p>
	<p><b>Committee responsible for Nomination and Governance</b></p>	
	<p>vii) What is the proportion of INEDs to NEDs on the Committee responsible for Nomination and Governance?</p>	<p>1 INED and 3 NEDs</p>
	<p>viii) Is the chairman of the Committee a NED or INED?</p>	<p>The Chairperson of the Committee is a NED.</p>
	<p>ix) Does the Company have a succession plan policy? Yes/No  If yes, how often is it reviewed?</p>	<p><b>Yes</b> – The succession plan was reviewed and approved by the Board on the 19<sup>th</sup> of November 2021.</p>
<p>x) How often are Board and Committee charters as well as other governance policies reviewed?</p>	<p>The Board and Committee Charters and Governance policies are periodically reviewed in line with regulatory requirements.</p>	

	xi) How does the committee report on its activities to the Board?	The Committee Chairman/Chairperson presents a Quarterly meetings Report on the activities of the Board Committees to the Board.
	<b>Committee responsible for Remuneration</b>	
	xii) What is the proportion of INEDs to NEDs on the Committee responsible for Remuneration?	The Board Governance & Nominations Committee is responsible for nomination, governance and remuneration. 1 INED and 3 NEDs
	xiii) Is the chairman of the Committee a NED or INED ?	A NED is the acting Chairperson of the Committee.
	<b>Committee responsible for Audit</b>	
	xiv) Does the Company have a Board Audit Committee separate from the Statutory Audit Committee? <b>Yes/No</b>	<b>Yes</b> - the Bank has a Board Risk Management & Audit Committee which is separate from the Statutory Audit Committee.
	xv) Are members of the Committee responsible for Audit financially literate? <b>Yes/No</b>	<b>Yes</b> - the Members of the Audit Committees are financially literate.
	xvi) What are their qualifications and experience?	We have 2 Accountants, a Lawyer, a Professor of Epidemiology and 3 business people all University graduates with several years of relevant experience.
	xvii) Name the financial expert(s) on the Committee responsible for Audit	All Members of the Audit Committees have financial experience and two Members of the Committees are chartered Accountants.
	xviii) How often does the Committee responsible for Audit review the internal auditor's reports?	The Committee reviews the Internal Auditors quarterly and whenever the need arises.
	xix) Does the Company have a Board approved internal control framework in place? <b>Yes/No</b>	<b>Yes</b> - The Bank has an approved internal control framework
	xx) How does the Board monitor compliance with the internal control framework?	The Board monitor Compliance through Quarterly reports and regular update to the Board Committee responsible for audit matters.
	xxi) Does the Committee responsible for Audit review the External Auditors management letter, Key Audit Matters and management response to issues raised? <b>Yes/No</b> Please explain.	<b>Yes</b> - the Committees responsible for audit review the External Auditor's Management Letter, Key Audit Matters and Management response to issues raised.  The External Auditors also presents the Report to the Committees.
	xxii) Is there a Board-approved policy that clearly specifies the non-audit services that the external auditor shall not provide? <b>Yes/No</b>	The Bank is guided by the provisions of its charter, extant law, guidelines and regulations.
	xxiii) How many times did the Audit Committee hold discussions with the head of internal audit function and external auditors without the management during the period under review?	The Bank's Audit Committees held discussions with the Head of Internal Audit and External Auditors without Management <b>four times</b> during the period under review.
	<b>Committee responsible for Risk Management</b>	
	xxiv) Is the Chairman of the Risk Committee a NED or an INED?	The Chairman of the Board Risk Management & Audit Committee is an INED.
	xxv) Is there a Board approved Risk Management framework? <b>Yes/No?</b> If yes, when was it approved?	<b>Yes.</b> It was approved on 2 <sup>nd</sup> December 2023.

	xxvi) How often does the Committee review the adequacy and effectiveness of the Risk Management Controls in place? Date of last review	The Committee reviewed the adequacy and effectiveness of the Risk Management Controls on a quarterly basis and as the need arises.  The last review was carried out in November 2023.
	xxvii) Does the Company have a Board- approved IT Data Governance Framework? <b>Yes/No</b> If yes, how often is it reviewed?	<b>Yes -</b>  The IT Data Governance Framework is reviewed every 2 years.
	xxviii) How often does the Committee receive and review compliance report on the IT Data Governance Framework?	The Committee receive and review compliance report on the IT Data Governance Framework quarterly.
	xxix) Is the Chief Risk Officer (CRO) a member of Senior Management and does he have relevant experience for this role? <b>Yes/No</b>	<b>Yes -</b> the Chief Risk Officer is a Deputy General Manager Grade (DGM) with the requisite skills and experience for the role.
	xxx) How many meetings of the Committee did the CRO attend during the period under review?	The CRO attended 4 meetings of the Committee held in Year 2023.
<b>Principle 12: Appointment to the Board</b> <i>"A written, clearly defined, rigorous, formal and transparent procedure serves as a guide for the selection of Directors to ensure the appointment of high-quality individuals to the Board"</i>	i) Is there a Board-approved policy for the appointment of Directors? <b>Yes/No</b>	<b>Yes-</b> the Board Charter contains the process for appointment of Directors.
	ii) What criteria are considered for their appointment?	The criteria for the selection of Directors reflects the existing Board's strengths. The Bank considered required skills, experience, age range and gender equality.
	iii) What is the Board process for ascertaining that prospective directors are fit and proper persons?	The Bank has a formal transparent procedure in place for the appointment of new Directors to the Board.  The Board Governance & Nominations Committee screens the candidate and makes recommendations to the Board on all new Board appointments.  <b>Please note that all Directors appointment are subject to the approval of the Central Bank of Nigeria (CBN) and Shareholders at the Annual General Meeting.</b>
	iv) Is there a defined tenure for the following: a) The Chairman b) The MD/CEO c) INED d) NED e) Eds	<b>Yes -</b> there is a defined tenure in place in line with the CBN guidelines.
	v) Please state the tenure	a) The Chairman: 4 years b) The MD/CEO: 4 years c) INED: 4 years d) NED: 4 years e) EDs: 2 years  <b>All subject to renewal but not exceeding the regulatory tenure.</b>
	vi) Does the Board have a process to ensure that it is refreshed periodically? <b>Yes/No?</b>	<b>Yes -</b> The process is set out in the Board Charter.
	<b>Principle 13: Induction and Continuing Education</b> <i>"A formal induction"</i>	i) Does the Board have a formal induction programme for new directors? <b>Yes/No</b>

<i>programme on joining the Board as well as regular training assists Directors to effectively discharge their duties to the Company"</i>	ii) During the period under review, were new Directors appointed? <b>Yes/No</b> If yes, provide date of induction.	<b>No</b>
	iii) Are Directors provided relevant training to enable them effectively discharge their duties? <b>Yes/No</b> If yes, provide training details.	<b>Yes</b> , Directors are provided relevant trainings to enable them effectively discharge their duties.  Also, Regulatory trainings were conducted for Directors in the Year 2024 such as: <ul style="list-style-type: none"> <li>• Business Analytics in the Age of Generative AI, 6 weeks' Virtual program by London Business School held on September 16 to October 25, 2024.</li> <li>• Advanced Governance, Risk &amp; Compliance: How Your Corporation is Managed, Commanded &amp; Controlled by GLOMACS, London UK held on August 26-30, 2024.</li> <li>• AML-CFT-CPF and Regulatory Compliance Insights and Key Oversight Responsibilities of the Board facilitated by Leighton Academy held on August 14, 2024.</li> <li>• Diploma in Corporate Governance by Corporate Governance Institute, Dublin, Ireland held in April, 2024.</li> <li>• INSEAD Business Sustainability Programme held in February 19 - 23, 2024.</li> <li>• International Training on Negotiation Program held in November 4-8, 2024.</li> <li>• Authentic Leader Development held in December 8-13, 2024.</li> </ul>
	iv) How do you assess the training needs of Directors?	Training needs are assessed from the general point of need of the business of the Bank, individual, committee membership and Board need basis.
	v) Is there a Board-approved training plan? <b>Yes/No</b>	<b>Yes</b> , there is a yearly Board approved training plan for Directors.
	vi) Has it been budgeted for? <b>Yes/No</b>	<b>Yes</b> , Board training is budgeted for annually.
	<b>Principle 14: Board Evaluation</b> <i>"Annual Board evaluation assesses how each Director, the committees of the Board and the Board are committed to their roles, work together and continue to contribute effectively to the achievement of the Company's objectives"</i>	i) Is there a Board-approved policy for evaluating Board performance? <b>Yes/No</b>
ii) For the period under review, was there any Board Evaluation exercise conducted? <b>Yes/No</b>		<b>Yes</b> - the Board evaluation exercise for the Year 2023 was conducted in the Year 2024.
iii) If yes, indicate whether internal or external. Provide date of last evaluation.		The Board was evaluated by the Society for Corporate Governance of Nigeria (SCGN).  The last evaluation exercise was conducted in the year 2024 and was submitted to CBN on 16 <sup>th</sup> August, 2024.
iv) Has the Board Evaluation report been presented to the full Board? <b>Yes/No</b> If yes, indicate date of presentation.		<b>Yes</b> - the Board Evaluation Report for Year 2024 was approved by the Board on August 15, 2024 and same submitted to the CBN on 16 <sup>th</sup> August, 2024.
v) Did the Chairman discuss the evaluation report with the individual directors? <b>Yes/No</b>		<b>Yes</b> , in line with regulatory requirements.
vi) Is the result of the evaluation for each Director considered in the re-election process? <b>Yes/No</b>		<b>Yes</b> - result of Board Evaluations exercise is considered in the re-election process of directors.

<b>Principle 15: Corporate Governance Evaluation</b> <i>"Institutionalizing a system for evaluating the Company's corporate governance practices ensures that its governance standards, practices and processes are adequate and effective"</i>	i) For the period under review, has the Company conducted a corporate governance evaluation? <b>Yes/No</b> If yes, provide date of the evaluation.	<b>Yes</b> - the evaluation exercise conducted by the SCGN also covered Corporate Governance.
	ii) Is the result of the Corporate Governance Evaluation presented and considered by the Board? <b>Yes/No</b>	<b>Yes</b> - the results are presented and considered by the Board of the Bank.
	iii) If yes, please indicate the date of last presentation.	August 15, 2024.
	iv) Is the summary of the Corporate Governance Evaluation included in the annual reports and Investors portal? <b>Yes/No</b>	<b>Yes</b> , the summary is included in the Annual Reports and is hosted on the Bank's Investors Portal.
<b>Principle 16: Remuneration Governance</b> <i>"The Board ensures that the Company remunerates fairly, responsibly and transparently so as to promote the achievement of strategic objectives and positive outcomes in the short, medium and long term"</i>	i) Is there a Board-approved Directors' remuneration policy? <b>Yes/No</b> If yes, how often is it reviewed?	<b>Yes</b> - there is a Board approved Directors remuneration policy and it is reviewed periodically.
	ii) Provide details of directors' fees, allowances and all other benefits paid to them during the period under review	Details of the Director's fees, allowance and other benefits are as follows: a) Directors' annual fees (paid quarterly) b) Sitting Allowance (paid after meetings) c) Transport Allowance (paid for Directors' travel when the need arises) d) Accommodation Allowance (if applicable)
	iii) Is the remuneration of NEDS presented to shareholders for approval? <b>Yes/No</b> If yes, when was it approved?	<b>Yes</b> - it was approved at the last AGM.
	iv) What portion of the NEDs remuneration is linked to company performance?	Remuneration of NEDs is not linked to the Bank's performance.
	v) Is there a Board-approved remuneration policy for Executive and Senior management? <b>Yes/No</b> If yes, to what extent is remuneration linked to company performance?	<b>Yes</b> - A certain percentage of the Executive and Senior management remuneration is tied to their performance.
	vi) Has the Board set KPIs for Executive Management? <b>Yes/No</b>	<b>Yes</b>
	vii) If yes, was the performance measured against the KPIs? <b>Yes/No</b>	<b>Yes</b>
	viii) Do the MD/CEO, EDs and Company Secretary receive a sitting allowance and/or director fees? <b>Yes/No</b>	<b>No</b> - they do not receive sitting allowance and/or directors fee.
	ix) Which of the following receive sitting allowance and/or fees: a. MD/CEO b. ED c. Company Secretary d. Other Senior management staff	<b>None</b> of the listed management staff receive any sitting allowance and/or fees.
	x) Is there a Board-approved clawback policy for Executive management? <b>Yes/No</b> If yes, attach the policy.	<b>No</b>
<b>Principle 17: Risk Management</b> <i>"A sound framework for</i>	i) Has the Board defined the company's risk appetite and limit? <b>Yes/No</b>	<b>Yes</b>

<i>managing risk and ensuring an effective internal control system is essential for achieving the strategic objectives of the Company"</i>	ii) How often does the company conduct a risk assessment?	The Bank conducts risk assessment on a regular basis and quarterly reports presented to the Board and as the need arises.
	iii) How often does the board receive and review risk management reports?	The Board received and review risk management report on a quarterly basis.
<b>Principle 18: Internal Audit</b> <i>"An effective internal audit function provides assurance to the Board on the effectiveness of the governance, risk management and internal control systems"</i>	i) Does the company have an Internal Audit function? <b>Yes/No</b> If no, how has the Board obtained adequate assurance on the effectiveness of internal processes and systems?	<b>Yes</b> , the Bank has an Internal Audit function.
	ii) Does the company have a Board-approved internal audit charter? <b>Yes/No</b>	<b>Yes</b> , The Bank has a Board approved Internal Audit Charter.
	iii) Is the head of internal audit a member of senior management? <b>Yes/No</b>	<b>Yes</b> , The Head of Internal Audit is on the Deputy General Manager (DGM) Grade.
	iv) What is the qualification and experience of the head of internal audit?	The Chief Internal Auditor has over 25 years' work experience with the following qualifications: <ul style="list-style-type: none"><li>• B.A Philosophy (2.1) – U.I (1992)</li><li>• M. Sc Political Science – UNILAG (1995)</li><li>• Member of the Institute of Chartered Accountants of Nigeria (ICAN).</li></ul>
	v) Does the company have a Board-approved annual risk-based internal audit plan? <b>Yes/No</b>	<b>Yes</b> , Unity Bank has a board-approved annual risk based internal audit plan.
	vi) Does the head of the internal audit function report at least once every quarter to the committee responsible for audit, on the adequacy and effectiveness of management, governance, risk and control environment; deficiencies observed and management mitigation plans? <b>Yes/No</b>	<b>Yes</b> , the Head of the Internal Audit function report at least once every quarter to the committee responsible for audit, on the adequacy and effectiveness of management, governance, risk and control environment; deficiencies observed and management mitigation plans in line with the Code of Corporate Governance and best practice..
	vii) Is there an external assessment of the effectiveness of the internal audit function at least once every three years by a qualified independent reviewer appointed by the Board? <b>Yes/No</b>  If yes, when was the last assessment	<b>Yes</b>  The Bank has recently engaged Deloitte Nigeria to conduct an internal audit assessment.
viii) Who undertakes and approves the performance evaluation of the Head of Internal Audit?	The Statutory Audit Committee and Board Audit Committees of the Bank undertakes and approves the performance evaluation of the Head of Internal Audit in line with the Code of Corporate Governance and best practice.	
<b>Principle 19: Whistleblowing</b> <i>"An effective whistle-blowing framework for reporting any illegal or unethical behaviour minimises the Company's exposure and prevents recurrence"</i>	i) Does the company have a Board-approved whistleblowing framework? <b>Yes/No</b> If yes, when was the date of last review	<b>Yes</b> , the Bank has an approved Whistleblowing Policy.  The Whistleblowing Policy (3 <sup>rd</sup> Edition) was last review on August 13, 2021. The 4 <sup>th</sup> Edition is currently undergoing review and fine-tuning.
	ii) Does the Board ensure that the whistleblowing mechanism and process are reliable, accessible to all stakeholders, guarantees anonymity and protection of the whistle blower? <b>Yes/No</b>	<b>Yes</b> , the Board of the Bank ensure that the Whistleblowing mechanism & process are reliable, accessible to all and guarantees anonymity and protection of the whistle-blower.

	<p>iii) Is the Audit committee provided with the following reports on a periodic basis?</p> <p>a) Reported cases</p> <p>b) Process and results of Investigated cases</p>	<p><b>Yes</b> - the Whistleblowing reports are provided for Audit Committee consideration on a quarterly basis.</p>
<p><b>Principle 20: External Audit</b></p> <p><i>"An external auditor is appointed to provide an independent opinion on the true and fair view of the financial statements of the Company to give assurance to stakeholders on the reliability of the financial statements"</i></p>	<p>i) Who makes the recommendations for the appointment, re-appointment or removal of external auditors?</p>	<p>The recommendation for the appointment and re-appointment or removal of External Auditor is made by the Audit Committees.</p>
	<p>ii) Who approves the appointment, re- appointment, and removal of External Auditors?</p>	<p>The Board, subject to the approval of the regulatory bodies and Shareholders at the Annual General Meeting.</p>
	<p>iii) When was the first date of appointment of the External auditors?</p>	<p>The Board approved the appointment of KPMG Professional Services on 8th February, 2019 and at the Annual General Meeting on 16<sup>th</sup> October 2019.</p>
	<p>iv) How often are the audit partners rotated?</p>	<p>At most every 5 years</p>
<p><b>Principle 21: General Meetings</b></p> <p><i>"General Meetings are important platforms for the Board to engage shareholders to facilitate greater understanding of the Company's business, governance and performance. They provide shareholders with an opportunity to exercise their ownership rights and express their views to the Board on any areas of interest"</i></p>	<p>i) How many days prior to the last general meeting were notices, annual reports and any other relevant information dispatched to Shareholders?</p>	<p>The Bank AGM notice and annual reports are usually dispatched to shareholders 21 days before the Annual General Meeting.</p>
	<p>ii) Were the Chairmen of all Board Committees and the Chairman of the Statutory Audit Committee present to respond to Shareholders' enquiries at the last meeting? <b>Yes/No</b></p>	<p><b>Yes</b>, the Board Chairman, Managing Director/CEO and the Members of the Statutory Audit Committee are always present at the Annual General Meeting to respond to enquiries from Shareholders.</p>
<p><b>Principle 22: Shareholder Engagement</b></p> <p><i>"The establishment of a system of regular dialogue with shareholders balance their needs, interests and expectations with the objectives of the Company"</i></p>	<p>i) is there a Board-approved policy on shareholder's engagement? Yes/No</p> <p>If yes:</p> <p>a) when was it last reviewed?</p> <p>b) is the policy hosted on the company's website?</p>	<p><b>Yes</b>, the Policy was last reviewed and approved by the Board on 19<sup>th</sup> November 2021.</p> <p>The policy is hosted on the Bank's website.</p>
	<p>ii) How does the Board engage with Institutional Investors and how often?</p>	<p>Through Management or the Board and when the need arises.</p>
<p><b>Principle 23: Protection of Shareholder Rights</b></p> <p><i>"Equitable treatment of shareholders and the protection of their statutory and general rights, particularly the interest of minority shareholders, promote good governance"</i></p>	<p>i) Does the Board ensure that adequate and timely information is provided to the shareholders on the Company's activities? <b>Yes/No</b></p>	<p><b>Yes</b>, the Board ensure that adequate and timely information is provided to Shareholders on the Bank's activities.</p>

<p><b>Principle 24: Business Conduct and Ethics</b>  <i>"The establishment of professional business and ethical standards underscore the values for the protection and enhancement of the reputation of the Company while promoting good conduct and investor confidence"</i></p>	<p>i) Does the company have a Board-approved Code of Business Conduct and Ethics (COBE) that guides the professional business and ethical standards? <b>Yes/No</b>  If yes:</p> <p>a) Has the COBE been communicated to all internal and external Stakeholders? <b>Yes/No</b></p> <p>b) Is the COBE applicable to any or all of the following:  1. Board  2. Senior management  3. Other employees  4. Third parties</p>	<p><b>Yes</b>, the Bank has an approved Policy that guides professional business and ethical standard of the Bank.</p> <p>(a) <b>Yes</b>, the Code has been communicated to internal and external Stakeholders.</p> <p>(b) <b>Yes</b>, it is applicable to the listed stakeholders.</p>
	<p>ii) When was the date of last review of the policy?</p>	<p>19<sup>th</sup> November, 2021</p>
	<p>iii) Has the Board incorporated a process for identifying, monitoring and reporting adherence to the COBE? Yes/No</p>	<p><b>Yes</b>, the Board has incorporated a process for identifying, monitoring and reporting adherence to the Bank's Code.</p>
	<p>iv) What sanctions were imposed for the period under review for non-compliance with the COBE?</p>	<p>There was no issue of non-compliance so therefore, there was no sanction for the period under review.</p>
<p><b>Principle 25: Ethical Culture</b>  <i>"The establishment of policies and mechanisms for monitoring insider trading, related party transactions, conflict of interest and other corrupt activities, mitigates the adverse effects of these abuses on the Company and promotes good ethical conduct and investor confidence"</i></p>	<p>i) Is there a Board-approved policy on insider trading? <b>Yes/No</b>  If yes:</p> <p>a) When was the last date of review?</p> <p>b) How does the Board monitor compliance with this policy?</p>	<p><b>Yes</b></p> <p>a) April 20, 2016 (the policy is currently undergoing further review)</p> <p>b) The Board ensures that all stakeholders familiarize themselves with the Bank's Securities Trading Policy and comply with same.</p>
	<p>ii) Does the company have a Board approved policy on related party transactions? Yes/No  If yes:</p> <p>a) When was the last date of review?  b) How does the Board monitor compliance with this policy?  c) Is the policy applicable to any or all of the following:  1. Board  2. Senior management  3. Other employees (Specify)  4. Third parties (Specify)</p>	<p><b>Yes</b> - the Bank has a Policy on related party transactions.</p> <p>a) The Bank Policy on Related Party Transactions was approved by the Board of Directors on May 31, 2024.</p> <p>b) In line with the extant law and regulations on related parties' transactions, the Board of the Bank monitor compliance by ensuring that all proposed or potential related party transactions are disclosed in a Report/Paper for consideration and approval by the Board before the Bank enter into the transaction.</p> <p>c) Yes, the Policy is applicable to any or all of the following</p> <ul style="list-style-type: none"> <li>• Board Members</li> <li>• Senior Management</li> <li>• Relative of Directors and Senior Management</li> <li>• other related parties.</li> </ul>
	<p>iii) How does the Board ensure adequate disclosure of Related Party Transactions by the responsible parties?</p>	<p>The Board requires that all related party transactions are disclosed.</p>

	<p>iv) Does the company have a Board-approved policy on conflict of interest? <b>Yes/No</b> If yes: a) When was the last date of review? b) How does the Board monitor compliance with this policy? c) Is the policy applicable to any or all of the following: 1. Senior management 2. Other employees (Specify)</p>	<p><b>Yes</b></p> <p>(a) Policy on Conflict of Interest was last reviewed on 11 February 2016. (b) The Board requires that all conflict of interest are reported/disclosed. (c) <b>Yes</b>, it is applicable to Senior Management Staff and other employees.</p>
<p><b>Principle 26: Sustainability</b> <i>"Paying adequate attention to sustainability issues including environment, social, occupational and community health and safety ensures successful long-term business performance and projects the Company as a responsible corporate citizen contributing to economic development"</i></p>	<p>i) Is there a Board-approved sustainability policy? <b>Yes/No</b> If yes, when was it last reviewed?</p>	<p><b>Yes</b>, and was approved on 23rd February 2021.</p>
	<p>ii) How does the Board monitor compliance with the policy?</p>	<p>The Board monitor compliance of the Policy through established Sustainability Governing Committee headed by an Executive Director and reports are provided regularly to the Board.</p>
	<p>iii) How does the Board report compliance with the policy?</p>	<p>The Board report compliance with the Policy through sustainability Report which is being rendered to the CBN through the Nigerian Sustainable Banking Principle Returns on a bi-annual basis.</p> <p>Compliance with the policy is also reported through the Annual Report of the Bank's activities.</p>
	<p>iv) Is there a Board-approved policy on diversity in the workplace? <b>Yes/No</b> If yes, when was it last reviewed?</p>	<p>The Sustainability Policy addresses the issue of diversity in the workplace.</p>
<p><b>Principle 27: Stakeholder Communication</b> <i>"Communicating and interacting with stakeholders keeps them conversant with the activities of the Company and assists them in making informed decisions"</i></p>	<p>i) Is there a Board-approved policy on stakeholder management and communication? <b>Yes/No</b></p>	<p><b>Yes</b></p>
	<p>ii) Does the Company have an up to date investor relation portal? <b>Yes/No</b> If yes, provide the link.</p>	<p><b>Yes</b>, The Bank has an up-to-date investor relation portal.</p> <p>The link for the portal is <a href="http://InvestorRelations(unitybankng.com)">Investor Relations (unitybankng.com)</a></p>
<p><b>Principle 28: Disclosures</b> <i>"Full and comprehensive disclosure of all matters material to investors and stakeholders, and of matters set out in this Code, ensures proper monitoring of its implementation which engenders good corporate governance practice"</i></p>	<p>i) Does the company's annual report include a summary of the corporate governance report? <b>Yes/No</b></p>	<p><b>Yes</b>, the Bank Annual Report contains a Summary of the Corporate Governance Report.</p>
	<p>ii) Has the company been fined by any regulator during the reporting period? <b>Yes/No</b> If yes, provide details of the fines and penalties.</p>	<p><b>Yes</b>, The Bank was fined and penalized in the Year 2024 by our regulators to the tune of N43,850,000.00.</p>

**Section F – Certification**

We hereby make this declaration in good faith and confirm that the information provided in this form is true.

**Chairman of the Board of Directors**

Name: HEARIZ MOHAMMAD BASHIR

Signature: [Handwritten Signature]

Date: 28:02:2025

**Chairman of the Committee responsible for Governance**

Name: IYABO OBASANJO

Signature: [Handwritten Signature]

Date: 27-2-2025

**Managing Director/Chief Executive Officer**

Name:

Signature: [Handwritten Signature]

Date: 26-2-2025

**Company Secretary**

Name: ALABA WILLIAMS

Signature: [Handwritten Signature]

Date: 19-2-2025

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