

# THE BUSINESS Executive

Issue 131, 2025

Ghc.200.00 | Other Countries \$20

...Custodians of Corporate World

## Sourcing **BUSINESS FINANCE** in Ghana's rebounding economy

### INSIDE

PROFILES OF TBE  
GROUP'S AWARDEES

*Africa UK Business  
Conference & Awards*

*Business Executive  
Excellence Awards 2025*

*Feminine Ghana  
Achievement Awards  
2025*

*Greater Accra Business  
Merit Awards*

*Quality Health Safety &  
Environment Awards*

*Africa Most Promising  
SME Awards*



STANDARD • ACCURACY • TIMELINESS

[www.thebusinessexecutive.net](http://www.thebusinessexecutive.net)

# The future of money is here!

Introducing **Kowri 2.0**

Send. Spend. Pay. Monitor. All in one seamless app.



Finally, a money app that thinks like you do. Everything you never knew you needed—right where you need it.

You've settled for less. Now, experience what seamless transactions should really feel like. Change is here.

Download the way to pay





# CONTENTS

## From the Consulting Editor



*Time for Africa to look to the east*  
Page 5

## From the Publisher



*Facilitating trade and investment between Ghana and Nigeria*  
page 6

## News Briefs



*News Briefs*  
page 7-10

## Cover

### Business and Finance



*Sourcing business finance in Ghana's rebounding economy*  
page 11

## Finance



*Decoding the power and peril of credit ratings in corporate Africa*  
page 16-17

## Diaspora



*Putting Global Africa to use in continental development*  
page 20

## Labor



*Africa's labour on the move: ...why there are intra-continental restrictions and how they are being removed*  
page 24

## African Fashion



*Africa's fashion seeks global markets*  
page 28

## Gallery



*Pictures from the Honorary Doctorate Awards held in South Africa on 26th September 2025*  
page 32

## Profiles



*Profiles of Awardees of the Africa Women Awards, Global Well Respected CEOs Awards, Ghana Titans Awards and Africa Outstanding Professionals Awards*  
page 35-106

## Ghana Nigeria Feature



*Maximizing the potential for Ghana – Nigeria, commercial ties*  
page 108

## Tech



*How PAPSS is Rewiring intra African Commerce*  
page 112

## CONTACT:

*The Business Executive Limited | P.O.Box 892, Odokor - Accra  
75 King Takie Tawiah St. | GW-0936-5733  
+(233) 302-431608 || +(233) 248-135645  
www.thebusinessexecutive.net | info@thebusinessexecutive.net*

Published By  
The Business Executive Ltd.



**GROUP CEO**

Dr. Baroness Paulette Kporo

**DIRECTORS**

Austin Gamey  
Friday Billy  
Adolphus Asekomhe  
Paul Kporo

**CONSULTING EDITOR**

Toma Imirhe

**FOREIGN EDITOR**

Portia Matlombe

**GENERAL MANAGER**

Tracy Billy

**OPERATIONS MANAGER**

Joyce Asare

**FOREIGN BUSINESS DIRECTOR**

Paul Francois

**WEST AFRICA REPRESENTATIVE**

Ibrahim Alhassani

**DESIGN & MULTIMEDIA MANAGER**

Daniel Sackey Yobo

**BUSINESS DEVELOPMENT MANAGER**

Genesis Asekomhe

**MARKETING / PUBLICATION**

Rosemary Cudjoe  
Imran Asiagodo  
Jemima Boateng

**INTERNATIONAL EVENTS EXECUTIVE**

Desmond Adzoho

**NG BUZZ EXECUTIVE LTD.**

**(NIGERIA OFFICE)**

Divine Favour  
Emmanuel Okoh

**GHANA EVENTS EXECUTIVES**

Deborah Awaitey Larbi

# Time for Africa to look to the east

The generation of Africans that were born before the new millennium would find it hard to remember an Africa that promoted a Non-Aligned Movement in the midst of the cold war between the United States and the then Soviet Union and was at the heart of the desire for enhanced South-South cooperation among less developed countries, which have since been renamed as emerging market economies.

Since then Africa's place in the emergent global economy has changed. Africa's economic liberalization and accompanying return to pluralist democratic governance was primarily promoted and financed by the west in the 1980s and 1990s persuading countries on the continent to gravitate towards it. Despite the best efforts of the eastern hemisphere led by China since then, Africa has still remained largely under the west's hegemony, captured by a combination of colonial heritage, long-standing trade and investment relationships and inordinately high sovereign indebtedness, as well as the promise of democratic governance.

But four decades since Africa embraced the western promoted concept of its place in the global economy, problems that are all too familiar have resurfaced. These include fiscal deficits, unsustainable balance of payments positions and public debt levels, as well as foreign exchange shortfalls, and high inflation and unemployment.

The thinking is growing all around the continent that Africa needs to reassess its economic growth and development strategies. Simply put, the current ones are not working quite as expected.

Of course Africa has already adopted a bold approach by creating a pan-continental single market through its African Continental Free Trade Agreement. Indeed, coupled with an innovative payments system that minimizes

the need for American dollars in executing intra-continental trade, this holds huge potential for African countries going forward.

However AfCFTA is by no means a complete panacea, since Africa still needs other parts of the global economy for capital, expertise, inputs and markets. Besides intra-African trade volumes and values can only grow slowly, as relationships inevitably take time to develop and the requisite facilitation infrastructure still needs to be put in place.

While all this is being done though, African countries need to read the writing on the wall; America, the biggest economy in the west is going isolationist even as the European Union, Africa's biggest traditional commercial partner, is retreating from the preferential trade and investment terms that could have allowed the continent to play catch up.

Meanwhile the eastern hemisphere – particularly China, India and Japan – is trumpeting its willingness to step into the breach by offering better terms of trade, in exchange for the huge, still under-exploited, natural resources Africa possesses, and is willing to support efforts to build processing capacity as well.

Perhaps it is time for Africa to turn to the east and take up such offers. To be sure, the ultimate objectives of those offers are commercial rather than altruistic, but so have the west's been too. And now the West is tightening its terms of engagement.

To be sure, turning to the east would incur a back lash from America, but that is a country that is already slamming its doors shut anyway.

Turning to the east may be the best way to bring the west to its senses and offer better terms or risk losing a continent it still needs direly, despite its ongoing bluff.

# Facilitating trade and investment between Ghana and Nigeria

**G**hana and Nigeria have what can be termed a special relationship, despite the occasional spats between the two countries in the past. This relationship has been formed over the decades and dates back to well before each country won independence from colonial rule nearly 70 years ago. Beyond the friendly rivalry in many diverse things ranging from sports to the preparation of jollof rice, Ghanaians and Nigerians share not just geographical proximity, but the same colonial era-bequeathed language, and similarities in common law, history, culture and economic structure as well.

These commonalities have resulted in strong migration of Ghanaians to Nigeria and vice versa, for business, employment, professional career opportunities and education. It has also led to a strong presence of Nigerian corporations in Ghana, and, albeit to a lesser extent, Ghanaian companies in Nigeria.

However all this is just a fraction of the full trade, investment and other economic opportunities that exist with regards to each country's relationship with the other. For instance, so far few Ghanaian enterprises have taken advantage of the huge consumer market which Nigeria offers to expand their sales and thus benefit from stronger economies of scale, and even fewer have sought to leverage on Nigeria's bigger, more liquid private capital base to expand into that country through joint ventures and business collaborations. Similarly, few Nigerian manufacturers have sought to exploit Ghana's superior ease of doing business environment and lack of local production capacity to expand their operations, or at least their sales, into the potentially lucrative market next door.

Many reasons have been adduced for this, including regulatory bureaucracies, exchange rate risks and sheer lack of foreign exchange liquidity requisite for capital investment and repatriation of sales revenues and profits.

But the biggest constraint is one that goes understated – the lack of trust and confidence that the business class in the one country has in their counterparts from the other.

Indeed it is ironic but instructive that many, if not most, Ghanaians at home see Nigerians as not to be trusted, while many Nigerians at home see Ghanaians in the same light. This fundamental mistrust discourages many entrepreneurs, investors and business managers from the one country from exploring and consummating viable business transactions with or in, the other.

However, partnerships, in one form or at one level or the other are requisite for bilateral business activities between the two countries. A manufacturer from the one country needs wholesalers and retailers – and in some cases, production input suppliers – from the other. A financial or professional services provider from one country needs professional expertise and trusting clientele from the other.



This is why The Business Executive Communications Group is embarking on deliberate, concerted efforts to break down the walls of mistrust. This effort begins in this edition of our flagship magazine which contains a feature that documents the current state of trade and investment relations between Ghana and Nigeria and why a bilateral platform that brings together the respective private sectors of both countries is needed to enhance those relations.

We intend to follow this up with a bilateral trade and investment summit – comprising a conference, an exhibition and the conferment of awards – which will bring together actual and potential business operators, support service providers, regulators and policy makers from both countries. This would be a precursor to a permanent platform that can provide information on bilateral business opportunities and markets, as well as due diligence on the prerequisite trade counterparties and investment partners.

We expect that our efforts will provide a road map for wider pan-African enhanced trade and investment as envisaged by the African Continental Free Trade Agreement. We invite our pan continental readership to start this journey with us in this edition of the magazine.

### AFRICA'S AI MARKET SET TO QUADRUPLE BY 2030,



**A**frica's AI market is projected to grow from US\$4.5 billion in 2025 to US\$16.5 billion, marking a 27.42% annual increase, according to a new paper by Mastercard. This growth will be driven by opportunities for economic growth, increased productivity, and expanded access to essential services, including financial services.

The whitepaper released recently, highlights AI's transformative potential across major industries, particularly in job creation where it is expected to create up to 230 million digital jobs projected in Sub-Saharan Africa by 2030. It also highlights improved financial access, and service delivery as key advancements delivered by AI, sharing insights from key markets including South Africa, Kenya, and Nigeria.

According to the report, the financial services sector has so far seen the greatest impact of AI-backed tools. AI-driven models assess the creditworthiness of those without traditional credit histories by evaluating alternative data sources, promoting financial inclusion. In Sub-Saharan Africa alone, over 400 million are still financially unserved or underserved, highlighting the vast potential of AI-driven solutions.

AI is also used in chatbots and virtual assistants, offering faster, around-the clock support, improving user experience and reducing operational costs.

Beyond inclusion and service, AI is also enhancing security and regulatory compliance, helping financial institutions like Absa Group in South Africa, Equity Group in Kenya, and Mauritius Commercial Bank better protect their customers while meeting increasingly stringent regulatory requirements.

Africa's burgeoning AI ecosystem is supported by significant investments and partnerships. In 2023 alone, AI-focused startups attracted US\$610 million in venture capital (VC) in South Africa, US\$218 million in Nigeria, and US\$15 million in Kenya in 2023.

Global giants are also making bold moves. For instance Google has pledged US\$1 billion to support digital transformation in Africa, including landing a subsea cable into the continent to enable faster internet speeds, low-interest loans for small businesses, equity investments into African startups, and skills training.

### WORLD BANK FORECASTS AFRICAN ECONOMY TO GROW BY 3.5% IN 2025



**T**he World Bank projects that the Sub-Saharan African (SSA) economy will grow by 3.5% in 2025. The forecast, published in the Spring 2025 edition of Africa's Pulse, indicates that growth will be driven by increased private consumption and investment, aided by cooling inflation and stabilizing currencies. This follows a projected growth rate of 3.3% in 2024. The report projects that the growth rate is expected to accelerate further to 4.3% in 2026–2027.

The projection masks significant differences across the continent. Some of the largest economies, such as Nigeria, South Africa, and Angola, are expected to grow more slowly than other countries. Excluding these three, the rest of the subcontinent is projected to grow by 4.6% in 2025.

The anticipated growth is mainly fueled by increased private consumption and investment, which are expected to rebound as inflation and currency volatility decline. Despite the positive forecast, the World Bank notes that the projected growth is not strong enough to significantly reduce poverty or create sufficient jobs for the region's large and growing youth population. Real per capita income in 2025 is expected to remain approximately 2% below its most recent peak in 2015.

The outlook is vulnerable to heightened risks from global policy uncertainty, including potential changes in the world trade order

### IFC ISSUES 'UMUGANDA' BOND TO BOOST RWANDA'S CAPITAL MARKETS

The International Finance Corporation (IFC) has issued a 24 billion Rwandan francs (about US\$17 million) bond on the Rwanda Stock Exchange -its first onshore Rwanda franc bond in over a decade - to support local capital market growth and digital infrastructure development. The eight-year bond, oversubscribed by 1.75 times and carrying a 10.5 per cent coupon rate, attracted investors including pension funds and banks. Proceeds will finance a digital project while helping mitigate currency risks. The issuance, part of broader efforts to deepen domestic markets, follows IFC's 2014 inaugural "Umuganda" bond and its continued support for capital market reforms in Rwanda.

Overall, this bond issuance is a promising leap forward for Rwanda. It is not only a crucial tool for providing much-needed capital but also a catalyst for deeper market development, setting the stage for future growth and investment in the region.

### GOLD SURGES TO RECORD HIGH AS CENTRAL BANKS TURN FROM DOLLAR TO BULLION



Gold jumped to a record US\$3,508.50 (3,015.08) an ounce at the beginning of September, fueled by expectations of a US Federal Reserve rate cut and mounting uncertainty for investors.

The precious metal is seen as a haven for investors, with demand for it surging when trust in the stability of paper currencies or financial markets dips.

Earlier this year, gold prices surged when US President Donald Trump announced a raft of controversial tariffs against other countries.

Gold's record-high value underscores deep unease over the global outlook and questions about the Fed's independence as US President Donald Trump ramps up pressure on policymakers. Central banks from Asia to the Middle East have been

accelerating their purchases for the fourth year in a row adding a powerful tailwind to prices, with predictions being that at least 1,000 metric tonnes of gold will be purchased by governments for their gold reserves.

The move reveals a decreasing reliance on the US dollar at a time when Washington's fiscal trajectory and political battles are clouding its standing as the world's reserve currency

A survey of 73 central banks conducted by the World Gold Council revealed that 95% of them are expected to increase their gold holdings over the next 12 months, while nearly three-quarters of them are anticipated to shrink their dollar reserves.

### TREASURY SECRETARY BESSANT WARNS OF MASSIVE REFUNDS IF THE SUPREME COURT VOIDS TRUMP TARIFFS

**T**reasury Secretary Scott Bessent said in early September that he is "confident" that President Donald Trump's tariff plan "will win" at the Supreme Court – following an appeals court ruling that they are illegal - but warned his agency would be forced to issue massive refunds if the court rules against it.

If the tariffs are struck down, he said, "we would have to give a refund on about half the tariffs, which would be terrible for the Treasury," according to an interview on NBC's "Meet the Press."

He added, however, that "if the court says it, we'd have to do it."

The Trump administration last week asked the Supreme Court for an "expedited ruling" to overturn an appeals court decision that found most of his tariffs on imports from other countries are illegal.

Generally, the Supreme Court could take as long as June next year to issue a decision on the legality of Trump's tariffs.

Bessent has said that "delaying a ruling until June 2026 could result in a scenario in which US\$750 billion-US\$1 trillion in tariffs have already been collected, and unwinding them could cause significant disruption."

The prospect of the government having to refund tariffs of that magnitude could mean an unprecedented windfall to the businesses and entities that paid them.

Bessent's comments come as Trump's tariffs face an uncertain future after a federal appeals court ruled last month that most of his "reciprocal tariffs" are illegal. The U.S. Court of Appeals for the Federal Circuit ruled in August that Trump overstepped his presidential authority when he introduced "reciprocal tariffs" on almost every country as part of his "liberation day" announcement.

The appeals court paused its ruling from taking effect until October 14, giving the Trump administration time to appeal the ruling to the Supreme Court.

Trump has requested that the Supreme Court hear arguments on his appeal in early November and issue a final decision on the legality of the disputed tariffs soon thereafter, according to filings obtained by NBC News from the plaintiffs in the case.

Before court action, Trump's tariffs were set to affect nearly 70% of U.S. goods imports, according to the Tax Foundation. If struck down, the duties would impact just roughly 16%.

However, while Bessent and others have expressed confidence that the Supreme Court will rule in its favor, the administration is working on backup plans in case it does not.

National Economic Council Director Kevin Hassett has said that there are "other legal authorities" that the administration could take if Trump's tariffs are blocked.

Some of those efforts could include implementing tariffs through Section 232, or sector-specific levies.

Section 232 of the Trade Expansion Act of 1962 allows the president to implement levies "so that such imports will not so threaten to impair the national security," following an investigation into trade practices. For example, the Trump administration in August expanded its 50% steel and aluminum tariffs to include more than 400 additional product categories, according to the Department of Commerce. Trump has also threatened to impose steep tariffs on semiconductors and pharmaceuticals.

Other levies that would not be affected by Trump's court battle are those on low-cost items. The administration officially eliminated the "de minimis exemption" on U.S.-bound goods valued at US\$800 or less.

The Universal Postal Union, an agency of the UN, has said postal traffic into the U.S. plummeted by more than 80% after the Trump administration ended the tariff exemption on cheap imports as postal operators looked for guidance on compliance with the new rules.

### CHINA'S EXPORT GROWTH SLOWS IN AUGUST AS US TARIFFS AND TRADE TENSIONS BITE



China's exports grew in August but at a slower pace than in recent months, the country's customs agency has said.

Exports reached US\$321.8 billion (274.4bn) in August, a 4.4% increase compared to the same month last year. That was down from a 7.2% jump in July. Meanwhile, imports totaled US\$219.5 billion (187.2bn), a 1.8% rise.

China's large trade surplus has become a contentious issue with major trading partners including the US and the European Union. Low-priced Chinese imports are a boon for consumers but can lead to job cuts in manufacturing.

In the first eight months of the year, China's exported US\$785.3 billion (669.7bn) more in goods and services than it imported from other countries, the monthly customs data showed.

President Donald Trump has imposed 30% in additional tariffs on imports from China since taking office early this year. He backed down from even higher tariffs after China retaliated with import taxes of its own. The two countries are in talks to try to reach a trade agreement.

The tariffs from both sides and the possibility they could be raised again are having an impact on two-way trade. Chinese exports to the US plunged 33% in August to US\$47.3 billion (40.3bn), while its imports from the US dropped 16% to US\$13.4 billion (11.4bn).

Exports to the EU rose 10.4% to US\$46.8 billion (39.9bn), while imports from the 27-member bloc edged down slightly to US\$22.8 billion (19.4bn).

Overall, China's exports grew at the slowest pace since the January-February period, when they rose just 2.3%. The first two months of the year are reported together to smooth out distortions from the long Lunar New Year break.

China's exports of rare earths rose on a monthly basis to US\$55 million (46.9m) in August, up from US\$41 million (35m) in July, but down 25.6% compared to the same month last year.

Rare earth magnets, which can withstand high heat, are vital to many products including washing machines, cars and military equipment. China dominates the global market for processing rare earths and a clampdown on their export in April temporarily halted production at some factories in Europe and raised fears of factory shutdowns in the US.

### THREATENED BY NEW ROUND OF US TARIFFS, INDIA CUTS TAX RATES TO SPUR CONSUMPTION

US President Donald Trump has already slapped a 25% levy on Indian products, but now he is threatening to pile on an additional 25%. For Indian textile exporters, this could be devastating.

India's textile industry is facing a crisis as the United States threatens a 50% tariff on garment imports. Small manufacturers like Ashish Kushwaha and Nitin Pratap, who rely heavily on US export orders, are seeing contracts paused and profits squeezed.

Over US\$10 billion (8.5 billion) in exports at stake, and thousands of workers in Noida, a key apparel hub, risk losing their livelihoods. With no backup plans, entrepreneurs fear layoffs and downsizing as their businesses — and livelihoods — hang in the balance.

However, the Indian government's move announced at the start of September to formally reduce the goods and services tax on a variety of items is expected to spur consumption and ease the impact of U.S. tariffs.

The GST reductions and an earlier round of income tax cuts in April should boost consumer demand and corporate profits in the near and medium-term, Citi Research has said.

Indian households are expected to get a boost in spending power equal to 0.7% and 0.8% of GDP in the fiscal year ending March 2026, Citi economists said, while the GST cuts could reduce inflation by 1.1 percentage points if the full tax cut is passed on to consumers.

India's GST, which was criticized in the past for being complicated, was simplified to a two-rate structure of 5% and 18%, instead of the current four slabs. An additional 40% tax on "super luxury" and "sin" goods such as cigarettes and high-end cars was also introduced.

These tax cuts come at a time when Indian exports to the U.S. are facing 50% tariffs. India's largest exports to the U.S. include textiles, gems and jewelry, as well as seafood, which are expected to be the worst affected.

The tariffs could affect the Indian economy by 0.6 percentage points, but "strong domestic consumption" could cushion the impact, Goldman Sachs said in a note..

India's domestic consumption — largely driven by private or household spending — accounts for over 60% of GDP in fiscal year 2025, close to other developed economies like the U.S. and the U.K., making it less dependent on exports.

If domestic consumption picks up, sluggish private sector capital investment could also rebound, starting a "virtuous economic cycle." The new tax rates are effective from Sept. 22, coinciding with the start of the festive season in India. GST has been cut to zero or 5% from 12% or 18% on a range of packaged food items and fast-moving consumer goods.

Air-conditioners, television sets, dishwashing machines, small cars, and motorcycles equal to or less than 350-cc will attract GST of 18%, down from 28% earlier.

The government has also cut taxes completely on individual life and health insurance policies as well as a few life-saving drugs.

### LONDONERS BUYING LOWEST SHARE OF PROPERTY



Stalling house prices and shift back to office working are affecting people's ability to move out of the city of London, say experts. Londoners are buying the lowest share of houses outside the capital in more than a decade as their moving plans are curtailed by a stalling local market and the shift back to office working.

They were behind just 5.3% of house purchases elsewhere in the country in the first seven months of this year, the lowest proportion since 2013, research has found.

The number of transactions – 31,620 up to the end of July – is about half the 63,600 in the same period in 2021 at the height of the Covid pandemic-driven “race for space” according to an analysis of data from Countrywide estate agents.

“The return to the office has played a role in curbing the appetite for long-distance moves, but it's the lack of price growth in the capital that's really clipped the wings of would-be leavers,” said Aneisha Beveridge, the head of research at the real estate company Hamptons, which carried out the analysis.

“Many London homeowners simply haven't built up enough equity to make the leap to where they want to go, especially as prices outside the capital have continued to climb.”

“We're seeing a clear shift in where Londoners are heading. The pandemic pushed buyers into leafier, more lifestyle-driven locations, but today's movers are more pragmatic,” Beveridge said.

As growth in prices in the capital has slowed, or even gone into reverse in some areas, someone leaving inner London can afford a 32% smaller home than in 2016, Hamptons found, losing them on average the equivalent of 553 sq feet or two double bedrooms.

Prices have risen 26% outside the capital over the last five years, triple the 8% pace recorded in London

### DIGITAL TAXES PUT US-EU TRADE TALKS UNDER PRESSURE

United States President Donald Trump is now threatening the European Union with fresh tariffs in retaliation for the EU's digital services taxes and technology regulations, accusing the bloc of unfairly targeting US tech giants such as Google and Amazon.

With the specter of new duties looming, the trade truce the two reached barely months ago is again on shaky ground.

In a post on the social media platform Truth Social, Trump warned that countries imposing levies and rules would face “substantial additional tariffs” and export restrictions on crucial US advanced technologies, such as chips. He demanded they be scrapped immediately, labeling the measures “discriminatory” and accusing the EU of giving a “complete pass to China's largest tech companies.

While the EU's tech and antitrust regulations have been the bane of successive US administrations for more than a decade, the bloc's Digital Services Act (DSA) and Digital Markets Act (DMA) are now squarely in Trump's crosshairs.

These directives impose strict rules on online content moderation and aim to curb increasingly dominant tech firms such as Meta, Apple, and Google. EU states can also levy their own digital services taxes on revenues generated by tech firms within their borders, particularly from online advertising and the monetization of user data.

While there's no EU-wide tax on digital services, seven EU states have so far introduced national levies, including France, Italy, and Spain.

The United Kingdom, though no longer in the EU, has imposed a similar 2% tax on revenues from large online platforms. The annual £800 million (US\$1.08 billion) that the tax generates were a sore point in recent US-UK trade talks.

Trump's tech tariff threat certainly caught EU policymakers off guard, coming just weeks after they sealed a stabilizing trade deal. While defending the bloc's sovereign right to regulate tech and digital markets, the European Commission's chief spokesperson admitted the US president's warning was “extraordinary and unexpected.”

No formal exemption from these laws has yet been demanded. But the Trump administration's push for greater EU market access for US farmers and resistance to another EU law — one that aims to boost ethical standards in global trade — indicate a clear desire for carve-outs to help US companies avoid the full weight of EU standards.

# Sourcing business finance in Ghana's rebounding economy

*Exchange rate stability, falling inflation and interest rates, and sustained economic growth are fueling both business and consumer confidence in Ghana, encouraging private enterprises to step up their business volumes and retool their activities. TOMA IMIRHE examines the options they have for sourcing the financing they need for this*

## Business and Finance



The quest for business financing in Ghana is a complex task, a multi-layered puzzle where traditional banking collides with innovative fintech, and where age-old informal systems persist alongside nascent capital markets. For business owners and managers, understanding this ecosystem—its avenues, advantages, and pitfalls—is the fundamental key to unlocking sustainable growth.

The complexities have not been lessened by Ghana's ongoing economic rebound. Since early 2025, the economy has been at a pivotal juncture. The cedi, beset by volatility since a macroeconomic crisis erupted in late 2022, began to rebound sharply by the second quarter of the year—rising from lows near GHc15 per US dollar at the start of

2025 to around GHc10.4 by July—a dramatic appreciation of around 40%. This rebound stemmed from several coordinated factors: disciplined fiscal consolidation, export-backed foreign exchange inflows, strategic central bank interventions at forex auctions, and bolstered forex under an International Monetary Fund-supported framework. Simultaneously, inflation dropped fast—from 18.4% in May to 11.5% in August—as macroeconomic stabilization gained traction. The Bank of Ghana capitalized on this, making a record 300 basis points cut in its Monetary Policy Rate at the end of July, bringing the benchmark down to 25%, and signaling possible further gradual easing to as low as 18% by year-end

Unsurprisingly, all this has generated a sense of optimism around corporate Ghana although there is still lingering caution by an appreciable number of businesses who are unsure as to whether the gains of the past few months are sustainable beyond the short term. But even such enterprises, like their more bullish counterparts, are looking to take advantage of the favorable situation while it lasts.

A problem though is that the notoriously inordinate import dependency of the Ghanaian economy – in terms of its reliance on both imported finished goods and imported production inputs, machinery and raw materials alike – is creating a surge in demand for forex, which in turn threatens the gains made in recent months. By the end of August the cedi was trading at nearly GHc12 to a US dollar, which is quite close to the informal exchange rate that persisted even when the official interbank exchange rate was barely GHc10.4.

While most enterprises are demanding more forex to import finished goods and consumable production inputs, the more forward-looking ones are using the opportunity to retool towards increased local value added, as a more sustainable positioning into the future. But what they all have in common is the dearth of business financing available in Ghana's financial markets, even as it has become more affordable.

This has made astute knowledge of the frameworks and dynamics of those markets more important for businesses aspiring to retool or scale up than was the case before the economy fell into the now receding crisis in the first place.

### THE BEDROCK: TRADITIONAL BANK FINANCING

For decades, commercial banks have been the default source of formal business credit in Ghana. They offer a range of products, from overdrafts and working capital loans to medium-term loans for equipment and long-term mortgages for property.

For established, large corporations with significant assets, audited financials, and a strong credit history, bank financing is often the most straightforward path. They can access syndicated loans, where multiple banks pool resources to fund massive projects, often at competitive interest rates relative to the broader market.

Large loan amounts have the potential for lower interest rates due to negotiated terms and lower perceived risk, structured repayment schedules and the credibility that comes with a banking relationship.

On the other hand, the process remains stringent and bureaucratic. Requirements can include extensive collateral (often exceeding 120% of the loan value), years of financial statements, and proven cash flow. Loan covenants can restrict business operations, and the final cost of credit, when factoring in fees and high-interest rates—a persistent issue in Ghana's high-inflation prone environment despite the recent fall in rates—can be prohibitive.

But it is with regards to small and micro sized enterprises that the traditional banking model shows its most significant cracks. The notorious "financing gap" for SMEs is acutely felt here. Many small businesses operate informally without the audited records banks require. Their collateral—often personal assets or family land without clear title—is deemed insufficient or unacceptable.

If secured, a bank loan provides legitimate, structured capital that can help formalize and grow a business. But it is extremely difficult to qualify for, loan application rejection rates are high, the application processes are slow and even when given, such loans tend to carry crippling high-interest rates that can stifle a small business's cash flow. For many, it is simply an inaccessible option.

Stronger forex stability, falling inflation and the slump in treasury bill yields have encouraged banks to extend more credit. The reference lending rate dipped from 29.3% in December 2024 to 19.8% by September 2025, signaling improving lending conditions. Commercial banks are witnessing renewed asset growth and improved financial soundness, although Non Performing Loans remain a concern, prompting tighter risk management

Interest-rate cuts have squeezed lending spreads. Borrowers now expect more favorable terms, pushing banks to optimize operations and diversify income through fees, trade finance, and treasury products

## MICRO FINANCE AND SAVINGS AND LOANS INSTITUTIONS

Though direct data is limited, these institutions traditionally operate at higher interest spreads and serve local-oriented businesses. As inflation falls and lending rates ease, their affordability improves, potentially increasing loan demand.



However, they likely face margin pressures unless they adapt with new lending products or digital innovations to widen outreach while reducing costs.

Microfinance groups, pivotal for informal and rural entrepreneurs, stand to gain: lower interest ecosystems can encourage uptake of microloans, supporting livelihoods and small-value businesses. Institutional support—like blended capital or partial guarantee schemes—could be instrumental, especially if paired with digital channels to scale efficiently.

A plethora of digital lending apps like Branch and FairMoney have entered the market, operating similarly to mobile money lenders but often with slightly larger loan capacities.

## THE DIGITAL DISRUPTOR: FINTECH AND ALTERNATIVE FINANCE

In response to the failures of traditional banking, Ghana has witnessed an explosion in financial technology. This sector is dynamically filling the void, particularly for SMEs and individuals.

Mobile Money-lending platforms are building on the ubiquitous adoption of mobile money (Momo), as telecom providers and banks now offer instant, micro-loans directly through mobile phones. Services like MTN's MomoAdvance use algorithm-based credit scoring analyzing a user's transaction history to disburse funds in minutes.

This has the advantages of unparalleled speed and convenience with minimal documentation and no physical collateral required. These loans are highly accessible for micro and small businesses needing quick cash for inventory or emergencies.

But the loan amounts are very small, carrying exorbitantly high annualized percentage rates (APRs) and demanding extremely short repayment periods (often 30 days or less). Furthermore there is the real risk of borrowers becoming trapped in a cycle of debt due to the ease of borrowing.

A plethora of digital lending apps like Branch and FairMoney have entered the market, operating similarly to mobile money lenders but often with slightly larger loan capacities.

These offer fast, entirely digital processes as data-driven credit assessment expands access to those without traditional credit histories. Again though, high costs and short tenors are the major drawbacks. Data privacy concerns also loom large, as these apps require deep access to users' phones (contacts, messages, etc.) as part of their risk assessment.

While still in the early stages of their evolution, crowdfunding platforms are emerging, allowing businesses to raise small amounts of money from a large number of people, typically online. This is often rewards-based - offering products or services in return - rather than equity-based.

Crowdfunding gives access to a broader pool of investors, provides valuable market validation and marketing exposure and no debt or equity is given up in rewards-based models. However for it to succeed as a financing source an enterprise requires a compelling story and strong marketing effort from the business owner. Even then, success is by no means guaranteed and most dauntingly, the regulatory environment is still evolving.

### THE STRATEGIC PARTNER: PRIVATE EQUITY AND VENTURE CAPITAL

For high-growth businesses with the potential to scale rapidly, Private Equity (PE) and Venture Capital (VC) represent a significant source of sophisticated capital. This is less of a loan and more of a partnership.

Private Equity firms typically invest in established, profitable companies medium sized firms, seeking capital to expand, restructure, or acquire competitors. They buy a significant minority or majority stake. Venture Capital firms, on the other hand, invest in early-stage, high-risk, high-potential startups in sectors like tech, fintech, and agribusiness. Both private equity and venture capital provide substantial capital injections that are often unavailable elsewhere, bring invaluable

expertise, strategic guidance, and networks and enhance corporate governance and operational efficiency. Furthermore the funding is not debt, so there are no monthly interest payments, easing cash flow pressure.

But both sources of finance require surrendering a portion of ownership and, consequently, some control over company decisions. The process is highly selective and rigorous, with fund managers conducting intense due diligence. The goal of both private equity and venture capital is a high-return exit (usually through a sale or initial public offering on a stock exchange) within five to seven years, which may create pressure on the business that conflicts with the founder's long-term vision.

In Ghana, the state-owned Venture Capital Trust Fund typically supports early-stage businesses and innovation. In a lower interest-rate environment, the cost of capital declines, making venture debt and equity instruments more viable. Additionally, stability in local currency may encourage longer investment horizons into higher-risk, high-growth ventures.

The Formal Capital Market: Listing on the Ghana Stock Exchange

For the most prominent and mature companies, going public on the Ghana Stock Exchange (GSE) or its dedicated Ghana Alternative Market (GAX) for SMEs is the ultimate access to capital. An Initial Public Offering (IPO) allows a company to raise funds by selling shares to the public.

This allows an enterprise to raise large amounts of capital without incurring debt while enhancing the company's public profile,

prestige, and credibility and providing liquidity for existing shareholders. It also facilitates future fundraising through secondary offerings.

However this is an incredibly expensive, time-consuming, and complex process requiring advisors, lawyers, and auditors. It demands a high level of transparency and public disclosure, subjecting the company to market scrutiny and shareholder pressure even as the founders control is diluted. The market's liquidity can be a challenge, limiting the appeal for some investors.

### OFFICIAL SUPPORT: DEVELOPMENT FINANCE INSTITUTIONS (DFIS) AND GOVERNMENT PROGRAMMES

A critical layer of Ghana's financing ecosystem consists of DFIs like the World Bank's International Finance Corporation (IFC), the African Development Bank (AfDB), and national entities like the Development Bank Ghana (DBG), National Investment Bank (NIB) and the Ghana EXIM Bank. These institutions exist to spur economic development in key sectors.

Such institutions offer longer loan tenors and more patient capital than commercial banks and they provide technical assistance and expertise. They often focus on strategic projects with positive developmental impact such as agriculture, infrastructure and renewable energy.

On the other hand though, the application process can be even more bureaucratic and slower than that of commercial banks. Funding is often tied to specific sectors, geographies, or developmental outcomes, making it inaccessible for businesses outside these mandates. Eligibility criteria can be strict too.

DBG, a government-owned institution backed by the World Bank, EIB, KfW, and AfDB, has long aimed to lower Ghanaian interest costs via long-term, de-risked wholesale lending to commercial banks. Before 2025, it targeted an 8 percentage-point reduction in borrowing rates over five years through structured interventions. Entering 2025, DBG's model grew even more relevant. With cedi strengthening and inflation easing, DBG's low-cost capital can now be passed through more efficiently, allowing partner banks to sustainably lower rates for SMEs and agribusiness. Additionally, DBG has earmarked over GHc1 billion for agricultural funding in 2025 and plans to increase disbursements beyond GHc3 billion.

GEXIMBANK, as a key facilitator of trade and export credit, is deepening support for exporters. The appreciation of the cedi may lower income in dollar terms, but overall stability and improved forex channels—like cocoa-for-dollar inflows—enable improved export finance terms.



Government initiatives, through its institutions such as the Ghana Enterprises Agency aim to provide low-cost loans and training to youth-led enterprises too. Such initiatives are designed to be affordable and supportive for startups and small businesses. But rollout and accessibility have been major challenges, with many entrepreneurs reporting difficulties in accessing the promised funds. Bureaucracy and politicization can sometimes hinder effectiveness.

## THE INFORMAL SOURCES OF FINANCE: SUSU, ROTATING SAVINGS, AND FAMILY NETWORKS

Despite the proliferation of formal options, a vast portion of Ghanaian business financing remains resolutely informal. The Susu collector, a timeless figure, continues to collect daily savings from market women. Family and friends remain the first port of call for many budding entrepreneurs. This system is deeply embedded in the culture and so is highly accessible with no formal requirements. Flexible terms can be secured based on trust and relationships and indeed such financing is often interest-free when secured from family.

But capital capacity is extremely limited. Relying on personal relationships can lead to conflict and social pressure and offers no credit building to help businesses graduate to formal finance. Besides, there is no legal recourse in case of default.

## CHOOSING THE RIGHT ALTERNATIVE

Selecting the right source of financing is a strategic decision that must align with the company's stage of growth, size, sector, and specific needs.

For a micro or small sized business, informal financing might be the best alternative. For a woman selling groceries in Makola Market, a mobile money loan or Susu collector might be the only viable option for a quick inventory purchase, despite the high cost. The key is to use it for a specific, short-term need that generates immediate returns, avoiding a debt trap. Another alternative though is micro-finance, although this usually requires collateral which becomes at risk of forfeiture if the loan goes into default. Loan costs are typically high too, computed on monthly rather than annual basis.

However a small to medium sized, formal enterprise such as a tech startup with a proven product and recurring revenue could actively explore venture capital as a means of avoiding the rigours of formal lending and the inordinately high interest rates that would be demanded. The value-add of a Venture Capital firm's network and expertise can be more valuable than the cash itself.

Alternatively, they could target DFIs with a focus on tech innovation or consider a future listing on the Ghana Alternative Stock Exchange.

A medium sized enterprise with a track record of business success such as successful food processing company looking to buy new machinery and expand to other ECOWAS countries might opt for a medium-term bank loan, leveraging its assets. However, if it seeks a more transformative leap, partnering with a private equity firm could provide the capital and strategic overhaul needed to become a regional champion.

However a large corporation such as a major conglomerate will likely employ a hybrid model: for instance, using bank syndicates for large-scale projects, considering a corporate bond issue on the stock exchange, and potentially engaging with private equity for specific divisions. For them, the capital market is a strategic tool for optimization and dominance.

## THE FUTURE OF BUSINESS FINANCE IN GHANA

The landscape is evolving rapidly. Key trends promise to further reshape access to capital. For instance regulatory developments with regards to open banking could allow secure sharing of financial data between banks and third-party providers - like fintech apps - leading to more accurate credit scoring and better products for SMEs. Solutions that allow large anchor companies to help their suppliers access working capital based on the strength of the anchor's credit are gaining traction, strengthening entire value chains. International funds are increasingly looking at providing direct lending to promising African companies, offering an alternative to both banks and equity dilution.

Ghana's business financing ecosystem is no longer a monolith. It is a vibrant, sometimes chaotic, but increasingly diverse marketplace of options. The days of a one-size-fits-all approach are over. The modern Ghanaian entrepreneur, from the CEO of a multinational subsidiary to the owner of a small kiosk, now has a menu of choices, each with its own price tag and set of conditions. However there are some themes currently in Ghana that cut across multiple sources of business finance.

The marked policy shift—with a 300 bps rate cut in July—reflects confidence in disinflation, which is expected to continue amid supportive base effects and stabilized FX. Institutions across the board—banks, DBG, capital markets—are adjusting pricing, instruments, and outreach to align with lower-cost capital.

With Ghana's gross international reserves near record levels (import cover now exceeds four months) and clearer forex rules—like banning foreign currency payouts without deposits—macro levers are helping anchor investor trust. These steps have ripple effects: better asset quality, lower forex risk, and improved liquidity for lending and investment.

State-backed institutions operate in an environment strengthened by Ghana's ongoing fiscal consolidation, recently concluded debt restructuring, and new found government discipline—key enablers for deeper lending, recapitalization, and reform across the banking sector. Efforts to improve public financial management help create space for capital injections and scale-up programs.

DBG's focus on agriculture, SMEs, and industrial value chains aligns with national ambitions under the "24-Hour Economy" and export diversification programs. As forex volatility subsides and interest costs fall, these sectors can expect better access to capital and stimulus from state-led development banks.

The conundrum has shifted from a sheer lack of options to the critical need for financial literacy and strategic acumen. The winning businesses will be those that thoroughly understand their own needs, meticulously evaluate the trade-offs of each financing source, and astutely navigate this complex landscape to secure not just capital, but the right kind of capital for their growth ambitions.

Ghana's business financing ecosystem is no longer a monolith. It is a vibrant, sometimes chaotic, but increasingly diverse marketplace of options.

# Haier

More Creation, More Possibilities

## MAGIC CONVERTIBLE

Convert To a Full Fridge Or Freezer

FOR YOUR EXTRA STORAGE NEEDS.

CAPACITY: 355 L | AVAILABILITY IN: GLASS AND STEEL

BIG BOTTOM MOUNTED REFRIGERATOR



TRIPLE INVERTER &  
DUAL FAN TECHNOLOGY



MAGIC  
CONVERTIBLE

14<sup>IN</sup> 1

14 IN 1 CONVERTIBLE  
MODES



SEPARATE  
FRUIT BOX

Jhukna|  
Mat!

JHUKNA  
MAT

1H<sub>T</sub>

1 HOUR ICING  
TECHNOLOGY



Mirror Glass



Black Glass



Inox Steel



Brushline Silver

 kabfamghltd

 kabfamgh  www.kab-fam.com

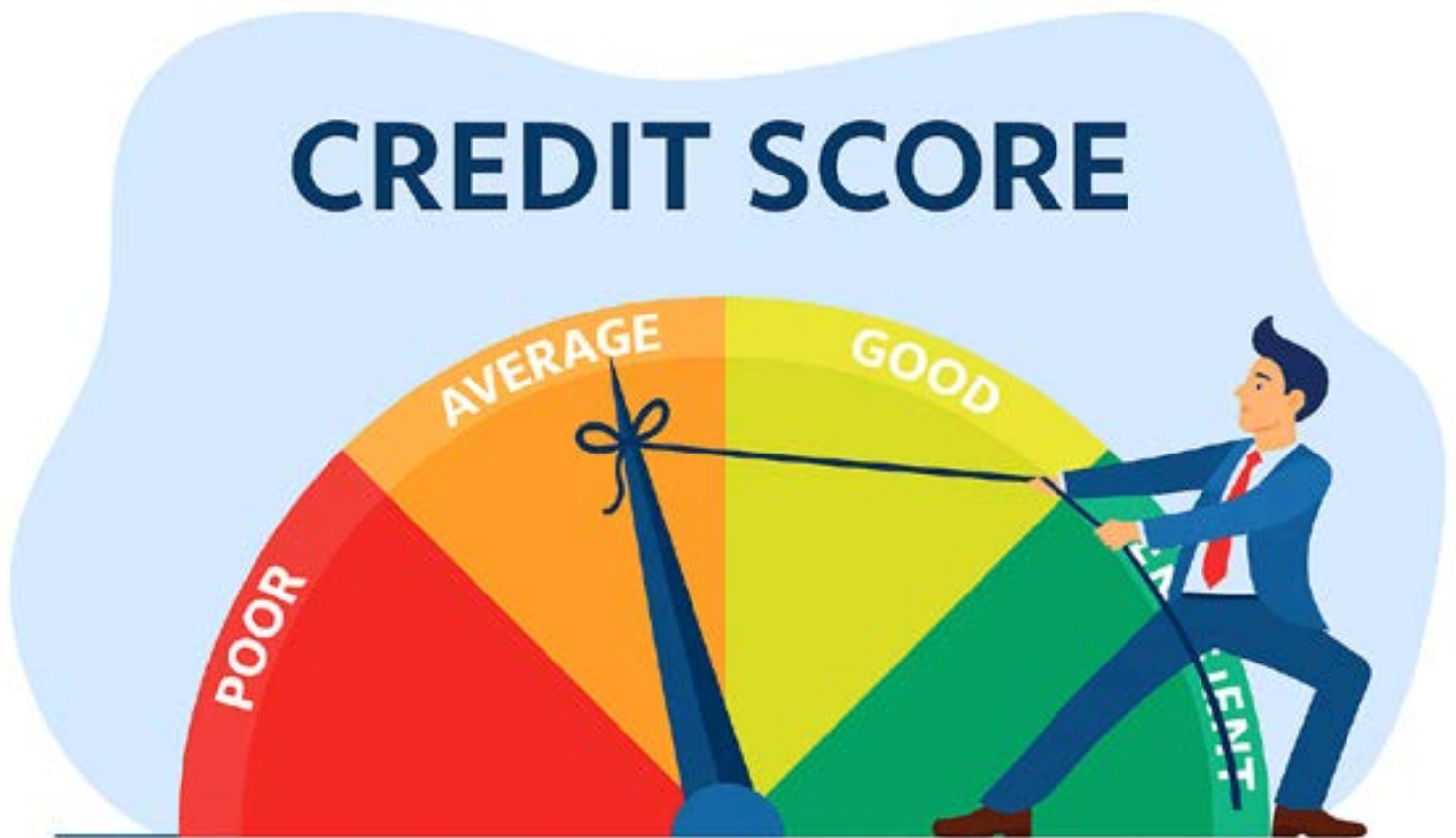
 **0500 000 105**

ABLEKUMA | ACHIMOTA | AMASAMAN | DANSOMAN | DARKUMAN JUNCTION  
EAST LEGON | HAATSO | KASOA BRIGADE | KWABENYA LEGON UPSA | NORTH  
LEGON | NUNGUA | OYARIFA | TEMA COMM. 4 | KUMASI | TAKORADI

**KAB-FAM**

# Decoding the power and peril of credit ratings in corporate Africa

*In this special report, TOMA IMIRHE takes stock of who rates African corporates, how they are rated, whether those ratings are fair and accurate, and where coverage is expanding. It also offers a snapshot of notable African issuers and their current ratings.*



In the vast and complex ecosystem of global finance, perception is often reality. For corporations across Africa, seeking growth and capital in a competitive international market, this perception is frequently distilled into a single, powerful alphanumeric code: a credit rating. Issued by a handful of influential agencies, these ratings act as a financial passport, a risk barometer, and sometimes, a contentious verdict on a company's future.

In boardrooms from Casablanca to Cape Town, the unglamorous number that represents a credit rating can make or break a corporate strategy. For African corporations, those few letters—for instance BBB, Ba2, B+, as an international rating or a national-scale AAA(ng)—set the cost of money, open or slam shut doors to bond

markets, shape financial covenant headroom, and influence how global investors perceive both company and country risk. Yet Africa's corporate rating landscape is more layered than most realize, a patchwork of global and home-grown agencies, international and national scales, and regulatory rules that vary by market. The process of rating African corporations is a nuanced dance between cold, quantitative data and qualitative, often subjective, analysis of the unique challenges and opportunities on the continent. The result is a system that's evolving fast—broader than a decade ago, still thin in places, and at the centre of a heated debate about fairness even as the profound impact of credit rating judgments is essential to grasping the modern African business landscape.

## THE GLOBAL "BIG THREE" AND THEIR REGIONAL CHALLENGERS

The global credit rating industry is dominated by the "Big Three": Standard & Poor's (S&P Global Ratings), Moody's Investors Service, and Fitch Ratings. These agencies hold immense sway over international investors, and their ratings are considered the gold standard for corporations seeking access to global debt markets.

These agencies rate a mix of Africa's banks, telecommunications firms, commodity companies, sovereign-linked entities, and a smaller number of industrials and retailers, often where there are Eurobond programmes, offshore bank facilities, or international project finance structures. For example, Moody's rates

MTN Group at Ba2 (stable) on the global scale, reflecting robust cash flow and market leadership counterbalanced by operating-environment risks. While these giants cover the vast majority of rated African entities, a distinctly African layer has matured alongside the Big Three, providing ratings on regional or national scales that are indispensable for local-currency bond markets and bank lines:

A significant and growing presence is that of GCR Ratings (Global Credit Rating Co.). Founded in South Africa in 1996, GCR has established itself as a leading pan-African agency, leveraging its deep on-the-ground expertise and understanding of local contexts to rate thousands of entities across the continent. Its ratings are particularly influential within Africa itself and are often used by local banks and investors. Now spanning Anglophone and Francophone Africa, GCR has become the continent's largest home-grown agency, including, by acquiring Senegal-based WARA (West Africa Rating Agency), coverage across UEMOA.

Aside from the big three global ratings agencies and GCR, the prominent regional ratings agencies are Bloomfield Investment, headquartered in Côte d'Ivoire and influential across Francophone West and Central Africa; and Augusto & Co. headquartered in Nigeria widely used for Nigerian banks and corporates, and now expanding into other African countries such as Ghana. Others exist in specific niches and markets.

These agencies apply national or regional scales calibrated to local default environments. An issuer can therefore be investment-grade on a national scale—for example AAA(ng) in Nigeria with GCR—while still being a single-B on the global scale once sovereign ceilings and cross-border risks are factored in. Dangote Cement, for instance, holds top-tier national-scale ratings from GCR (AAA(ng)), a classification that helps anchor domestic market confidence.

Global-scale ratings (Moody's, S&P, Fitch) are intended to be comparable across countries. They incorporate sovereign ceilings as well as foreign currency transfer and convertibility risks, and the structural realities of operating environments. That's why even the best-run African corporates can be constrained at BB or B territory globally, especially if their home sovereigns sit in similar buckets.

National or regional scales (GCR, Bloomfield, WARA, Augusto) rank issuers relative to peers within a single country or monetary union. They're essential for local-currency markets, bank capital models, and regulatory requirements. Crucially, these scales are not directly comparable to global scales. A recalibration can also shift the distribution of ratings. In May 2025, for example, Fitch recalibrated its Nigeria National Rating scale, a technical exercise that changed how Nigerian entities line up relative to each other without altering their underlying global risk.

Aside from the big three global ratings agencies and GCR, the prominent regional ratings agencies are Bloomfield Investment, headquartered in Côte d'Ivoire and influential across Francophone West and Central Africa; and Augusto & Co. headquartered in Nigeria widely used for Nigerian banks and corporates, and now expanding into other African countries such as Ghana.

How they do it: A blend of science and judgment. The methodology employed by these agencies, while proprietary in its finer details, follows a publicly disclosed and structured framework. It is a holistic process that looks both at the corporation itself and the environment in which it operates.

At the centre of the process is a business profile analysis. Analysts first assess the company's fundamental health. This includes industry position where the analysts examine whether the company is a market leader (like MTN or Safaricom in telecoms) or is a smaller challenger, considering its market share and competitive advantages. It also examines the company's operational strength looking at how efficient and profitable its operations are and the diversity of its revenue streams. Finally, as part of this analysis, the quality, experience, and governance practices of the leadership team are critically examined.

Accompanying all this is a financial profile analysis. This is the quantitative core of the rating. Analysts pore over financial statements to evaluate: profitability using metrics like EBITDA margin and return on capital; leverage using the company's debt-to-EBITDA ratio as a key indicator of its debt burden; cash flow as the ability to generate consistent cash flow to service debt is paramount; and liquidity to determine whether the company has enough cash and undrawn credit facilities to cover short-term obligations.

Then the credit rating agency, if it is an international one, assesses macroeconomic and country-specific factors where it is operating.

This is where rating an African corporation diverges significantly from rating one in a developed market. International agencies heavily weight the sovereign credit rating of the country where the company is based. This "sovereign ceiling" often acts as a cap for corporate ratings, based on the rationale that in a severe economic crisis, even the strongest company would be adversely affected by government default, currency controls, or social unrest. Factors like political stability, regulatory frameworks, GDP growth, and currency volatility are all factored in.



The whole process involves meetings with company management, site visits, and intense scrutiny of financial models. The final rating—whether an investment-grade ‘BBB-’ (S&P/Fitch) or ‘Baa3’ (Moody’s) or a speculative-grade (‘junk’) ‘B’ or ‘C’—is a forward-looking opinion on the likelihood of default.

There are sector nuances in the credit ratings process too. Banks, for instance often carry international ratings closer to sovereign because of their direct exposures to government securities and domestic macro risk.

Telcos tend to benefit from recurring cash flows and scale, but face regulatory and forex risks across multi-country footprints. Commodities and cement issuers track cycles and domestic demand but often dominate local scales which is why, for instance, Dangote Cement holds GCR AAA(ng) nationally in Nigeria.

Francophone UEMOA corporates commonly carry WARA or Bloomfield marks on UEMOA’s regional scale, which supports issuance on the BRVM stockmarket which lists and trades francophone West African companies. Sonatel (Orange’s Senegalese subsidiary) is a prominent case with WARA AA- Stable on the regional scale, while its international-scale mapping sits around iBB (Stable).

What a good or bad rating means for a company Scores of major African corporations across key sectors carry ratings. Their stories illustrate the benefits and risks attached to these scores.

A strong, investment-grade rating is a powerful competitive tool. It provides access to capital, opening the door to international bond markets, allowing companies to borrow larger sums at longer maturities. It also lowers borrowing costs since the perceived lower risk translates directly into lower interest rates. A difference of a single rating notch can save a company millions of dollars in interest payments over the life of a bond.

A good credit rating boosts investor confidence acting as a signal of quality and stability, and thus attracting a broader pool of institutional investors (e.g., pension funds) that are mandated by regulation to only hold investment-grade debt. It also offers strategic flexibility since, with cheaper capital, companies can more easily fund expansion, acquisitions, and innovation, fueling growth.

Conversely, a credit rating downgrade into speculative grade, or a negative outlook, can trigger a vicious cycle. It tends to lead to higher borrowing costs with debt becoming more expensive, squeezing profitability and cash flow. It also limits capital access as many investors are forced to sell speculative-grade bonds, shrinking the pool of available capital.

A credit rating downgrade can also cause reputational damage. A low rating can stain a company’s image with suppliers, customers, and partners. It can trigger covenant clauses as well. Loan agreements often contain clauses

## EXAMPLES OF RATED AFRICAN CORPORATIONS:

There are lots of leading African corporations who are rated internationally, locally or both.

**MTN Group (Pan African):** As Africa’s largest mobile operator, MTN is a frequent issuer of international bonds. It holds investment-grade ratings from S&P (BBB-) and Moody’s (Ba2, Outlook Stable), reflecting its vast scale, strong cash generation, and geographic diversification across multiple African markets.

**Safaricom (Kenya):** The Kenyan telecoms titan, famous for its M-PESA mobile money service, its national rating by GCR (AA(KE)) and has been rated internationally. Its high rating reflects its phenomenal profitability, dominant market position, and its role as a critical piece of national infrastructure.

**Dangote Industries Limited (Nigeria):** The continent’s largest conglomerate, with mega-projects like the Dangote Refinery, is rated by both S&P (B+) and Moody’s (B2). Its rating is constrained by Nigeria’s sovereign rating (B-/B3), high leverage related to its massive capital expenditure, and exposure to the volatile Nigerian macroeconomic environment. However it is rated AAA(ng) (national) by GCR

**AngloGold Ashanti (South Africa):** A global gold mining giant, its rating (BB from S&P) balances the inherent risk of mining against its strong operational assets and hedging strategies.

**Standard Bank Group Ltd (South Africa)>Fitch:** Long-Term IDR BB-, Outlook Positive. Franchise strength and diversified earnings weighed against South Africa’s sovereign-linked constraints

**Access Bank Plc / Access Holdings Plc (Nigeria) – Fitch:** Long-Term IDR B; National Rating AA-(nga) on Rating Watch Positive after Nigeria national-scale recalibration. Reflects strong domestic franchise and regional expansion with sovereign-linked constraints.

**Zenith Bank Plc (Nigeria) – Fitch:** Long-Term IDR B; National AA+(nga). Supported by solid profitability and liquidity; capped by Nigeria’s operating environment on global scale.

**Sonatel (Senegal / UEMOA) – WARA:** AA- (regional scale), Stable; International scale: iBB (Stable). Key UEMOA telecom issuer on BRVM; ratings support competitive funding locally.

that can be triggered by a downgrade, demanding immediate repayment or imposing stricter terms, creating a liquidity crisis.

### ARE THE RATINGS FAIR?

The work of the rating agencies in Africa is a subject of intense debate among business leaders, politicians, and economists. The central criticism is that the “sovereign ceiling” practice is overly punitive, unfairly tainting world-class African companies with the same brush as their sometimes struggling home governments.

Prominent critics argue that the agencies are inherently biased and conservative.

They claim the models are designed for developed economies and fail to adequately capture the growth potential and resilience of African corporations. A common grievance is that agencies are quick to downgrade during periods of political uncertainty or economic slowdown but are slow to upgrade when conditions improve, creating an “asymmetric” response that perpetuates a negative perception.

However, defenders of the agencies, and the agencies themselves, offer a counter-narrative.

They argue that their role is not to be cheerleaders for Africa but to provide a cold-eyed, objective assessment of risk for their subscribers—the international investors.

One analyst from a major agency explains: “Our models are based on global benchmarks, but we absolutely do contextualize for Africa. The sovereign ceiling isn’t punitive; it’s pragmatic. The risk of transfer and convertibility of currency—the ability to get your money out—is a real and present danger in many markets, and it is our duty to price that risk.”

Some African business leaders, while frustrated, acknowledge the framework. A senior executive at a rated Nigerian bank notes, “It’s a system we have to operate within. The onus is on us to maintain transparent operations, manage our leverage prudently, and consistently engage with the agencies to tell our story. Over time, as we demonstrate resilience, the ratings can improve.”

The actual data points both ways. A United Nations Development Programme analysis cited frequently across the continent suggests Africa could be paying tens of billions of dollars more in borrowing costs due to methodology choices and perception biases.

Conversely, IMF-type studies (and credit ratings agency rebuttals) argue that once governance, fiscal metrics, and macro volatility are taken care of, an “Africa premium” largely dissipates, implying ratings mostly track fundamentals. A recent Financial Times overview captured both sides: critics cite structural bias and thin Africa presence; agencies point to consistent global frameworks and historical loss data; and independent voices say better data transparency by issuers is as vital as methodological refinement.

The rise of agencies like GCR is itself a response to this debate. By having analysts who live the realities of the markets they cover, they argue for a more nuanced approach that can sometimes lead to higher ratings for strong corporations in weaker sovereigns, breaking the ceiling where justified.

## THE EFFORT TO RESET AND EXPAND THE CREDIT RATINGS OF CORPORATE AFRICA

The African Union, African Peer Review Mechanism and partners have intensified work toward an African Credit Rating Agency (AfCRA) to bring more Africa-centred methodologies and greater local presence. A mid-2025 World Economic Forum briefing flagged AfCRA’s advances, while AU notices in August 2025 show ongoing operational build-out and communications procurement. Independently, Making Finance Work for Africa has reported an expected AfCRA launch by September 2025, with a focus on local-currency ratings for African states and institutions, although this now appears overly optimistic. If delivered

with strong governance and independence, AfCRA could broaden coverage and bring a useful additional opinion to the market.

With regards to technical support for companies seeking ratings, FSD Africa’s 2025–2030 strategy emphasizes deepening domestic capital markets—ratings literacy and issuer readiness included—and its programmes with institutions such as InfraCredit Nigeria continue to de-risk local-currency issuance (particularly infrastructure), which in turn pulls more corporates into the ratings net. UNECA and partners are likewise training policymakers on sustainable finance tools, which includes integrating ratings in green and transition finance frameworks.

Fitch’s Nigeria national-scale recalibration in May 2025 and the steady flow of first-time corporate ratings—especially in telecoms, utilities, and transport—signal a gradual broadening of rated names. Recent actions on Axian and Liquid Telecommunications show how private African telecom platforms are migrating from bank-only funding to bondable stories, which requires and then reinforces ratings coverage.

## AN IMPERFECT, YET INDISPENSABLE, GUIDE

The credit rating system for African corporations is imperfect. It can be blunt, slow to recognize positive change, and heavily influenced by macroeconomic factors beyond a single company’s control.

The criticisms of bias and over-reliance on the sovereign ceiling carry significant weight.

Yet, for all its flaws, it remains an indispensable part of the financial architecture. In a world where information asymmetry is a major barrier to investment, ratings provide a standardized, albeit imperfect, benchmark. They force discipline and transparency on corporations and offer a starting point for investors navigating a diverse and fast-growing continent.

The future likely lies in a more balanced ecosystem. The continued growth of respected pan-African agencies like GCR will provide a crucial complementary perspective. Meanwhile, as African capital markets deepen and local institutional investors grow, the reliance on foreign-owned agencies may lessen. For now, the alphanumeric code issued from New York, London, or Johannesburg remains a powerful determinant of corporate destiny in Africa—a verdict that is both challenged and indispensable.

tBE





## Putting Global Africa to use in continental development

*Africans in the diaspora make up what has come to be known as Global Africa, which, if it was a country, would be one of the most populous, wealthiest and most talented in the world. THE BUSINESS EXECUTIVE profiles Africa in the diaspora and looks at how it can be leveraged to support the continent's growth and development efforts.*

In the grand narrative of global economics, Africa is consistently framed as the final frontier: a continent of unparalleled potential, burgeoning youth, and untapped resources. Yet, a critical, often overlooked component of this story exists not within its 30.3 million square kilometres, but scattered across the globe. It is a continent of people, not land—a dynamic, powerful, and increasingly connected force known as the African diaspora. To view the diaspora merely as a group of emigrants

is a profound miscalculation. It is, rather, Africa's strategic global arm, a vast network of human capital, financial power, and cultural influence that represents one of the most potent accelerants for the continent's development.

Quantifying the African diaspora is an exercise in approximation, as definitions vary from the descendants of the transatlantic slave trade to more recent voluntary emigrants. However, by conservative estimates, this global nation numbers over 170 million people. If gathered

in one place, it would constitute the world's eighth-most populous country. Its economic weight is staggering. The collective GDP of the African diaspora is estimated to be a colossal US\$2.1 trillion annually. To contextualise, this figure surpasses the entire nominal GDP of all but a handful of African nations and rivals the economic output of giants like Italy or Brazil.

This diaspora is not a monolith. Its structure is complex, layered by history, motive, and generation.

# African Diaspora

There is the historical diaspora, located primarily in the Americas, the Caribbean, and Europe, which consists of the descendants of those forcibly displaced by the transatlantic slave trade. For centuries, their connection to the continent was severed by violence and time, often romanticised or mourned but rarely operationalised. However, movements like “Black Is King” and the genealogical tracing facilitated by companies like AfricanAncestry.com have sparked a powerful cultural and emotional re-engagement. This group possesses immense collective wealth, political influence, and a deep, often spiritual, yearning to reconnect.

Then there is the contemporary diaspora, comprising Africans who left the continent voluntarily, typically in the late 20th and early 21st centuries, in search of education, economic opportunity, or stability—the so-called “brain drain.” They are doctors in London, engineers in Calgary, software developers in Silicon Valley, and academics in Melbourne. They maintain strong, direct ties to their countries of origin, sending billions back in remittances and staying actively involved in local affairs. Theirs is a tangible, immediate connection, often characterised by a dual identity—a citizen of their new home, but a stakeholder in their old one.

Finally there is the blended diaspora, comprising the children of the contemporary diaspora, first-generation born abroad, who represent a fascinating hybrid. They are native to the digital world, effortlessly global in their outlook, and often possess skills highly relevant to a modernising Africa—in tech, creative arts, and entrepreneurship. Their connection is less about nostalgia and more about opportunity and identity-building, seeing the continent not just as an ancestral home but as a viable canvas for their own ambitions.

The potential to contribute capital, knowledge, and influence

The question is no longer if the diaspora can contribute, but how Africa can strategically harness this triple-helix of capital, knowledge, and influence for accelerated growth.

Remittances are the most visible and significant economic contribution, consistently surpassing Foreign Direct Investment (FDI) and official development aid in many African countries. In 2023, remittance flows to Sub-Saharan Africa reached over US\$55 billion. However, this figure only tells part of the story. The true potential lies in transforming these flows of consumption into flows of investment.

The challenge has been a lack of structured, trustworthy, and accessible avenues for diaspora investment. The solution lies in innovative financial instruments. Diaspora Bonds, for instance, could be issued by governments or private entities to fund specific, high-impact infrastructure projects—a power plant, a toll road, a university campus. These bonds tap into patriotic capital, offering a lower rate of return than commercial markets but a higher social dividend.

Furthermore, the rise of fintech and crowdfunding platforms is a game-changer. Platforms like Afrikwity and Daba are creating avenues for diaspora members to invest in vetted African startups and SMEs with small ticket sizes. This democratises investment, allowing a software engineer in Texas to own a piece of a promising agri-tech company in Kenya. It channels capital directly to the job-creating engines of the economy, bypassing often cumbersome traditional systems.

“Digital diaspora” networks are powerful tools. Platforms linking African engineers abroad with those at home, or associations of African doctors volunteering for virtual medical training sessions, can facilitate a continuous “brain circulation.”

Actually, the most valuable export Africa lost during the slave trade and subsequent brain drain has not been its minerals, but its minds. The key now is not necessarily to bring all those minds back physically, but to tap into their knowledge virtually and strategically.

“Digital diaspora” networks are powerful tools. Platforms linking African engineers abroad with those at home, or associations of African doctors volunteering for virtual medical training sessions, can facilitate a continuous “brain circulation.” Initiatives like “Talent Beyond Boundaries” can help match diaspora skills with specific short-term projects in Africa, creating a “fly-in, fly-out” model of expertise transfer without the permanence of relocation.

For those who do return, the impact is multiplied. They bring back not just technical skills, but also global networks, management best practices, and a culture of accountability. They are the founders of tech hubs in Kigali, the architects of sustainable housing in Lagos, and the innovators revolutionising finance in Cape Town. They are living bridges between global standards and local contexts.

But perhaps the most underutilised diaspora asset is its influence on the global stage. The historical and contemporary diaspora shapes the world’s perception of Africa from within its most powerful institutions.

In boardrooms, a diaspora executive can advocate for a supplier contract to be awarded to an African company. In Hollywood, a diaspora producer can greenlight stories that counter the single narrative of poverty and conflict, showcasing Africa’s innovation and creativity. In the halls of the U.S. Congress or the European Parliament, diaspora lobby groups can advocate for fairer trade policies, more targeted aid, and investment treaties that benefit the continent.





They are the ultimate cultural ambassadors, rebranding Africa from within, challenging stereotypes, and opening doors that have long been closed.

## BUILDING THE BRIDGE TOGETHER

For this potential to be fully realised, a concerted effort is required from both sides.

African governments must move beyond rhetoric and create enabling environments. This means implementing dual citizenship thereby allowing the diaspora to fully participate in economic and political life without sacrificing their status abroad. Creating dedicated diaspora directories, through the building comprehensive databases of skills and professions to facilitate knowledge transfer, is also necessary. So is ensuring transparent governance since diaspora investors will only commit capital if they trust the institutions and projects they are investing in. Transparency is non-negotiable. Finally there is the need to developing tailored investment vehicles which requires working with financial institutions to create and regulate the diaspora bonds and investment platforms that can channel capital effectively.

The diaspora, in turn, must organise itself beyond cultural associations into potent economic networks. It must be willing to look beyond immediate, high returns and consider the long-term transformative impact of its investments. It must engage not just as critics from afar, but as active, constructive partners in the difficult work of nation-building.

The African diaspora is the continent's unique advantage in a globalised world. It is a ready-made network of advocates, investors, and innovators. By finally building a robust, two-way bridge across the oceans, Africa can effectively plug its brain drain, unlock trillions in catalytic capital, and harness the global soft power needed to write its next—and greatest—chapter. The uncharted continent of its people abroad may well be the key to unlocking the boundless potential of the continent at home.

## How West African countries are leveraging on the diaspora

*West Africa seems to have taken the lead with regards to attracting the interest, talents and investments of the continent's diaspora. Here is what its two biggest economies - Nigeria and Ghana - are doing to achieve this.*

### Ghana: From 'Year of Return' to Investment Platforms

Ghana's Year of Return campaign in 2019 marked the 400th anniversary of the first enslaved Africans landing in Virginia. Launched in Washington D.C. by the then President Nana Akufo-Addo, the initiative encouraged diaspora Africans—particularly African Americans—to return, reconnect, settle, and invest. It drew globally renowned visitors—Idris Elba, Cardi B, Naomi Campbell, Steve Harvey among them—and generated substantial tourist inflows, estimated at nearly 1.5 million visitors and up to US \$1.9 billion in associated economic activity. Building on that momentum, the government's Beyond the Return initiative, launched in December 2019, established a longer-term (2020-2030) diaspora engagement strategy dubbed "A Decade of Renaissance." It created economic pathways such as the Sankofa Account—an investment account tailored for diaspora investors to channel funds into tourism, real estate, and infrastructure in Ghana.

In December 2023, Ghana introduced a formal Diaspora Engagement Policy, aiming not just for remittances but fostering exchange of knowledge, skills, and long-term investments. The policy highlights the diaspora as a central actor in sustainable development. Ghana's diaspora—estimated at between 1.5 million and 3 million across over 33 countries—sent about US\$3.6 billion in remittances in 2021, making it a critical economic support.

Furthermore, a Diaspora Investment Desk has been established under the Ghana Investment Promotion Centre (GIPC)

Forging emotional ties into tangible assets, Ghana granted citizenship to 524 diaspora individuals, including Black Americans.

### Nigeria: Financial Instruments and Structured Funds

Nigeria pioneered diaspora bonds in sub-Saharan Africa. In 2017, its first diaspora bond raised US\$300 million, offered at a 5.625% interest over five years. Uniquely, it was structured as a retail instrument, targeting individual diaspora investors globally and was registered with both the United States Securities & Exchange Commission and the United Kingdom Listing Authority—boosting credibility and transparency. By late 2024, remittances had dramatically increased—reaching US\$600 million per month (more than double prior levels)—thanks to sweeping currency and subsidy reforms. The Central Bank of Nigeria governor signaled intent to issue a U.S.-based diaspora bond in 2025 and to elevate remittance inflows to US\$1 billion per month

In early 2024, the federal government unveiled plans for a US\$10 billion Nigeria Diaspora Fund. Managed by eligible asset managers, the fund is structured to channel investments into infrastructure, education, health, and entrepreneurship, with a lifespan of 10 years and investment horizons of three to five years.

Complementing this, the Diaspora Housing Scheme was launched in November 2023, offering diaspora Nigerians up to N50 million (about US\$70,000) in mortgage loans at favorable rates (6.9%) over a 10-year term. The project is coordinated by entities like the Nigerians in Diaspora Commission and includes a Diaspora City Project

The Nigerians in Diaspora Commission (NIDCOM) plays a central role, housed under the Ministry of Foreign Affairs, coordinating diaspora policy, advising government, and facilitating investment.

Through its National Diaspora Policy, Nigeria has delineated responsibilities across ministries and agencies—from tax incentives, through streamlined business registration, risk mitigation and duty waivers, to data support, to create a conducive environment for diaspora investment

**tBE**



Manufacturer of Durable,  
Premium Quality and  
**Safe PVC, HDPE &  
PPR Pipes and Fitting**



Call Us Now:

**0543 66 27 27**

Location: Spintex Road, Coca-Cola Down

Website: [www.dpspipes.com](http://www.dpspipes.com)

Email: [info@dpspipes.com](mailto:info@dpspipes.com)

**CONNECTING**

**YOU TO LIFE**

# Africa's labour on the move: ...why there are intra-continental restrictions and how they are being removed

*In this feature, TOMA IMIRHE explores why restrictions on the mobility of African indigenous labour exist, how regional blocs and national governments are dismantling them, what legal frameworks are in place, which countries are the most and least restrictive, and what must happen next to turn free movement from a promise into a lived reality.*

In the bustling heart of Kigali, a young Nigerian software developer finalizes a contract with a Rwandan tech startup. In a Lusaka supermarket, a Congolese accountant manages inventory systems. In Accra, a Senegalese chef runs a thriving restaurant. These scenes, once uncommon, are becoming increasingly visible across African cities. They are the human faces of a quiet revolution: the intra-continental mobility of African labour, a force with the potential to reshape the continent's economic destiny.

The movement of people across Africa is not new; it is as ancient as the continent itself, driven by trade, kinship, and climate. However, the modern framework for this movement is a complex and often contradictory patchwork of policies, aspirations, and realities. At its core lies the tension between the grand ambition of pan-African integration, exemplified by the African Continental Free Trade Area (AfCFTA), and the stubborn persistence of restrictive national border regimes. Unlocking the full potential of African labour mobility is arguably the single most significant step towards

realizing a truly integrated economic bloc. While a multilateral framework for preferential, import duty free trade between African countries for goods originating from within the continent has been established, the free movement of labour, including trade facilitators, as well as investors and investment facilitators has not.

This is despite concrete, long standing plans to make the free movement of Africans across the continent, a simple process.

To be sure, there are millions of Africans now living and working or schooling in African countries other than their own. But this masks the difficulties most of them face in migrating within the continent and the challenges they often have to navigate in residing in other countries.

To be sure, the architects of an integrated African economy have drawn up plans to minimize such challenges.

The African Union Free Movement of Persons Protocol, adopted in Kigali, Rwanda in 2018, seeks to guarantee visa-free entry for Africans, followed by rights of residence and establishment. It complements the African Continental Free Trade Area (AfCFTA), but it is not yet in force; ratifications remain short of the threshold, reflecting member-state caution about sequencing free movement with security and administrative readiness. Still, the protocol is viewed as a cornerstone of Agenda 2063 once operationalized. However, the AU e-Passport, launched 2016 has had a limited rollout. But the African Union introduced a diplomatic/official e-passport just to symbolize eventual continent-wide mobility; full citizen rollout has lagged, although the initiative has signaled political intent to modernize identity and border management.

## LEADERS AND LAGGARDS

Much more concrete progress has been made in some of the continent's sub region though.

West Africa, through its Economic Community of West African States, (ECOWAS) is the continent's pacesetter with regards to the free movement of its indigenes across member states. A binding Protocol on Free Movement of Persons, Right of Residence and Establishment - passed as far back as 1979 - and subsequent instruments grant citizens visa-free entry for up to 90 days, with progressive rights to reside and establish businesses. ECOWAS has also adopted a Common Approach on Migration since 2008 to operationalize mobility and protect migrants' rights, and is rolling out a regional biometric ID card to simplify travel and, eventually, residence and work formalities. Implementation varies by state, but the legal baseline is strong.

East Africa is not far behind. Its East African Community Common Market Protocol, passed in 2010 enshrines free movement of workers, rights of establishment, and services liberalization. The bloc has pioneered One-Stop Border Posts (OSBPs) and Mutual Recognition Agreements (MRAs) for professions such as engineers, accountants and architects, which directly lower barriers to skilled labour mobility.

In Southern Africa, the Southern Africa Development Community's Protocol on Facilitation of Movement of Persons, passed in 2005, aims at progressive liberalization—visa-free entry for 90 days per year, followed by residence and establishment—but it has not entered into force due to insufficient ratifications. In practice, movement is governed by a web of bilateral visa waivers and national policies.

The IGAD Free Movement Protocol initiated in 2020 by countries located in the horn of Africa—notable for provisions on climate-related displacement—has been signed by several members (including Kenya in 2024) but awaits ratification to enter into force. This is a promising legal track for a region where climate and conflict pressures make orderly mobility essential.

The upshot: robust, binding free-movement rights exist in West and East Africa; Southern Africa's framework is aspirational; and the Horn has a modern protocol pending ratification. Continental rules are not yet operative.

North Africa however curiously lags behind. Despite its common Arab heritage, most North African countries maintain tight controls over

entry, especially for would be immigrants from sub-Saharan Africa. Algeria and Libya, have historically maintained stringent visa policies for other Africans, often linked to challenges of irregular migration towards Europe. The journey for a citizen from Sub-Saharan Africa seeking legitimate work in these nations is typically fraught with bureaucratic obstacles. Efforts at sub regional uniformity of regulations and policies on the movement of Africans apart, some countries are developing a reputation for openness while others are notorious for their closed doors. A handful of these African nations have emerged as pioneers, actively dismantling barriers to attract skilled and unskilled labour from across the continent. Their policies are not merely about open borders but about a strategic recognition that talent is the new currency of economic growth.

Rwanda stands as the continent's undisputed leader in this regard. Under its progressive governance, Rwanda has implemented some of the most open visa policies in the world. Citizens of every African nation can receive a visa on arrival, a powerful signal of pan-African solidarity. This policy is not altruistic; it is economic pragmatism. By attracting entrepreneurs, investors, and skilled professionals, Rwanda is rapidly positioning itself as a hub for innovation and services, compensating for its small domestic market with regional talent.

Ghana, with its historical role as a beacon of pan-Africanism, has also taken bold steps. Its immediate past President, Nana Akufo-Addo's declaration of the "Year of Return" in 2019 evolved into a broader "Beyond the Return" initiative, explicitly encouraging the African diaspora and continental kin to work, invest, and settle in Ghana. This policy framework extends to easier visa processes and residency permits, fostering a vibrant and multicultural business environment in Accra.

Other notable nations facilitating mobility include Kenya, which offers visa-free entry to all Africans under 16 and over 55, and visa-on-arrival to many others, leveraging its status as a commercial and logistical gateway. Senegal and Cabo Verde have also made significant strides, viewing open borders as essential for tourism and regional stability.

A very useful way of determining how open or closed each African country is to the influx of Africans from other nations is the Africa Visa Openness Index (AVOI)—published by the African Development Bank and AU partners—which tracks how easy it is for African travelers to enter other African countries (visa-free, visa on arrival, or visa required). Worryingly, the 2024 edition shows a widening gap between leaders and laggards.



The African Union Free Movement of Persons Protocol, adopted in Kigali, Rwanda in 2018, seeks to guarantee visa-free entry for Africans, followed by rights of residence and establishment.

Benin, Seychelles and The Gambia rank among Africa's most open countries for African visitors. Rwanda has also moved decisively, announcing visa-free entry for all Africans and aligning with a broader push to open its skies and borders. These policies reduce entry frictions and often accompany business-friendly reforms

Conversely Eritrea, Equatorial Guinea, Libya and Sudan sit at the restrictive end of the index—typically requiring visas in advance for most African nationals and maintaining tight entry regimes. Other low scorers include South Sudan and Egypt, with Algeria and Chad also ranked relatively closed.

However it should be noted that visa openness only measures entry. For workers, the real test is what happens after arrival: rights to work, reside, and establish a business—and whether professional qualifications are recognized. That's where regional economic groupings like ECOWAS and the EAC outperform; they connect entry with residence and labour rights in law, even if implementation is uneven.

## CHALLENGES TO UNRESTRICTED MOVEMENT

The vision of seamless labour movement is hampered by a multitude of entrenched challenges that extend far beyond visa policies.

One is bureaucratic inefficiency and non-harmonized standards. Even where policies are liberal, the reality on the ground can be different. Cumbersome, slow, and often opaque application processes for work and residence permits stifle mobility. A nurse qualified in Uganda may find their credentials are not automatically recognized in Namibia, forcing them into a lengthy and expensive re-certification process. The lack of mutual recognition of professional qualifications is a critical non-tariff barrier to the movement of skilled labour.

Another is political and social resistance. The fear of "foreigners taking our jobs" is a potent political tool used across the world, and Africa is no exception. Governments often face significant pressure from local populations and unions to protect domestic employment, leading to policies that favour restrictive quotas for foreign workers. This can sometimes boil over into tragic instances of xenophobic violence, creating an environment of fear and uncertainty for migrant workers.

Related to this is the fear of security and political risk. Conflict spillovers, terrorism, trafficking and organized crime have kept security agencies wary of liberalizing borders.



Episodes of instability in the Sahel, the Great Lakes and the Horn of Africa reinforce state caution, even when most migrants are ordinary workers. Policymakers are understandably reluctant to dismantle controls without modern identity systems, interoperable databases and trusted risk screening.

Then there are the constraints resulting from infrastructure and information gaps. Physical mobility remains a challenge. Costly and inefficient air, rail and road links between African nations make the simple act of travelling for an interview or to start a new job a significant undertaking. Furthermore, a lack of centralized, transparent information on job opportunities and legal requirements in different countries leaves many potential migrants relying on informal networks, which can be unreliable.

For those who do migrate, particularly low-skilled workers, protection under the law can be weak. Exploitative labour practices, lack of access to healthcare, and the constant threat of deportation create a vulnerable underclass of migrant workers who contribute to economies but are often denied the full benefits and protections of their host societies.

## WHY FREE MOVEMENT OF LABOUR MUST PREVAIL

Despite these formidable challenges, the imperative for greater labour mobility is overwhelming. The opportunities it presents are transformative. For one thing it would help solve the skills mismatch across the continent. Africa has a profound skills paradox. Countries like South Africa and Kenya have shortages of high-level engineers, tech specialists, and healthcare professionals, while other nations have a surplus of qualified graduates who cannot find work. Unrestricted mobility allows for the efficient allocation of human capital, filling critical gaps, boosting productivity, and fostering knowledge transfer. A doctor from Malawi can help stem a brain drain to the West by practising in a modern hospital in Botswana, benefiting both countries.

Secondly the success of AfCFTA depends on it. The free trade area cannot reach its full potential without the free movement of people. Trade is not just about goods on trucks; it is about service providers, consultants, engineers, and managers who can cross borders to close deals, oversee projects, and provide after-sales service. The mobility of labour is the sinew that connects the bones of the trade agreement.

# African Labour Mobility

Thirdly it fosters innovation and entrepreneurship. Migrants are, by nature, risk-takers. The same drive that pushes them to leave their homes often makes them more likely to start businesses. The Nigerian community in Ghana, for instance, is a renowned engine of entrepreneurship. This cross-pollination of ideas, networks, and capital creates dynamic, innovative economies that are greater than the sum of their parts.

With the world's youngest population, Africa's greatest asset is its people. Facilitating the movement of this youthful workforce from regions of high unemployment to areas of economic opportunity is not just an economic necessity but a demographic imperative. It turns a potential crisis of jobless youth into a powerful engine for continental growth.

## TAKING THE LEASH OFF AFRICA'S MIGRANT LABOUR

Realizing this potential requires deliberate, collaborative action. The AfCFTA must move beyond goods to aggressively champion protocols on the movement of people. The African Union's flagship African Passport initiative, though symbolic, needs tangible rollout beyond diplomats along with the fast track of ratifications of the AU Free Movement Protocol.

Regional Economic Communities like the ECOWAS, which has made remarkable progress with its visa-free and right-of-residence protocols, must serve as blueprints for the wider continent. Nations must work towards harmonizing educational curricula and establishing continental accreditation bodies to ensure a nurse, engineer, or accountant certified in one country is recognized in another and RECs

need to align their rules to it. For SADC, securing the missing ratifications to bring its Facilitation Protocol into force would be game-changing; in the meantime, regional multilateral communities need to expand reciprocal visa waivers and codify post-entry rights via model laws.

The EAC, for its own part, advances practical enablers. One Stop Border Posts reduce clearance times for people and goods; Mutual Recognition Agreements lower licensing barriers across borders; and the EAC e-passport and travel facilitation tools cut queues and paperwork. Africa's other sub regions would do well to adopt them too.

Finally, a continent-wide information campaign is needed to shift the narrative from one of threat to one of opportunity, highlighting the immense mutual benefits of a truly integrated African labour market.

The bridge to a fully integrated Africa is half-built. The architectural plans—the AfCFTA, the AU's Agenda 2063—are impressive. But a bridge is useless if people cannot cross it. By courageously dismantling the remaining barriers to the movement of its most valuable resource—its people—Africa can finally connect its immense potential to its even more immense promise.

## ACTION RATHER THAN JUST WORDS

Africa does not lack for legal blueprints. It lacks for operative, connected systems that turn the right to move into the ability to work. West Africa's ECOWAS regime shows what is possible; East Africa's MRAs and border innovations show how to make it practical; the Horn's IGAD protocol

Africa does not lack for legal blueprints. It lacks for operative, connected systems that turn the right to move into the ability to work.

points to future-proofing mobility in an era of climate shocks; and Southern Africa has a ready-made protocol waiting to be activated.

For policymakers, the to-do list is concrete: ratify and implement pending instruments; tie entry to work pathways; recognize skills; digitize borders and identities; replicate OSBPs for people; and communicate the gains. For business, the task is straightforward: advocate for reforms that let them deploy African talent across African markets without friction. For citizens, the promise is dignity and opportunity at home—on a continent where “home” has always included the neighbour's side of the border.

If the 2010s were about promising free movement, the 2020s must be about delivering it.

tBE



## African Fashion



# Africa's fashion seeks global markets

*African fashion is making waves on the global market, but there are still shortcomings outside of the creative aspect of the industry. THE BUSINESS EXECUTIVE examines the progress made so far and what needs to be done to make African fashion even more successful on the global map.*

Well attended fashion shows are now a familiar scene across the Africa—from Johannesburg to Lagos, Accra to Nairobi—where fashion weeks now double as venture fairs, media festivals, cultural summits, and talent pipelines. Africa's fashion industry has stepped out from the footnotes of the global fashion scene and onto the front row, no longer framed as “emerging” so much as “converging”: craft with technology, local heritage with global appetite, creativity with industrial ambition.

Africa's fashion industry, long overlooked or reductively pigeonholed by the global north, is asserting itself with unprecedented confidence and creativity. It is an industry operating on a double thread: one deeply anchored in the rich, diverse soil of indigenous tradition, and the other deftly weaving through the complex loom of Western-dominated global design and commerce. Africa is not just participating in the global fashion conversation; it is fundamentally reshaping it, all while navigating the immense opportunities and stark challenges of a liberalized global economy.

For international investors, retailers, and brands, the opportunity is straightforward: a fast growing consumer base, a differentiated design language the world wants to wear, and a manufacturing footprint that—if carefully developed—can complement global supply chains. The challenge is just as clear: infrastructure bottlenecks, financing gaps, policy uncertainty, and a skills pipeline that must expand far beyond design studios to the unglamorous but vital disciplines of pattern cutting, compliance, and logistics.

### A CREATIVE RENAISSANCE WITH GLOBAL PULL

A new generation of designers has emerged as the standard-bearers of this movement, achieving critical acclaim and commercial success by mastering this balance.

A name synonymous with the reinvention of Savile Row tailoring, Ozwald Boateng, of Ghanaian heritage, is a pioneer. Long before “Afropolitan” became a buzzword, Boateng was injecting a potent dose of colour, African

print, and flamboyant silhouette into the staid world of British fashion, proving that tradition and innovation could coexist seamlessly. His success paved the way, demonstrating that an African designer could lead a storied European house (he was Creative Director at Givenchy Homme) and command the highest echelons of global fashion.

Nigerian designer Lisa Folawiyo has become a global phenomenon by taking a quintessentially African fabric—Ankara (African wax print)—and elevating it to luxury heights. While the fabric itself has a complex history (its origins are in Dutch industrial attempts to imitate Indonesian batik, which was then adopted and radically adapted by West Africans), it is universally recognized as a symbol of African aesthetic. Folawiyo's genius was in reimagining it. She bedazzles Ankara with intricate beadwork, crystals, and sequins, and cuts it into contemporary, minimalist silhouettes—jumpsuits, tailored blazers, elegant gowns. She took something local and familiar and, through exquisite craftsmanship and design, made it globally desirable, showcasing the immense value-add potential within the continent itself.

Also from West Africa, Amaka Osakwe of Mfaki Oh has built an international following on adire-dyed silk and fierce femininity; Kenneth Ize reinterprets aso-oke on modern tailoring; Adebayo Oke-Lawal of Orange Culture explores soft masculinity with a Lagos pulse. In Côte d'Ivoire, Loza Maléombho fuses regal silhouettes with Afrofuturist motifs. Senegal's Selly Raby Kane dances at the boundary of fashion and art, while Ghana's Aisha Ayensu at Christie Brown and labels such as Duaba Serwa and Studio 189 (co-founded by Abrima Erwiah and Rosario Dawson) translate artisanal techniques into cosmopolitan wardrobes.

From the southern end of the continent, South Africa's Thebe Magugu (the first African to win the LVMH Prize) has built a lexicon of couture-level rigour and socio-political storytelling; Laduma Ngxokolo of MaXhosa Africa reimagines Xhosa beadwork aesthetics in knitwear coveted from Sandton to Soho; Rich Mnisi melds sharp minimalism with sensual, gender-fluid silhouettes; and Sindiso Khumalo's textile-driven, ethically made collections have become staples at top stockists.

North and Central Africa have added their signatures too. Cameroon's Imane Ayissi brings couture craftsmanship to contemporary forms in Paris; Morocco's Amine Bendriouich spins subversive street-tailoring; from the DRC to the U.S., Anifa Mvuemba of Hanifa has become a digital-era icon—her 3D “runway” presentation providing a watershed moment for virtual fashion.

Collectively, these designers do more than fill racks; they rewrite the grammar of fashion. The proposition is not “African, but wearable.” It is: “Global fashion that happens to be African.”

## THE OPPORTUNITIES OF A LIBERALIZED WORLD

The liberalized global economy, characterized by reduced trade barriers, digital connectivity, and fluid capital, has opened doors that were once firmly shut.

Now there is direct global access as E-commerce platforms and social media have democratized access to the global consumer. A designer in Accra can now sell directly to a client in New York or Tokyo through Instagram, Etsy, or their own e-commerce site, bypassing traditional gatekeepers like international buyers and brick-and-mortar retailers. This has allowed for the rapid building of a global community and customer base.

Platforms like Instagram and Pinterest are visual galleries perfectly suited for fashion. African designers use them not just to sell products, but to tell the rich stories behind their collections—the artisans, the techniques, the cultural significance. This storytelling is a powerful

marketing tool that adds intangible value and builds brand loyalty in a way that was impossible two decades ago.

The global shift towards ethical and sustainable fashion plays directly into the strengths of many African producers as consumers become more conscious of the ethics and environmental sustainability underpinning the fashion industry. The industry is still largely reliant on artisanal, small-batch production, natural dyes, and handmade techniques. This artisanal touch is a huge selling point for international consumers seeking authenticity and ethical provenance over fast fashion's mass production anonymity.

But one of the biggest opportunities available to African designers and their fashion houses is not on the global market – it is in intra-African trade. The African Continental Free Trade Area (AfCFTA) presents the most significant opportunity of all. By creating a single market for goods and services across 54 countries, it aims to reduce the costly tariffs and bureaucratic red tape that have historically made it easier for an African designer to ship to Europe than to a neighbouring country. This could unleash a massive pan-African market, allowing brands to scale, source materials more efficiently, and build a powerful continental identity.

Africa's consumer story is a design brief in itself: a youthful, urbanizing population with rising fashion literacy and a social-commerce habit. Instagram, TikTok, and WhatsApp shops have become end-to-end funnels—awareness, desire, purchase, and community—often collapsing marketing costs for independent

labels. Influencers and stylists act as micro-distributors and pop-up sellers in Nairobi or Accra can outperform traditional retail weeks thanks to pre-sale lists built in group chats.

E-commerce is still uneven, constrained by payment frictions and delivery logistics, but this can be navigated through cash-on-delivery hybrids, pickup hubs, and cross-border shipping partners that specialize in small-batch designers. At the same time, multi-brand marketplaces dedicated to African labels have given buyers from New York to Tokyo a reliable place to discover and reorder.

## BUT FASHION IS A BUSINESS, NOT JUST CREATIVITY

Behind the gloss of runway highlights lies the operational reality: building apparel manufacturing that is cost-competitive, compliant, and consistent. Africa's edge is nascent but real. Many countries grow cotton; regional economic blocs are pushing for integrated value chains; and the continent sits closer to Europe and the Middle East than Asia does, offering lead-time advantages for certain categories.

But manufacturing is as much about systems as it is about sewing machines. To win orders from global brands, factories must deliver predictability: on-time delivery, color fastness, needle detection, social compliance, wastewater treatment, traceability—from the bale to the box.



The global shift towards ethical and sustainable fashion plays directly into the strengths of many African producers as consumers become more conscious of the ethics and environmental sustainability underpinning the fashion industry.



That means the pipeline must widen beyond designers to include production managers, industrial engineers, quality assurance and control specialists, merchandisers, and compliance officers. Countries investing in TVET (technical and vocational education and training), patternmaking academies, and factory management programs will move fastest from micro capacity to scalable export engines.

Perhaps the most formidable challenge is Africa's infrastructure deficit. Unreliable power supplies, poor road networks, and expensive and inefficient logistics cripple production scalability and timely delivery. A designer might secure a large international order but be unable to fulfil it due to constant power outages that halt factory machines or ports clogged with delays

Industrial parks can help by clustering utilities and services, but the business case still hinges on stable energy, efficient ports, and supportive trade policy. When those pieces align, the results are persuasive: reliable replenishment programs for basics, quick responses for meeting orders from European retailers, and artisan-led premium prices that can command better margins.

## HERITAGE AS INTELLECTUAL PROPERTY

African fashion's strongest asset is cultural capital. From indigo-dyed adire to strip-woven kente, from Fulani silverwork to Tuareg leather tooling, the continent's craft languages are deep archives. Designers who treat heritage as intellectual property—not museum artifact or costume—tend to create globally attractive African fashion.

Communities that hold the knowledge must be partners, not suppliers of "inspiration." Are the best placed to take advantage. The best labels embed artisans as co-creators, structure fair compensation, and invest in skills transfer so techniques are not only preserved but also modernized for global standards (think hand-loomed yardage with consistent widths, natural dyes that pass colorfastness tests, beadwork that can withstand wear and cleaning). This unlocks higher price prices and realistic marketing stories.

But the threat of Intellectual Property (IP) theft is real. In a hyper-connected world, cultural appropriation is a constant threat. A unique print or design technique painstakingly developed by an African designer can be copied by a fast-fashion giant, mass-produced, and sold globally within weeks, with no credit or compensation to the originator. The legal recourse for a small Lagos-based designer to sue a multinational corporation is often nonexistent. This exploitation of indigenous knowledge and contemporary creativity devalues the entire industry.

Counterfeiting and copycat production—fueled by social media virality—can gut a young brand's momentum. Protecting IP across multiple jurisdictions is costly. Practical defenses include capsule drops with serialized labels, limited-edition fabrics, and direct channels that help customers authenticate. Longer term, regional IP cooperation will be essential going forward so that small brands aren't forced to fight a dozen battles on a dozen fronts.

## GETTING THE CLOTHES TO THE BUYERS

Direct-to-consumer (DTC) lets designers own their customer data, tell richer brand stories, and avoid wholesale markdown cycles that can crush margins. Wholesale remains valuable for visibility and volume, but the smartest brands treat wholesale like a billboard that pays them, not a lifeline.

South Africa's department store ecosystem offers a template for domestic scaling; in West Africa, multi-brand boutiques act as curators of taste and cash flow. Internationally, partnerships with global retailers and luxury e-commerce platforms can open floodgates—but they demand production discipline and transparent pricing models that account for shipping, duties, and returns.

Meanwhile, celebrity placements and stylists matter, but consistent repeat purchase matters more. The breakthrough is not a viral dress; it is a re-order from a retailer and a second purchase from the same customer in a different color or fabric. That's operations, not alchemy.

## GETTING ACCESS TO CAPITAL

Creative industries often struggle to translate buzz into bankability. Fashion is no exception. On one end, microcredit can help artisans and small workshops; on the other, private equity seeks scale that most labels can't responsibly absorb. Between these poles lies an underserved middle: working-capital facilities for fabric and trims, purchase-order financing for export runs, and receivables financing to bridge the 60–90 days many retailers take to pay.

Access to capital remains a critical barrier. Local banks often view creative businesses as high-risk and are reluctant to lend without substantial collateral, which young designers lack. This makes it difficult to invest in machinery, hire skilled labour, build factories, or hold sufficient inventory to meet large orders, trapping many businesses in a cycle of small-scale, bespoke production.

Solutions are emerging though—fashion-focused funds, revenue-based financing, and export credit enhancements—but designers need fluency in the language of lenders: unit economics, contribution margins, cash conversion cycles. Clear profitability, disciplined inventory management, and a calendar that maps cash outlays against expected inflows are what convert "promise" into "paper."

## THE POWER OF POLICY PREDICTABILITY

Trade policy can be a tailwind or a trap. Preferential access to key markets, regional free-trade frameworks, and customs reforms that simplify cross-border shipments all improve the math for African apparel. But abrupt changes—tariff shocks, licensing delays, currency restrictions—can vaporize the very advantage a young industry is building.

The policy checklist is not exotic: stable rules of origin, streamlined port and customs procedures, energy reliability, and support for skills. Public-private partnerships around training, sample rooms, and testing labs can compress learning curves. Government procurement—school uniforms, workwear, hospital linens—can anchor domestic demand and help factories reach a minimum efficient scale that then unlocks export potential.

## SKILLS BEYOND DESIGN AND TAILORING

The world knows the designers; the industry needs to know the ecosystem. Stylists who can translate collections for different markets. Patternmakers who can align creativity with yield efficiency. Production planners who can convert dreamy mood boards into on-time line sheets. Photographers and art directors who can create imagery that matches global brand standards. E-commerce managers who grasp conversion funnels and return logistics. IP lawyers who can register trademarks from Abidjan to Auckland. This is workforce development, not just art-school pedagogy

While artisanal skills are abundant, there is a gap in the technical and business expertise needed to run a global fashion house. The lack of specialized fashion schools on the continent means many aspiring designers leave to study abroad, and not all return. This drain of talent and a shortage of skills in areas like digital marketing, international law, and supply chain management hamper long-term growth

African designers were early to treat the phone as a flagship store. That instinct now extends to 3D sampling to reduce prototyping costs, on-demand production to curb deadstock, and micro-ERPs that track inventory across pop-ups, DTC, and wholesale in real time. Messaging apps double as customer service portals and aftercare channels. Payment platforms—mobile money in East and West Africa, card rails and BNPL in the south—let brands segment customers by behavior rather than guesswork.

The next frontier is traceability: QR codes that reveal where a garment was woven, dyed, and sewn; blockchain pilots that document supply chains from cotton gin to final inspection; digital product passports that meet incoming sustainability rules in key export markets. Each step adds credibility and, increasingly, compliance.

Trade policy can be a tailwind or a trap. Preferential access to key markets, regional free-trade frameworks, and customs reforms that simplify cross-border shipments all improve the math for African apparel.

## TO DO AND NOT TO DO

For international partners, the temptation is to slot Africa into a binary: either a low-cost base for basics or a source of “exotic” capsule collections.

Both miss the point. The sweet spot is in complementary specialization: near-shore lead times for Europe, artisanal embellishment at scale, and design collaborations that start at eye level, not as token add-ons.

Do: co-invest in training and quality systems, share accurate forecasts, and plan multi-season commitments that justify factory upgrades. Don't: expect couture-level handwork at fast-fashion lead times and prices, or assume that

cultural storytelling is a substitute for product discipline. The brands that thrive view African partners as co-builders of capability, not just curiosities

Across the continent, consumers are curating their own fashion ecosystems—mixing global labels with local designers, thrifted finds with commissioned tailoring, genderless streetwear with ceremonial textiles. This “editor” mentality forces brands to be honest. You can't ride on heritage alone if your buttons pop after two wears. Nor can you wow with craftsmanship but ignore the lived reality of heat, transit, and the hustle. Fit, function, and flair must meet.



# African Fashion

The global market often views Africa as a single country, demanding a homogenous “African aesthetic.” This erases the incredible diversity of styles, techniques, and traditions across the continent and pressures designers to conform to a foreign, stereotypical idea of what their work should be, rather than allowing them to explore their own specific cultural heritage.

Crucially, Africa’s fashion identity is not a monolith. Nairobi minimalism, Dakar flamboyance, Johannesburg edge, Lagos glam, Accra’s color-forward sophistication—each is a market, a mood, and a merchandising strategy. Brands that localize without diluting thrive; those that treat the continent as one big focus group do not.

For Africa’s fashion industry to fully exploit the vast opportunities before it, there is the need to expand training beyond designers to production and compliance talent. Scholarships and apprenticeships with diaspora experts can compress learning cycles. Establishing world-class fashion institutions in Africa that blend traditional craftsmanship with business and digital skills is key. Furthermore, South-South collaboration—partnering with fashion weeks and industries in other emerging markets—can build alternative ecosystems outside the traditional Paris-Milan-London-New York axis.

There is the urgent need for investment in infrastructure. Public-private partnerships are crucial to improving power grids, transportation, and logistics. Dedicated fashion hubs or export processing zones with reliable utilities could provide a conducive environment for manufacturing at scale. This should include the pairing of factory shells with shared dye houses, testing labs, and logistics partners. Industrial parks should be capability hubs, not just real estate.

Financial innovation is required as well. The development of venture capital and private equity funds focused on the creative industries, alongside more flexible loan products from local banks, is essential. Micro-financing and crowdfunding platforms are also playing a growing role in supporting young designers. It would also help to build purchase-order financing and receivables solutions tailored to fashion’s seasonality and encourage banks to underwrite against confirmed export orders.

African countries also need to strengthen local and international IP laws and create digital registries for traditional designs and techniques can help protect against appropriation. The narrative must shift from “cultural appropriation” to “cultural



appreciation,” which involves collaboration, credit, and fair compensation.

Add to this the need for smart domestic procurement, using school and public-sector uniforms to anchor year-round lines that stabilize factory utilization and workforce retention.

## WEAVING A SUSTAINABLE FUTURE

The future of African fashion lies in leveraging its unique advantages while systematically addressing its challenges. The goal is not to become the “next Europe” but to build a self-sustaining, innovative, and globally respected industry on its own terms.

Fashion is often dismissed as frivolity until you do the math: garments are labor-intensive; value chains touch agriculture, chemicals, transport, retail, and media. Done right, fashion can absorb youth employment, formalize artisanal work, and position African cities as cultural capitals that attract tourism and investment. The soft-power dividend is enormous: every look book is a foreign-policy dispatch, every red-carpet moment a billboard, every collaboration a trade mission.

The risk is also real: scaling without standards can lead to environmental shortcuts and labor abuses that backfire. The industry must grow with guardrails—living wages, safe factories, clean water, honest marketing—or it will inherit the worst habits of global apparel.

There is no single break that “makes” Africa’s fashion industry. There are instead a thousand disciplined decisions—sketches turned into graded patterns, fabrics tested and re-tested, deliveries that arrive when they should, invoices that get paid because documentation is impeccable. The romance is real, but the reward belongs to the pragmatic.

Yet even the pragmatists admit: this is a special moment. International editors now plan Africa trips with the same urgency they once reserved for Copenhagen or Seoul. Buyers follow quietly, because margins accrue to the early and the informed. Consumers—on the continent and abroad—are styling their lives with African design not as a trend but as taste.

That is the future of Africa’s fashion industry: not a promise deferred, but a practice delivered—beautifully, repeatedly, and at scale.

tBE



**B foster  
Bakery**



# **B FOSTER BAKERY**

**Ghana's Premium Bakery**

**Contact Us:**

Tel: +233 545779515 | + 233 55 147 9215

P. O. Box 1508 KF Koforidua, Ghana | Web: [www.bfosterbakery.com](http://www.bfosterbakery.com)

Pictures from the Honorary Doctorate Awards held in South Africa on 26th September 2025





The Honorary Doctorate Degree Program is more than a recognition—it is a celebration of greatness, vision, and impact. It was created to honor individuals whose influence goes far beyond personal success, those who are shaping industries, transforming communities, and leaving a legacy for generations to come.



# AHANTAMAN RURAL BANK PLC.

...The Progressive Bank

Secure your  
future today with  
**Daakye**  
Investments Account



AHANTAMAN RURAL  
BANK PLC.  
...The Progressive Bank

[www.ahantamanbank.com.gh](http://www.ahantamanbank.com.gh)  
[info@ahantamanbank.com.gh](mailto:info@ahantamanbank.com.gh)

0312091033  
0501266837



# PROFILES

# FROM ZIMBABWE TO THE CONTINENT:

## Lovemore Kamupini's Multi-Sector Blueprint for Change



At first glance, he is a reserved strategist, composed and calculated. But beneath that quiet presence lies a deep well of drive and social commitment—one that fuels his ever-expanding ambitions for Zimbabwe and beyond.

At the heart of his impact is Chilmund Chemicals, a subsidiary that has risen to become Zimbabwe's leading manufacturer of water treatment chemicals under his stewardship. What began as a commercial opportunity quickly transformed into a national mission. Recognising the devastating public health risks of untreated water, Lovemore aligned his business objectives with a powerful social imperative: safeguarding lives through clean water. Today, communities across Zimbabwe benefit from access to safer water sources thanks to the innovations and supply chains established under his leadership.

Lovemore's vision for Chilmund is expansive, to diversify the investment portfolio and grow the company to cater for the entire water value chain. This includes infrastructure design, construction, treatment, and the reliable supply of clean and safe water for all. Beyond water, he maintains a strong personal commitment to nutrition and public well-being.

This ecosystem of companies, unified under Chilmund Investments, is driven by more than market opportunity. It is the product of Lovemore's strategic mind, sharpened during his earlier career in finance, where he honed skills in corporate finance, deal structuring, and risk management. These capabilities continue to underpin his decision-making today, allowing him to take bold steps with confidence—steps that have positioned his group as a rising powerhouse on the African corporate stage.

And yet, his true gift may lie in something rarer: his eye for people.

Lovemore is known for identifying potential in individuals often overlooked by the system—people from ordinary walks of life—and nurturing them into confident professionals and future leaders. He is not merely building companies; he is cultivating a new generation of empowered, skilled, and values-driven individuals. For him, success means nothing if it is not shared and multiplied.

This ability to combine vision with inclusivity, and strategy with service, has become the hallmark of his leadership. His goal is not just to dominate markets, but to become a continental brand—

especially in the water treatment space. His sights are set firmly on scaling Chilmund Chemicals beyond Zimbabwe's borders, aspiring to make it the preferred supplier across Africa. And with his record of execution, that vision feels less like a dream and more like an inevitability.

It's no surprise, then, that Lovemore Kamupini was honoured at the 2025 Africa-UK Conference and Awards, an international recognition hosted by The Business Executive to spotlight exemplary African business leaders and changemakers. For Lovemore, the award is not merely a personal achievement—it is validation of a deeper belief: that African-born solutions, led by African visionaries, can rise to meet the continent's toughest challenges.

As he continues to expand the reach of Chilmund Investments and deepen its impact across sectors, Lovemore remains grounded in the very values that set him apart—humility, strategic discipline, and a purpose-driven pursuit of progress. He isn't simply managing success; he is engineering change.

And in doing so, he's proving that the future of African development won't be built by power alone—but by purpose, people, and platforms that serve.

At the heart of his impact is Chilmund Chemicals, a subsidiary that has risen to become Zimbabwe's leading manufacturer of water treatment chemicals under his stewardship.

In a world where profit often outpaces purpose, Lovemore Kamupini is quietly proving that visionary business leadership can also be a force for human wellbeing.

As the Chief Executive Officer of Chilmund Investments, he is not only running a multi-million-dollar holding company—he's building an integrated response to some of Africa's most pressing challenges: access to clean water, food security, and infrastructure development.

With a leadership style rooted in humility, Lovemore is redefining what it means to lead in the African business landscape.



**CHILMUND  
CHEMICALS**

Manufacturers Of Water Treatment Chemicals

# Chilmund Chemicals

Your Partner in Clean  
and Safe Water

Chilmund Chemicals is the leading manufacturer of aluminium sulphate and a trusted supplier of water treatment chemicals.

We are dedicated to providing high-quality, reliable solutions to ensure clean and safe water for communities and industries.

## Our Commitment to Your Success

- **Expert Support:** Our team of experts is available to provide technical support and guidance, helping you choose the right products for your specific needs.
- **Reliable Supply:** With our strong manufacturing capabilities and efficient logistics, you can count on us for a steady and timely supply of all your chemical needs.



## Why Choose Chilmund?

- **Proven Quality:** Our chemicals undergo rigorous quality control to meet the highest industry standards.
- **Competitive Pricing:** We offer excellent value without compromising on quality.
- **Reliable:** As a leading manufacturer, we're right here to serve you, ensuring quick deliveries and personalized service.

**Chilmund Chemicals** is committed to a healthy and prosperous nation. We proudly serve our markets by manufacturing and supplying essential water treatment chemicals, ensuring access to clean and safe water for all.

## Contact Us Today!

☎ +263 242 312 235 / +263 662 107 155

📞 +263 783 184 726

📍 Head Office: 114 Harare Drive Marlborough, Harare  
Plant: 914/5 Kingstone Road Heavy Industry, Bindura

✉ sales@chilmund.co.zw

🌐 www.chilmund.co.zw

# INGÉNIEUR D'EXCEPTION :

## Balsa Dja SY SAVANÉ, visionnaire des grands ouvrages Africains

Lorsque Balsa Dja SY SAVANÉ évoque l'infrastructure, il ne parle pas seulement de routes, de terminaux aéroportuaires ou de réseaux d'eau : il parle du socle même du continent — des systèmes qui façonnent les vies, dynamisent les économies et génèrent des opportunités. Fort de 28 ans d'expérience pratique en ingénierie, construction et direction de projet, sur l'ensemble de l'Afrique et jusqu'au Canada, Balsa Dja SY SAVANÉ ne se contente pas de construire : il trace des trajectoires durables.

Ingénieur civil diplômé de l'Institut Polytechnique de Conakry en 1997, il fonde en avril 2011 le Group Baling, entreprise spécialisée dans les services EPCM (Engineering – Procurement – Construction Management). Depuis, il en assume la direction générale, dirigeant l'entreprise vers les standards les plus élevés de rigueur technique et de performance. Son champ d'action couvre l'Afrique de l'Ouest, le Canada, la Guinée, le Mali, le Burkina Faso, le Sénégal et la Guinée-Bissau, témoignant de sa capacité à piloter des projets complexes, de grande envergure, dans des contextes variés.

Avant de lancer son propre groupe, Balsa Dja SY SAVANÉ évolue au sein de grandes structures internationales : d'abord chargé de mission technique chez TOA, TODA et TONE (Japon), puis au sein d'AECOM/Tecscult de 2002 à 2012, où il occupe le poste de Directeur de projet puis Directeur national pour la Guinée. Il intervient sur des projets emblématiques : la construction d'un terminal passagers de 15 000 m<sup>2</sup> à Bamako, équipé des systèmes BMS, BHS, PBB, accompagnée de réseaux complets (traitement des eaux, électricité basse tension, château d'eau de 1000 m<sup>3</sup>), et également la conception et supervision d'ouvrages ferroviaires, routiers et hydrauliques pour des entreprises telles que Rio Tinto Alcoa, GAC et la CBG-Alcoa.

Sur le chantier de l'aéroport de Bamako, son rôle englobe la gestion des plans, des équipes et de la relation client, ainsi que le contrôle de la qualité et des délais. Il pilote des tronçons routiers (par exemple la route Thilogne-Backel), la construction de barrages, stations de pompage, silos, cités minières, citernes

d'eau potable, réseaux d'assainissement en milieu urbain et rural. Partout, Balsa met en œuvre les méthodes FIDIC, les outils Primavera P6 et MS Project, l'analyse de la valeur acquise, la gestion des conflits et réclamations, ainsi que les normes SSE (Santé, Sécurité, Environnement).

Dès 2006, 2008 et 2010, il se forme régulièrement au Canada (Tecscult / AECOM) sur le management de projet et l'administration, suivi d'un stage aux États-Unis (Oregon) chez ORENCO sur les systèmes de traitement des eaux usées (« FIR » et « Advantex »). À l'Université du Québec à Montréal (UQAM), il a complété plusieurs formations MBA, notamment : Gestion de projet selon le PMBOK, Gestion des opérations, Conseil en management, Gestion des conflits, Comptabilité et gestion.

Group Baling avec sa filiale laboratoire est les premier laboratoire privé de niveau 4 en Afrique de L'ouest

Au fil des ans, Balsa Dja SY SAVANÉ a recruté, formé et dirigé des équipes multiculturelles, initiant des programmes de transfert de compétences et responsabilisant des ingénieurs locaux. Il a étendu ses activités à la construction de ponts en béton précontraint, de stations-service, de ports de pêche, d'écoles, avec un suivi rigoureux des approvisionnements et une gestion technique et administrative pointue.

Aujourd'hui, Group Baling incarne la convergence entre expertise mondiale et sensibilité locale. L'entreprise s'est imposée comme un partenaire fiable,



capable de réaliser des projets complexes tout en respectant scrupuleusement les normes SST et environnementales. Sous la direction de Balsa Dja SY SAVANÉ, elle allie performance technique, innovation et rigueur contractuelle.

Dans un contexte où les besoins infrastructurels en Afrique de l'Ouest atteignent un tournant, Balsa Dja SY SAVANÉ joue un rôle majeur dans cette nouvelle ère de l'ingénierie africaine. Sa capacité à fédérer, planifier et livrer à grande échelle fait de lui un interlocuteur privilégié des gouvernements et des acteurs mondiaux. Il est aussi la preuve vivante que l'ingénierie africaine d'excellence est possible — et qu'elle est prête à s'affirmer comme une référence internationale.

Au fil des ans, Balsa Dja SY SAVANÉ a recruté, formé et dirigé des équipes multiculturelles, initiant des programmes de transfert de compétences et responsabilisant des ingénieurs locaux.

**15 ANS DE SERVICES (INGÉNIERIE, AUDIT  
QUALITÉ, MÉTROLOGIE, ...) POUR VOUS**

**PREMIER LABO PRIVÉ  
DE NIVEAU 4 EN  
AFRIQUE DE L'OUEST**

**BUREAU D'ÉTUDES EN  
TRAVAUX PUBLICS,  
INFRASTRUCTURE,  
URBANISME, BATIMENTS,  
EAUX & ASSAINISSEMENT,  
LABORATOIRE GÉNIE CIVIL  
TOPOGRAPHIE,  
ENVIRONNEMENT**

## **NOS SERVICES**

- Études préliminaires d'état des lieux
- Études de faisabilité technique, économique, environnementale et Sociale
- Études d'avant-projet sommaire (APS) et avant-projet détaillé (APD)
- Études d'aménagements urbains
- Études de Topographie
- Études Géotechniques
- Études de conception des ouvrages (Ponts, Dalots, Caniveaux, etc.)
- Études de routes, autoroutes et aéroports
- Études structurelles de conception de Bâtiments

## **CONTACT**



**(+224) 628 876 665**



**info@groupbaling.com**



**100 Corniche Nord Kobaya  
Commune de Sonfonia,  
Conakry Guinée**

## Transforming Maternal Health Through Compassion, Education, and Equity



### VISION & MISSION:

Enhancing maternal health through clinical excellence, cultural understanding, and compassionate care.

Joyce Adu-Amankwah is a values-driven leader, educator, and innovator who has spent over two decades reshaping maternity care through expert clinical practice, advocacy, and mentorship. As a Specialist Haemoglobinopathies Midwife at St George's University Hospitals NHS Foundation Trust, she delivers transformative antenatal care to women affected by sickle cell disease and thalassaemia, equipping families with vital knowledge and heartfelt support. She also provides genetic counselling to women and couples at risk of having affected baby.

### FROM GHANA TO GLOBAL IMPACT

Originally from Ghana, Joyce began her professional life as a primary school teacher before relocating to the UK in 1993. Together with her husband, she pursued theological studies and later earned a Postgraduate Diploma in Applied Theology from Oxford University.

While co-founding a local community church — New Life Evangelistic Ministries Worship Centre — Joyce also began her journey in the NHS in a humble role as a domestic assistant at St George's Hospital. Her remarkable rise from frontline support to senior leadership in midwifery reflects a journey marked by purpose, resilience, and unwavering commitment to service. She trained as a midwife and earned her BSc in Midwifery in 2004, returning to St George's with a passion to improve maternal health outcomes. Today, the church she helped establish has grown beyond its UK roots, with four new branches now thriving in Ghana — a testament to her leadership and vision extending beyond the healthcare sector.

### PROFESSIONAL MILESTONES

- BSc Midwifery (2004)
- Specialist Midwife in Haemoglobinopathies, leading antenatal services for high-risk pregnancies
- Senior Midwife with leadership in labour ward operations
- Lecturer & Trainer across London universities and NHS teams

- Research contributor: TAPS2 Trial & UK Obstetric Surveillance System (UKOSS)
- NHS Clinical Entrepreneurship for innovation on teaching professional on haemoglobinopathies.
- Presenter on Maternity and Midwifery Hour (MMH) Ghana International Nurses Welfare Association (GINWA)

### RECOGNITION & AWARDS

- Iolanthe Midwifery Trust Award (2019) – Postgraduate studies in haemoglobinopathies
- BAME Health & Social Care Award Nominee (2022) – Excellence in maternity services
- Trailblazer Award (2023) – Innovation in midwifery (Maternity and Midwifery Hour)
- Nursing Times Midwife of the Year Finalist (2023).
- Africa-UK Business Award Honouree (2025) – Contributions to maternal healthcare innovation.
- Black Health Awards by Caribbean and African Health Network (CAHN) for outstanding, dedication, and exceptional contribution to health. Sickle cell care.

### FOUNDER: THE RED BLOOD CELL ACADEMY

Recognising a critical knowledge gap in haemoglobinopathy care, Joyce founded The Red Blood Cell Academy in London to drive transformation in maternal and neonatal health. The Academy offers:

- Teaching midwives and healthcare professionals on haemoglobinopathies
- Specialist maternity care for women with sickle cell and thalassaemia
- Genetic counselling and patient education
- Mentorship and coaching for midwives and clinicians
- Equitable, evidence-based care models for health systems in the UK and Africa

Its mission is to empower professionals with the skills and confidence to deliver inclusive, informed, and dignified care.

### LEADERSHIP GROUNDED IN VALUES

Joyce's leadership is shaped by principles such as compassion, justice, courage, and integrity. She believes that healthcare should restore dignity and equity—especially for those who are often overlooked.

She is known for:

- Bringing clarity to complex clinical situations
- Coaching emerging midwives with

confidence

- Advocating boldly for healthcare equality
- Serving with empathy and passion to care for in vulnerable communities.

### IMPACT AT A GLANCE

- 20+ years in maternal and neonatal healthcare
- 500+ professionals trained across the UK and Africa?
- Presence across 3 continents through education and outreach
- Numerous awards for excellence in clinical care and leadership

### VISION FOR THE FUTURE

Joyce is currently designing a strategic framework based on seven core principles to support midwives in managing haemoglobinopathies more effectively during pregnancy. Her goals include:

- Improving maternal and neonatal outcomes
- Reducing disparities in healthcare for marginalised groups
- Creating scalable, principle-led models for global adoption

### AFFILIATIONS & ENGAGEMENTS

- UK Nursing and Midwifery Council (NMC)
- UK Obstetric Surveillance System (UKOSS) Steering Committee
- Ghana Nurses Association (UK)
- Triobridge: Supporting healthcare education across Africa
- NHS Clinical Entrepreneur Programme: Healthcare Innovation.
- Power Up Coaching Academy.

### CONNECT WITH JOYCE

Available for:

- Keynote speaking and professional development workshops
- Strategic consulting for maternal and neonatal health services
- Values-based leadership coaching and teaching for healthcare professionals

### FINAL WORD

From her beginnings in a Ghanaian classroom to her frontline leadership in the NHS, Joyce Adu-Amankwah is a shining example of what's possible when service, skill, vision, passion, commitment and purpose come together. Her legacy is one of transforming care, inspiring professionals, and quietly but powerfully standing for those who need it most.

A life led with compassion leaves a legacy of impact.



# RED CELL MATERNITY ACADEMY™

Transforming Maternity Care for sickle cell & thalassemia through training, Compassion & Cultural Sensitivity

## The Health Care Professional Empathy Pathway™

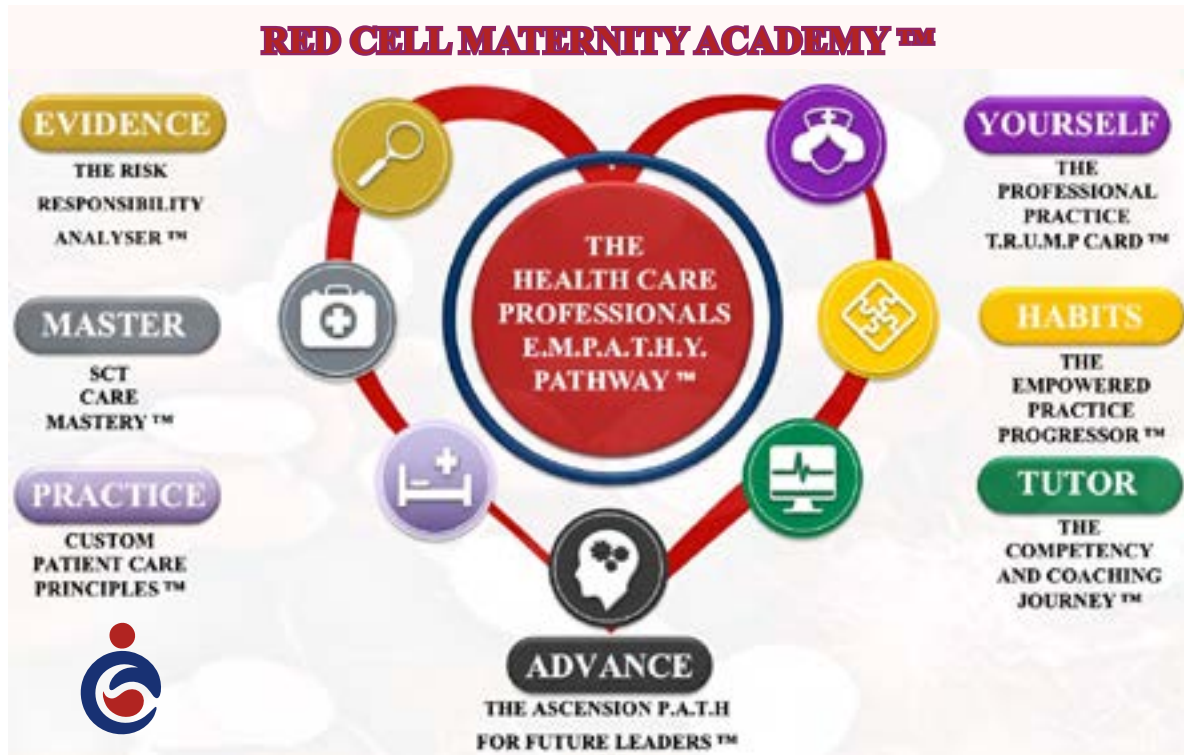


“Founded by Joyce Adu-Amankwah, a senior midwife and maternal health advocate with over twenty years in frontline maternity services”.

- Expert in haemoglobinopathies (Sickle Cell & thalassemia)
- Maternal and Newborn care
  - Genetic counselling
  - Educator & mentor

### Our Mission

Every mother deserves safe, equitable, and compassionate maternity care. RCMA exists to close the gap in health inequalities, equipping maternity professionals with the knowledge and confidence to provide the highest standard of culturally sensitive care in sickle cell & thalassemia.



### Why Choose RCMA?

#### The RCMA Difference...

- ✓ Expert-led – backed by Joyce’s professional experience.
- ✓ Empathy-driven – through our Healthcare Professional Empathy Pathway™.
- ✓ Proven Impact – training delivered to universities & maternity teams across the UK about sickle cell & thalassemia

Empowering hundreds of healthcare professionals and improving outcomes for families at risk of sickle cell & thalassaemia



Universities & Healthcare Institutions: Partner with us  
Midwives & Nurses: Gain specialist training & lead with confidence



# A WOMAN OF INFLUENCE:

## Changing Narratives, Transforming Lives



A multi-dimensional leader, Oheneyere Gifty Anti is also a celebrated social philanthropist, serving as the Founder and President of three impactful initiatives: The Girl in Need Foundation, The Awo Dansoa Reading Project and Happy Feet

**O**heneyere Gifty Naana Afia Dansoa Anti, affectionately known as Awo Dansoa, is a renowned journalist, passionate feminist, and advocate for women's rights and social transformation. She is the Chief Executive Officer of GDA Media Ltd, producers of the acclaimed television programme The Standpoint, which she also hosts. For over 13 years, The Standpoint has remained Ghana's leading women-focused, agenda-driven TV platform, offering a powerful voice for women's issues, empowerment, and storytelling.

A multi-dimensional leader, Oheneyere Gifty Anti is also a celebrated social philanthropist, serving as the Founder and President of three impactful initiatives:

- The Girl in Need Foundation (GiNF): Supporting underprivileged girls under 18 with school fees, basic necessities, and long-term education support.
- The Awo Dansoa Reading Project: Promoting literacy in rural communities through book donations, reading clinics, and mini-libraries.
- Happy Feet: A festive-season initiative that distributes shoes and clothing to children in Adumasa and neighboring villages.

In addition to her philanthropic pursuits, she is a motivational and international conference speaker, wife, mother, mentor, coach, and best-selling author of five inspirational books. Her debut publication, *A Bit of Me*, sold over 500 copies in the first three days of release and became an Amazon No.1 bestseller under the "Survival Biographies" category in less than a week.

Oheneyere Gifty Anti's academic journey includes:

- A Master's in International Journalism from City University, London
- A Diploma in Journalism from the Ghana Institute of Journalism
- Professional training at the United Nations, Commonwealth Broadcasting Association, and an internship at SABC-Africa in South Africa

She is a proud alumna of Mfantsiman Girls' Secondary School, Saltpond, where she completed her sixth form education.

With 17 years of experience at the Ghana Broadcasting Corporation (GTV News), Oheneyere Gifty Anti built a legacy in journalism and national broadcasting. Today, she continues to amplify her impact as a mentor, notably to the Young African Leaders Initiative (YALI – RLC West Africa) fellows, as well as through countless engagements with churches, academic institutions, corporate bodies, and civil society organizations across Ghana and abroad.

She serves as:

- National Malaria Advocate & Zero Malaria Champion
- Menstrual Hygiene Management Ambassador
- Ambassador for the Campaign Against Newborn Deaths
- A former Board Member of the Ghana Federation of the Disabled
- A Visiting Scholar in Leadership at Pentecost University
- A Fellow of the Boardroom Institute (FBI), Accra Business School
- Inducted into the Ghana Feminine Hall of Fame, where she currently serves as President

In 2015, Oheneyere Gifty Anti played a heroic role in assisting Ghana Police's Anti-Human Trafficking Unit in rescuing five girls from being trafficked to Saudi Arabia and Kuwait. Her marriage to Nana Ansah Kwao IV, Chief of Akwamu Adumasa in the Eastern Region of Ghana, earned her the chieftaincy title "Oheneyere" — meaning "wife of a chief." The couple has a daughter, Nyame Animuonyam Afia Asaa Afrakoma Sintim-Misa Ahenkan, the first child of the Adumasa stool.

Over the years, Oheneyere Dr. Gifty Anti has been recognized for her remarkable work in media, gender advocacy, philanthropy, and leadership.

# Engineering Reform, Cultivating Legacy:

Africa-UK  
Business Conference And Award

Profiles

## Satish Purmessur's Enduring Impact on the Mauritian Cane Industry



the National Biomass Framework, approved by the Government in 2023, is a case in point: an initiative that reimagines energy generation through sugarcane by-products, moving the country toward a cleaner, circular economy.

Under his leadership, MCIA has expanded its influence far beyond administration. It has become a space for engagement, development, and innovation—especially for small and medium-scale sugarcane growers who often operate at the margins of profitability. Through schemes such as the Cane Replantation Fund, Fertiliser Advance Scheme, and direct post-harvest financial support, Mr. Purmessur has placed empowerment at the centre of the Authority's outreach.

His ability to mobilise teams and resources was tested—and proven—during the COVID-19 pandemic, when he facilitated stakeholder consultations with the World Bank to produce a comprehensive sector review. Amid logistical challenges, travel restrictions, and rising uncertainty, he leveraged technology and diplomacy to keep the process on track and outcomes on schedule—a feat few could have pulled off at such scale.

But his leadership is not only technical—it is profoundly human. Mr. Purmessur understands that systems work best when people feel seen, heard, and included. He maintains an open-door policy with MCIA's over 500 employees, routinely engaging with trade unions, partner institutions, and rural farmers alike. By listening intently and acting decisively, he has resolved legacy HR challenges, filled long-vacant posts, created new roles, and fostered a culture of operational stability and unity.

His contributions to the modernisation of agricultural practices—especially through mechanisation and drone technology—are positioning Mauritius for a new agricultural future. With the right tools, training, and technology, small-scale farmers are now able to compete, scale, and sustain their operations—bringing renewed energy and dignity to a sector long vulnerable to global market pressures.

His leadership has also extended to infrastructure development. One of his latest undertakings is the planning of a fully automated sugar storage facility at the port, aimed at reducing costs, improving export efficiency, and ensuring better preservation and traceability. The project signals a future-ready vision that balances efficiency with economic growth.

Mr. Purmessur is also a respected voice in policy circles, contributing to national budget proposals from 2020 through 2024, aligning financial instruments with sectoral reform, and ensuring that agricultural policy reflects the evolving realities of climate resilience, energy diversification, and food security.

His commitment to public service is underpinned by a rigorous academic and professional foundation. He holds an MSc in Total Quality Management and a BSc (Hons) in Occupational Safety and Health, alongside numerous professional diplomas in engineering, risk management, productivity, and maritime security. He is also a Chartered Member of IOSH (UK), a Certified Quality Auditor, and affiliated with top-tier technical institutions in the UK and Mauritius.

In recognition of his lifelong contributions, Mr. Purmessur was conferred the title of Grand Officer of the Order of the Star and Key of the Indian Ocean (G.O.S.K)—one of the highest civilian honours in Mauritius. His more recent recognition at the Africa-UK Conference and Awards, hosted by The Business Executive, extends his profile beyond island borders, affirming his relevance and leadership across Africa and the diaspora.

In recognition of his lifelong contributions, Mr. Purmessur was conferred the title of Grand Officer of the Order of the Star and Key of the Indian Ocean (G.O.S.K)—one of the highest civilian honours in Mauritius. His more recent recognition at the Africa-UK Conference and Awards, hosted by The Business Executive, extends his profile beyond island borders, affirming his relevance and leadership across Africa and the diaspora.

Following his retirement from the Mauritius Cane Industry Authority, Mr. Purmessur has embarked on a new chapter as a consultant in Bio Energy, Bio Fuel, Bio Fertiliser, and Occupational Safety and Health—fields aligned with his lifelong commitment to sustainability and safe industrial practices. He is the Founder and Director of Worksafety Specialists Ltd, a company that is also the exclusive supplier of Acorn Stairlifts in Mauritius.

As he continues to mentor emerging professionals and provide technical advisory services, Mr. Purmessur remains unwavering in his dedication to national development and innovation. His story is not only one of professional excellence—it is one of enduring national contribution. In a world hungry for responsible leadership, he reminds us that a true legacy is not built overnight, but cultivated through decades of dedication, dignity, and deep care for those you serve.

**W**ith a professional journey spanning five decades, Satish Purmessur, G.O.S.K, stands tall as one of Mauritius' most seasoned institutional leaders—an accomplished technocrat whose vision and voice have guided the evolution of the country's sugar cane industry through shifting economic tides, environmental demands, and generational transitions. As Chief Executive Officer of the Mauritius Cane Industry Authority (MCIA), Mr. Purmessur continues to operate at the intersection of tradition and transformation, overseeing the backbone of one of Mauritius' most historic and economically significant sectors.

Having spent over 44 years within the sugar value chain, his contributions are woven into the very fabric of the industry. From the Bulk Sugar Terminal to the national regulatory level, Mr. Purmessur's rise was not sudden but earned—marked by decades of service, technical mastery, and results-driven leadership. Today, he leads MCIA not merely as a CEO but as a strategic anchor, navigating the complexities of a sector that touches the lives of thousands of farmers, labourers, exporters, and cooperatives across the island.

His professional philosophy is grounded in service, sustainability, and inclusive progress. This is evidenced by his ability to combine policy formulation with project execution—bringing national strategy to life through real, measurable action. His landmark project,

# MARTIN ASAMOAH

## Championing Youth Empowerment and Social Change Across Continents

**M**artin Asamoah is a dynamic social impact leader, professional coach, and internationally recognised safeguarding consultant who is deeply committed to transforming the lives of young people and vulnerable communities. As the Founder and Chief Executive Officer of Action Family Network C.I.C in the United Kingdom, he brings a wealth of expertise and lived experience to his mission of empowering youth, advocating for social justice, and creating safer environments for children and families.

A certified Advanced Social Work Practitioner in the UK, Martin specializes in safeguarding, child protection, and youth violence prevention. Through his work as a safeguarding trainer and consultant, he delivers tailored training programmes and consultancy services to organisations, institutions, and community networks across the UK and internationally. His work focuses particularly on child criminal and sexual exploitation, as well as the design and implementation of effective safeguarding policies.

As a professional coach, public speaker, and youth mentor, Martin's influence extends beyond technical training to motivational and legacy-driven youth engagement. He serves as a Senior Mentor at the Impact and Legacy Youth Academy, where he nurtures the leadership potential of young people and guides them towards purpose-driven lives.

A strong belief in equity, social justice, and anti-discriminatory practice drives Martin. He maintains that every child, when given the right environment and support, can thrive and reach their full potential. His work is not just a profession—it is a calling rooted in compassion, advocacy, and lasting social change.

As a proud awardee at the prestigious Africa-UK Conference and Awards organised by The Business Executive, Martin Asamoah continues to be a force for change, bridging communities, shaping policy, and leaving a legacy of hope and empowerment across borders.



He serves as a Senior Mentor at the Impact and Legacy Youth Academy, where he nurtures the leadership potential of young people and guides them towards purpose-driven lives.

# Get an **OmniBSIC Visa Classic Debit Card** today!

● *Instant*

● *Secure*

● *Convenient*



Issued Instantly at any of our branches  
nationwide



# Gopal C. Vasu:

## BUILDING A LEGACY OF PHARMACEUTICAL EXCELLENCE IN GHANA



Today, under his leadership, M&G Pharmaceuticals Ltd. produces 78 essential medicines in various dosage forms—tablets, capsules, syrups, suspensions, and blister packs. The company serves over 800 customers nationwide, including the Ministry of Health, Ghana Health Service, Christian Health Association of Ghana, private hospitals and clinics, pharmacy outlets, and licensed over-the-counter medicine shops. With distribution points in all 16 regional capitals, M&G has established itself as a backbone of healthcare delivery across Ghana.

Mr. Vasu is an outspoken advocate for industrial development as a foundation for national progress. He believes that strong local manufacturing capacity is essential to reducing unemployment and ensuring national resilience—lessons that were especially reinforced during the COVID-19 pandemic. His convictions are not merely theoretical; they are lived out daily in the operations of M&G Pharmaceuticals, which embodies the principles of self-reliance and industrial patriotism.

His contributions to the pharmaceutical sector have been widely recognized over the years. In 2005, he was conferred honorary membership of the Pharmaceutical Society of Ghana. A decade later, the Pharmaceutical Manufacturers Association of Ghana (PMAG) commended his outstanding industry leadership. His influence continued to resonate across the subregion, with the

West African Pharmaceutical Manufacturers' Association (WAPMA) honoring him in 2016 for his exceptional work in pharmaceutical manufacturing.

Mr. Vasu's reputation as a transformative leader has also earned him several accolades beyond the pharmaceutical space. He was named first runner-up in Ghana's Most Respected CEOs by The Business Executive in 2018, and also won Pharma Personality of the Year at the inaugural Ghana Pharma Awards. In 2019, he received the Outstanding Contribution to the Pharmaceutical Industry award, and was later adjudged Best CEO in the Pharmaceutical Sector at the Ghana Industry CEO Awards. His legacy was further cemented when the Entrepreneur Foundation of Ghana named him one of Ghana's Greatest Entrepreneurs of All Time in 2020.

In 2022, he was honored once more with an award for Entrepreneurship and Nation Building in Pharmaceuticals by the Governance and Business Boardroom—another fitting tribute to a man whose life's work has been dedicated to building, healing, and empowering.

Mr. Gopal C. Vasu's recognition with The Business Executive Excellence Award is a testament to the enduring impact of a life spent in service of industry, innovation, and national well-being. His story is not just one of business success, but of purpose-driven leadership that continues to uplift lives across generations.

It takes a visionary with courage, tenacity, and a deep sense of duty to turn a struggling pharmaceutical facility into a national production powerhouse. Mr. Gopal C. Vasu, the respected Managing Director of M&G Pharmaceuticals Ltd., exemplifies such rare leadership. A recipient of The Business Executive Excellence Award, Mr. Vasu's name is firmly etched in Ghana's industrial history as one of the most impactful contributors to the country's healthcare manufacturing landscape.

Born just five days before India gained independence in 1947, Mr. Vasu's journey reflects not just personal ambition but a deeper commitment to meaningful impact. With a postgraduate degree in Sociology from Indore University, he began his professional path with a sharp awareness of societal needs. In 1969, he arrived in Ghana to join a company involved in the manufacture of plastic and leather footwear as well as packaging materials—marking the beginning of his enduring connection with the country.

For over two decades, Mr. Vasu worked diligently in the manufacturing sector, steadily gaining insight, experience, and a deep understanding of Ghana's industrial needs. In 1993, after 24 years of dedicated service, he made a bold move—along with a group of colleagues, he took over M&G Pharmaceuticals Ltd., a company that had been closed for two and a half years due to managerial and technical issues. The revival of this entity would become one of Ghana's most inspiring industrial transformation stories.





# M&G PHARMACEUTICALS LTD.



## 'BUY GHANA' 'BUILD GHANA'



Tel: 233 302 666868, 666613, 664758  
Website: [www.mgpltd.com](http://www.mgpltd.com)

*Making Quality Medicines for Millions*



THIS ADVERTISEMENT HAS BEEN VETTED AND APPROVED BY FDA



## REDEFINING LUXURY DINING IN ACCRA:

### THE VISION OF MR. RABIH KAADE AND THE POLO CLUB RESTAURANT & LOUNGE



In a city where culinary ambition is rising as fast as its skyline, Polo Club Restaurant & Lounge has carved out a niche not only as a premier dining destination, but as a cultural landmark in the heart of Accra. At the centre of this excellence is Mr. Rabih Kaade, Managing Partner and hospitality strategist, whose refined leadership has elevated the brand to one of the most revered names in the industry.

With an intuitive grasp of what discerning guests seek, Mr. Kaade has transformed Polo Club from a sophisticated eatery into an immersive experience, one that fuses fine cuisine, elegant design, and impeccable service to deliver moments that linger long after the last course is served. His vision is simple yet profound: to make every visit feel like a celebration of taste, comfort, and connection.

From its tastefully curated interior to its seasonal menus, everything about Polo Club reflects thoughtful intention. The restaurant seamlessly blends international culinary influences with modern African sensibilities, offering a dining experience that feels both cosmopolitan and rooted. Under Mr. Kaade's guidance, the kitchen is more than a place of preparation; it is a space of creation, where passionate chefs are encouraged to innovate and honour every ingredient.

In 2025, the restaurant's commitment to excellence was formally recognized at the Business Executive Excellence Awards, where Polo Club received top honours, a fitting tribute to its unwavering standards of quality, consistency, and innovation. For Mr. Kaade, however, such recognition is not a destination but a reminder to keep pushing boundaries.

Beyond the menu, Mr. Kaade has cultivated a space where hospitality feels personal. His attention to detail and dedication to staff development have fostered a culture of warmth and professionalism. Whether it is an intimate dinner, a corporate engagement, or a celebratory gathering, Polo Club is known for elevating everyday occasions into exceptional experiences.

Yet, what sets Mr. Kaade apart is not just operational excellence; it is his quiet passion for people. He believes that great hospitality is not just about what is served, but how it makes people feel. That philosophy runs deep in every element of the brand, from guest service to community engagement.

Looking to the future, Mr. Kaade envisions Polo Club expanding its influence as a lifestyle brand, one that continues to shape the culinary and hospitality landscape of Ghana and beyond. His entrepreneurial spirit, paired

with a deep respect for tradition, positions him as a key player in the next chapter of African fine dining.

Through resilience, refinement, and relentless pursuit of perfection, Mr. Rabih Kaade has not only built a restaurant but has curated an experience. In doing so, he reminds us that in a fast-changing world, the true luxury lies in places that make us pause, savour, and connect.



With an intuitive grasp of what discerning guests seek, Mr. Kaade has transformed Polo Club from a sophisticated eatery into an immersive experience





**“ Great hospitality isn’t measured by what you serve, but by how warmly you make people feel. ”**



# POLO CLUB

RESTAURANT & LOUNGE

## **Elevated Dining, Timeless Experiences**

At Poloclub Restaurant & Lounge, every element is thoughtfully crafted to captivate from our inviting ambiance to the refined culinary journey we offer. Nestled in the heart of Accra, we go beyond dining to create meaningful moments. Whether you're enjoying an intimate dinner, celebrating a milestone, or hosting a business affair, Poloclub elevates each occasion into an unforgettable experience.

## **Recognized for Excellence**

Poloclub Restaurant & Lounge is honored to have received recognition at the 2025 Business Executive Excellence Awards an affirmation of our steadfast dedication to quality, innovation, and service. This prestigious accolade reflects the passion infused into every dish, every guest interaction, and every experience, as we continue to redefine the standards of fine dining in Accra and beyond.





# REV. PROF. DANIEL YAO BRUCE

GUIDING MINDS, NURTURING CHARACTER,  
TRANSFORMING EDUCATION.



**D**aniel Yao Bruce is a distinguished scholar, clinical psychologist, counselor, and ordained minister whose life's work reflects a rare balance of academic excellence, visionary leadership, and spiritual service. As Acting Vice Chancellor of Methodist University Ghana, he has become a guiding force in shaping an institution committed to producing graduates of both intellectual strength and moral character.

His academic journey spans multiple disciplines, anchored by a PhD in Clinical Counseling, an MPhil in Clinical Psychology, and further training in theology and leadership. These credentials have given him the ability to unite scientific rigor with human-centered insight, positioning him as a leader whose decisions are rooted in both scholarship and compassion.

Rev. Prof. Bruce holds a B.Ed (Hons) in Psychology as his academic foundation. Rev. Prof. Bruce also believes that BEHAVIOUR is the motivation for Success or Failure. People should regulate their Behaviour only for Success.

At Methodist University Ghana, Rev. Prof. Bruce has held critical leadership positions, including Head of the Department of Psychology, Dean of the Faculty of Arts and Social Sciences, Acting Pro-Vice Chancellor, and currently Acting Vice Chancellor.

After sixteen months of serving as Acting Vice Chancellor, he has reverted to his substantive position as Pro-Vice Chancellor, continuing to contribute meaningfully to the strategic direction and growth of the university.

He is also a prolific author whose written works continue to influence both academia and ministry. His published books include *Marriage Guidance and Counselling: A Handbook for Pastors and Marriage Counsellors*, *Marriage Anxiety: Causes and Control*, and *Parenting Techniques and Practices*.

His leadership has consistently emphasized academic quality, student welfare, and institutional resilience. He has also contributed significantly to governance and policy through his service on major boards and committees, ensuring that the university remains responsive to the evolving demands of higher education.

Beyond administration, his commitment to students remains profound. At key matriculation and convocation ceremonies, he has encouraged students to embrace discipline, integrity, and the pursuit of knowledge as foundations for a purposeful life. His advice often reflects his dual identity as an academic and minister, reminding students that education must not only inform the mind but also transform the heart. He has urged learners to take advantage of counseling services and guidance opportunities, emphasizing his belief that true education addresses both intellectual growth and personal well-being.

His leadership has also been marked by vision and foresight. At graduation ceremonies, he has consistently called on graduates to embrace innovation and problem-solving as tools to address pressing national and global challenges. To him, education is not confined to the classroom but is a lifelong responsibility to society, requiring courage, empathy, and ethical commitment.

Rev. Prof. Bruce's professional influence extends well beyond the Methodist University community. As a clinical psychologist and counselor, he has provided guidance in various institutions and health facilities, bringing clarity and healing to individuals and families. As a minister in the Evangelical Presbyterian Church, he has combined pastoral service with intellectual contribution, inspiring many through preaching, mentoring, and community development.

In every sphere, his work underscores the belief that leadership is service and education is transformation. Under his stewardship, Methodist University Ghana is charting a path of growth that emphasizes research relevance, innovation, inclusivity, and global competitiveness, while staying grounded in Ghanaian values and Methodist principles.

Rev. Prof. Daniel Yao Bruce represents the kind of leader that higher education in Ghana and Africa needs: principled, visionary, compassionate, and dedicated to the formation of minds and the shaping of character. His leadership continues to affirm that academic institutions are not just places of instruction but engines of moral, intellectual, and societal transformation.

**Rev. Prof. Daniel Yao Bruce.**  
**Clinical Psychologist**  
**(Ag. Pro. Vice Chancellor)**  
**Methodist University Ghana**  
**P.O.DC940, Dansoman. Accra.**  
**+233244216032**  
**[dbruce@mug.edu.gh](mailto:dbruce@mug.edu.gh)**

“

Rev. Prof. Daniel Yao Bruce represents the kind of leader that higher education in Ghana and Africa needs: principled, visionary, compassionate, and dedicated to the formation of minds and the shaping of character.

## UNDERGRADUATE Programmes

- BBA Accounting
- BBA Human Resource Management
- BSc. Procurement & Supply Chain Mgt
- BBA Management Studies
- BBA Marketing
- BBA Banking & Finance
- BSc Information Technology
- BSc Nursing
- BSc Agric
- BA Psychology
- BA Social Work
- BSc Economics
- BA Communication Studies

## DIPLOMA Programmes

- Diploma in Information Technology
- Diploma in General Agriculture(Wenchi)

## ATHE-UK DIPLOMA

- Health and Social Care
- Business and Management Level (3&4)
- Digital Information Technology (level 3)
- Postgraduate Diploma in Strategic Mgt.

## ADMISSION Requirements

- SSCE/WASSCE: Credit passes in three core subjects and any three elective subjects
- MATURE APPLICANTS: Must be 25 years or above, and must write and pass an Entrance Examination organized by MUG.
- MASTERS: Must possess a good first Degree

## POSTGRADUATE Programmes

- MBA Accounting
- MBA Human Resource Management
- MBA Marketing
- MBA Finance
- Master of Public Policy & Governance
- MSc. Accounting & Finance
- M.A. Entrepreneurship & Corporate Strategy
- MPhil Educational Leadership & School improvement
- MSc. Procurement & Supply Chain Mgt.
- Mphil Educational Administration
- M.ED Educational Leadership & Innovation
- M.ED Educational Management & Practice
- Doctor of Philosophy (PhD.) in Education
- M.A. Guidance & Counselling
- MPhil Guidance & Counselling

## CERTIFICATE Programmes

- Certificate in Ports & Shipping Mgt.
- Professional Certificate in Psychology
- Certificate in Agribusiness
- Certificate in Horticulture
- Certificate in Agro-processing
- Certificate in Information Technology
- Professional Certificate in Entrepreneurship & Business Development
- Professional Certificate in E-Procurement & Supply Chain Mgt.
- Professional Certificate in E-Commerce & Digital Marketing.
- Professional Certificate in Leadership

Purchase E-VOUCHER through USSD code \*887\*9# on all mobile telecommunication networks.

0549967386

0508581225

0558122361

0558309059

CAMPUSES

Dansoman

Tema

Wenchi



**APPLY NOW!**

SCAN TO APPLY

**DISCOUNT**

**30%**

**FOR WASSCE  
CANDIDATES**



# PROFESSOR EBENEZER JACKSON:

## ARCHITECT OF KNOWLEDGE, INNOVATION, AND IMPACT



**F**ew lives exemplify the seamless intersection of intellectual brilliance, transformational leadership, and heartfelt service quite like that of Professor Ebenezer Asafua Jackson. An eminent figure in engineering, higher education, and social enterprise, Professor Jackson has devoted his life to reshaping systems, empowering generations, and embodying the values of service, innovation, and excellence. His journey is not merely one of academic distinction—it is a blueprint for visionary nation-building.

Born in Winneba and nurtured by Ghana's strong educational heritage, his early promise was evident at Mfantshipim School, where he laid the groundwork for a lifetime of scholarly achievement. From there, he embarked on a remarkable academic ascent—earning both BSc and MSc degrees in Electrical Engineering from Kwame Nkrumah University of Science and Technology (KNUST), followed by a postgraduate diploma from Arthur D. Little in the U.S. and culminating in a Ph.D. in Automatic Control from the University of Pennsylvania. These were not mere credentials; they were tools forged for a far greater mission.

At KNUST, Professor Jackson transformed engineering education through pioneering leadership. As Dean and later Provost, he expanded the scope of academic programmes, modernized departmental structures, and oversaw the development of key physical infrastructure. He introduced Ghana's now widely adopted Modular Course System and, decades ahead of his time, developed software for examination

processing in the 1970s—an innovation that remains in use today. His authorship of distance learning materials further reflects a lifelong commitment to equitable and accessible education.

Beyond academia, his leadership radiated into industry, public policy, and professional development. As Vice-President and Council Member of the Ghana Institution of Engineering, he played a pivotal role in advancing national engineering standards. His advisory work with the Volta River Authority and the Electricity Company of Ghana significantly contributed to Ghana's energy conservation drive, including the successful nationwide promotion of energy-efficient lighting. He also applied his technical knowledge to support small-scale industries—demonstrating a consistent dedication to grassroots economic development.

One of his most enduring contributions is the founding of Jackson University College (JUC) alongside his wife, Mrs. Theodosia Jackson. What began as a bold idea has grown into Ghana's premier distance learning institution, with over 20,000 graduates. The expansion of JUC into the Jackson Institute of Technology and the Jackson Institute of Innovation and Leadership is a testament to his strategic foresight and commitment to preparing future-ready graduates. Through JUC, Professor Jackson has not only raised educational standards but also created life-changing opportunities for thousands across Ghana and beyond.

His achievements have been recognized by numerous institutions, both locally and internationally. These honours include Distinguished Alumni for Academic Excellence by the KNUST College of Engineering (2024), Most Innovative Founder of the Year by Global Excellence Business Leaders (2022), the Albert Nelson Marquis Lifetime Achievement Award (2018), and induction into the Oxford Academic Union (2015). In 2023, he received the Outstanding Contribution to Quality Education Award from the Ghana Education Service. Notably, he was also honoured as Most Outstanding Personality in Educational Consultancy (2025) at The Business Executive Excellence Awards. His profile is also featured in the acclaimed publication "100 Ghanaians of Noble Disposition" by Dr. Dee Otibu-Asare.

Professor Jackson's influence, however, extends far beyond titles and institutions. He is a deeply spiritual man whose Christian faith infuses every dimension of his work. As a gospel soloist and preacher, he has ministered through music, including the release of his album "The King is Coming." His philanthropic outreach—spearheaded through the DEEN Foundation and the Jackson Foundation—has supported prisons, hospitals, churches, and educational institutions. Whether through infrastructure development, scholarships, or charitable giving, his commitment to serving the underserved is unwavering.

Professor Jackson and his wife, Theodosia, are proud parents of four accomplished children: two engineers, a pharmacist, and a medical doctor.





**JACKSON**  
UNIVERSITY COLLEGE

# LEARN WITH JACKSON

ACADEMIC EXCELLENCE  
INDUSTRY RELEVANCE



## PROGRAMMES

### POST GRADUATE

MA/ M.Ed/ MSc/ MPhil

- Guidance & Counselling
- Educational Leadership & Management
- Mathematics Education
- English Education
- Early Grade
- Post Graduate Diploma in Education

### PROFESSIONAL DEVELOPMENT

- IELTS
- Project Management
- CIMA
- Business Management

### INFORMATION TECHNOLOGY (IT)

- Cybersecurity
- Web Development
- Data Analytics
- Software Engineering
- Digital Marketing

### UNDERGRADUATE

- 4 - Year Bachelor of Education
- 2 - Year Post-Diploma in Education

**Enrol Now!**

**0201260290**



**Kumasi:** Jackson Headquarters  
Ayeduase New-Site, near KNUST  
GPS: AK-626-1136

**Accra:** Abena Ateaa Towers,  
Ring Road Central - Near Circle  
GPS: G2-072-8797



[www.jackson.edu.gh](http://www.jackson.edu.gh)

Jackson University College



# DESMOND DICKSON: ENGINEERING A NEW ERA OF CONSTRUCTION LEADERSHIP



an assistant senior engineer. He quickly distinguished himself with an uncommon combination of technical acumen and strategic thinking. His early years saw him contributing to transformative projects under firms such as ABP Consult Limited, FGH Ferreira Build Power Ghana Limited, and TG Holdings Ghana Limited—organizations where his leadership potential was unmistakable.

By the time he turned 30, Desmond had already managed several major commercial developments across the country. But it was in 2018, when he was appointed CEO of Azmon Limited, that his leadership truly took flight. What began as a promising firm under his watch has evolved into a modern construction powerhouse—one defined by rapid growth, disciplined execution, and future-focused innovation. In just a few years, Desmond has tripled Azmon's workforce and driven annual revenue growth of over 75%, transforming the company into a key force in Ghana's infrastructure development.

Desmond's approach to leadership is grounded in people and purpose. While he commands the respect of the boardroom, he remains deeply connected to the frontline. His commitment to a values-based culture has made Azmon Limited a preferred partner for clients and a progressive employer for professionals in construction and engineering. Training programs, trade apprenticeships, and leadership development pipelines have been institutionalized under his direction, ensuring the next generation of construction talent is nurtured with intention.

Safety is another cornerstone of his philosophy. Under his watch, Azmon Limited has maintained a spotless record—achieving green status in the VIVO Energy greenbanding audit with zero incident rates across all ongoing and completed projects. Such discipline reflects not only operational excellence but a leadership model that balances innovation with accountability.

Desmond is not one to be content with the status quo. His strategic vision for Azmon goes far beyond national borders. With plans underway to explore international markets, he is championing the integration of emerging technologies such as 3D-printed concrete and AI-driven logistics.

His ambition is to position Azmon at the cutting edge of smart, green, and scalable infrastructure solutions across Africa and beyond.

In a traditionally conservative industry, Desmond stands out for his fearless embrace of new ideas. Whether it's modular construction methods, sustainable design principles, or advanced site management tools, he brings a breath of fresh air into the sector. Yet for all his modern instincts, he remains grounded in timeless values—discipline, transparency, and service.

Desmond Dickson's recognition with The Business Executive Excellence Award affirms what his colleagues, clients, and competitors already know: he is not just building structures; he is building a legacy of leadership, innovation, and impact.

**B**ehind the growth of Azmon Limited, one of Ghana's most dynamic players in construction and engineering, stands a man whose foundation is as strong as the structures he helps bring to life. Desmond Dickson, Chief Executive Officer of Azmon Limited and recipient of The Business Executive Excellence Award, is not just building physical infrastructure—he is architecting a sustainable and innovative future for the construction industry.

Desmond's journey did not begin in a corner office but in the mud, dust, and challenge of Ghanaian construction sites. With a Bachelor of Science degree in Civil Engineering from the Kwame Nkrumah University of Science and Technology, he entered the industry as

“  
Desmond Dickson, Chief Executive Officer of Azmon Limited and recipient of The Business Executive Excellence Award, is not just building physical infrastructure—he is architecting a sustainable and innovative future for the construction industry.”



**AZMON**  
LIMITED



Delivering Excellence Through Quality,  
Integrity and Professionalism



## CORE SERVICES:

- Construction
- Engineering
- Refurbishments
- Structural Framework Assessment

## WHY CHOOSE US?

With our focus on Quality ,  
Integrity and  
Professionalism , Azmon  
Limited delivers top-tier  
result on every project.



azmon\_limitedgh



030 396 3352



www.azmonltd.com



# KWAKU AGYENIM-BOATENG:

## CHAMPIONING SUSTAINABLE CLIMATE SOLUTIONS WITH PURPOSE AND PRECISION



In Ghana's HVAC industry, where function and innovation thrive, Mr. Kwaku Agyenim-Boateng has carved a unique path one defined by leadership, service, customer-centricism, and transformation. As the Managing Director of Flexi-Space Limited and a distinguished recipient of The Business Executive Excellence Award, his journey reflects more than business acumen; it is a story of purpose, innovation, and a relentless drive to uplift both industry and community.

His career began not in the comfort of corner offices, but in the field—listening, learning, and leading. Starting as a top-selling General Manager at Packplus International Ltd. nearly three decades ago, Mr. Agyenim-Boateng quickly distinguished himself by providing forward-thinking HVAC solutions that were technologically advanced, installation-friendly, and grounded in long-term service. With a firm grasp of customer needs and a future-facing mindset, he soon set out to create a platform of his own. The result was the establishment of Flexi-Space Limited, an Aircondition company, which today stands as a beacon of excellence in climate systems across Ghana and the West African sub-region.

What makes Mr. Agyenim-Boateng's leadership truly remarkable is his blend of technical competence and people-focused strategy. Under his stewardship, Flexi-Space Limited, an indigenous Ghanaian Company, has executed over 300 successful projects across more than 100 institutions—from corporate and government structures to hospitals, universities, sports arenas, places of worship, and high-end residences. These projects are not just brick-and-mortar achievements—they are solutions tailored with precision and care, designed to meet diverse architectural and environmental needs.

Mr. Agyenim-Boateng's academic grounding as an alumnus of the University of Ghana adds an uncommon layer to his leadership style.

His ability to connect across disciplines and cultures has enabled Flexi-Space Limited. to collaborate with renowned Consultants, Architects, and Engineers both locally and internationally. His personable nature and integrity have helped him to forge enduring partnerships and assemble a highly skilled team committed to raising industry standards.

Beyond corporate achievements, his contributions to national development have left a visible impact. During the height of the COVID-19 pandemic, Flexi-Space played a pivotal role in the provision of HVAC systems in Ghana's two Infectious Disease Centres at Ga East and Dodowa. This critical intervention earned him and Flexi-Space a Citation of Honour from the Government of Ghana and the Ghana COVID-19 Private Sector Fund for his extraordinary service to the nation during a time of crisis.

His achievements have been consistently recognized by leading institutions. The Ghana Institute of Architects (GIA) honoured him for his climate-sensitive design input in renovating the new Architecture House at North Ridge, Accra. The Midea Group in China has celebrated their longstanding 19-year business relationship with Flexi-Space, and the ASHRAE Ghana Chapter acknowledged his efforts in advancing professional development by encouraging staff to keep abreast and remain active in their fields of study/work.

Mr. Agyenim-Boateng's vision extends far beyond profits and portfolios. As a philanthropist and mentor, he is deeply committed to youth empowerment and education.

His initiative with the Kwame Nkrumah University of Science and Technology (KNUST) College of Engineering, to establish an HVAC training and mentorship centre is already inspiring a new generation of Engineers. His service on Advisory Committees at Valley View University and leadership roles within the Adventist Men's Ministries (AMM) have solidified his reputation as a principled leader guided by faith and social impact. He is a preacher, a teacher and a goal-getter.

He is a founding member of the Pro-Adventist Network, an organisation that connects christian professionals for mutual growth and capacity building. He is also a sought-after speaker on Entrepreneurship, Ethics, Business resilience and Marriage counselling.

Grounded in Christian values, Mr. Agyenim-Boateng is a family man whose personal and professional life reflect humility, discipline, and vision. Together with his wife, they have nurtured a family legacy anchored in service, excellence, impact and initiatives that support the vulnerable and marginalised in society. His philanthropic activities have given, food, hope, education and good health to many, including orphans, widows, widowers, single parents, the poor and needy in the society.

Receiving The Business Executive Excellence Award is yet another milestone in a life that is devoted to re-shaping the way people live, breathe, build and bond. Mr. Kwaku Agyenim-Boateng remains an unwavering force in Ghana's business ecosystem—architecting not just climate control systems, but a legacy of integrity, transformation, and hope.



Order  
Now

FLEXI-SPACE

HVAC Contractor

Meet Midea's **new air-conditioner**  
crafted for ultimate comfort

ATOM C Series



## GET IN TOUCH

Whatsapp: +233 (0) 503 64 5871

Telephone: +233 (0) 303 31 0850

Email: [info@flexi-spaceltd.com](mailto:info@flexi-spaceltd.com)

# CHUKWUEMEKA SAMUEL MBONU

## DRIVING AFRICAN FASHION WITH BUSINESS PRECISION



From the bustling fabric markets of Nigeria to the runways of Accra and Lagos, Mr. Chukwuemeka Samuel Mbonu has carved out a reputation as a business-savvy creative leader who bridges commerce and couture. As the Business Development Manager for Mish Mega Ghana, he is steering a brand that not only celebrates African heritage but positions it on a global stage.

Born into a business-oriented family in Nigeria, Chukwuemeka's earliest inspirations were woven into the vibrant fabrics and bold patterns of the local textile trade. These formative years instilled in him a deep appreciation for African craftsmanship and a belief that its aesthetic could stand proudly alongside global fashion trends. His vision took shape around one goal — to create African-inspired clothing that is sophisticated, chic, and worthy of the world's most prestigious catwalks.

Chukwuemeka's path to fashion leadership is grounded in both creative passion and academic discipline. He earned his Bachelor's degree in Mechanical Engineering from the Federal University of Technology in Nigeria, equipping him with the technical precision that would later influence his approach to design and production. Recognizing the importance of business acumen in the creative sector, he further obtained a certificate in Entrepreneurship and Small Business Management from GIMPA Business School in Ghana — a combination that would uniquely position him to lead both brand and business. Mish Mega began its journey in Nigeria in 2005 as a unisex fashion brand offering contemporary African clothing. After completing his studies in Ghana, Chukwuemeka identified a market

opportunity and, in 2016, launched Mish Mega Ghana. The brand quickly gained traction for its quality craftsmanship, versatility, and modern African style. Today, Mish Mega serves a diverse clientele — from individuals seeking bespoke elegance to corporate bodies in search of distinctive uniforms. Whether ready-to-wear or custom-made, each piece is designed to inspire confidence and authenticity in its wearer.

Mish Mega is not only a fashion label but a structured business enterprise with a clear focus on service and impact. The brand offers ready-to-wear collections that speak to modern tastes, bespoke tailoring that delivers individuality, and corporate clothing solutions that project professionalism for organizations. This threefold approach has enabled Mish Mega to serve a wide spectrum of clients with consistency and creativity. Anchored by its guiding expression, "What you wear can change your life," the company positions itself as both a style innovator and a reliable fashion partner for those seeking clothing that inspires confidence, identity, and pride.

The brand's creative impact has been felt on major platforms, with designs showcased at Accra Fashion Week and Lagos Fashion Week. Mish Mega has also dressed notable personalities including Mr. Eric Asiedu Boadi of Adom TV, Mr. Alex Kwesi Crasie of Max TV, and the legendary Tagoe Sisters, among others. These collaborations have further cemented the label's place in West Africa's fashion landscape.

Mish Mega's excellence has not gone unnoticed. The brand was nominated for Best Menswear Designer at Fashion Ghana in both 2018 and 2019.

More recently, it was honoured with the Most Innovative Contemporary Fashion Designer of the Year 2025 award at The Business Executive

Awards. On an individual level, Chukwuemeka himself was named Most Outstanding Manufacturing (Garment) at the 2025 edition of the same awards, a testament to his leadership and strategic vision.

As Business Development Manager, Chukwuemeka's role extends beyond the creative sphere. He has forged strategic partnerships with boutiques and retail clothing outlets, expanding Mish Mega's market reach within Ghana and beyond. His guiding principles — honesty, integrity, and excellence — shape every decision, from sourcing fabrics to final fittings. Under his leadership, the brand continues to push boundaries while maintaining its core commitment to quality, uniqueness, and affordability.

For Chukwuemeka, fashion is not merely about aesthetics; it is about transformation. Mish Mega's guiding expression, "What you wear can change your life," reflects his belief in the power of clothing to inspire confidence and open doors. Looking ahead, his ambition is clear — to make Mish Mega a global influence in contemporary African fashion, where tradition meets innovation and African identity commands its place on the world stage.

Mish Mega Ghana operates from Blk 1, Parakuo Estate, Boundary Road, Oko-Dome — opposite the Church of Pentecost Dome Central Auditorium. The brand connects with its audience across Facebook, Instagram, and TikTok under @mishmegacompany, serving clients locally and internationally with the same dedication that has defined its journey so far.

Through vision, precision, and a passion for cultural expression, Chukwuemeka Samuel Mbonu is redefining what it means to be both a business leader and a creative force in Africa's fast-evolving fashion industry.





GET YOUR PROFESSIONAL  
KAFTANS, POLITICAL SUITS & MENSWEAR

# TAILORS TODAY

Do you want Uniforms,  
Office Wears, Coveralls?



Call or WhatsApp Us:  
**0543806578**

Follow us on     
**@mishmegacompany**



# ENGR. JACOB ADOFO ANSONG:

## BUILDING FOUNDATIONS OF TRUST, VISION, AND INDUSTRY REFORM



In addition to serving as an executive member of the Ghana Institute of Real Estate Brokers (GhIREB), he represents GAREB on the Board of the Real Estate Agency Council, contributing to policy formulation, regulatory frameworks, and industry-wide reforms.

His qualifications reflect a lifelong commitment to cross-disciplinary excellence. As a Certified Project Management Consultant (CPMC), and an active member of both the Institute of Project Management Professionals (IPMP – Ghana) and the Institute of Engineering Technologists (IET), Engr. Ansong is not just building structures—he is building capacity, accountability, and future-ready practices across multiple sectors.

Colleagues and clients alike point to his hallmark values: integrity, precision, and service. Whether he's managing a construction milestone or contributing to national discussions on real estate regulation, he brings the same level of care, clarity, and commitment. His mantra, "Relationship Through Loyalty," is not a catchphrase—it is the principle that underpins every engagement, every handshake, and every project his firm undertakes.

His contributions have earned him widespread recognition. Alongside The

Business Executive Excellence Award, he was named Affordable Housing Advocate of the Year at the Ghana Real Estate Professionals and Industry Awards, celebrating his dedication to ensuring that quality housing remains within reach for all. At the 2025 African Excellence and Personality Awards, he received the Excellence Award for his outstanding leadership and economic contribution—a reflection of his growing stature both within Ghana and across the continent.

Yet, Engr. Ansong remains grounded in service. He is committed to strengthening industry structures while ensuring that people—homeowners, investors, and fellow professionals—are equipped with the trust and support they need to thrive. Through his firm and affiliations, he continues to mentor young professionals, promote ethical real estate brokerage, and support the transformation of urban spaces with sustainable, value-driven projects.

Engr. Jacob Adofo Ansong stands as a true standard-bearer for the next generation of real estate and construction leaders in Ghana. His work is measured not just in square footage or market share, but in the depth of relationships built, the lives impacted, and the future he continues to design—with discipline, purpose, and enduring loyalty.

In Ghana's evolving real estate and construction landscape, Engr. Jacob Adofo Ansong has emerged as a dynamic force—one whose vision blends the precision of engineering with the foresight of policy leadership. As Chief Executive Officer of Radof Investment and Design Consult, and a recipient of The Business Executive Excellence Award, Engr. Ansong is shaping not only structures but the standards by which an entire industry operates.

With over 15 years of expertise rooted in civil engineering and real estate development, his approach to project execution is grounded in technical mastery and client-focused innovation. Under his leadership, Radof Investment and Design Consult has become synonymous with reliability and excellence, delivering diverse projects that reflect both engineering rigour and design sophistication.

But Engr. Ansong's influence extends far beyond blueprints and building sites. As President of the Ghana Association of Real Estate Brokers (GAREB), he plays a key role in shaping the strategic direction of the country's real estate profession. His leadership has helped redefine ethical practice and professionalism in a space that continues to gain national prominence.



Build With Us

Radofconsult



WWW.RADOFCONSULT.COM



## Our Services

- Construction
- Real Estate Consultancy
- Accounting Services
- Project Management
- Sale Of Lands
- Sale Of Houses
- General Supply Of Goods

## Land Surveying & Digital Mapping

- Rental of Survey Instrument
- Coordinate Picking
- Preparation of Site Plan



+233 30 244 3072,  
+233 57 748 2311



Dome-Born Again,  
Near GCB

info@radofconsult.com  
radofconsult9@gmail.com





# FROM REAL ESTATE TO THE RED CARPET:

## EDDY ACQUAH'S DUAL POWER



In Ghana's competitive real estate and events industry, few names command the level of respect and recognition that Eddy Acquah does. As Chief Executive Officer of Eddy Acquah Properties, he is not only building homes and closing prime deals but also shaping a lifestyle brand rooted in trust, excellence, and authentic connection.

Since its founding in 2021, Eddy Acquah Properties has quickly risen to prominence, delivering top-tier residential and commercial solutions in prime areas such as Cantonments, Airport Residential, and East Legon. Under his leadership, the firm has successfully closed over 140 property sales and facilitated more than 20,000 square metres in commercial leasing. His intuitive market instincts, sharp understanding of client needs, and commitment to discretion have made the firm one of the most trusted emerging names in Ghana's property market. This reputation has been reinforced by multiple industry recognitions, including Ghana's Up-and-Coming Property Brand of the Year and an award for Excellence in Commercial Real Estate.

But real estate is only one part of Eddy's dynamic story.

Eddy Acquah is also one of Ghana's most sought-after corporate and wedding MCs, celebrated for bringing class, energy, precision, and sophistication to hundreds of elite events. What began almost seven years ago as a spontaneous hosting gig at his father's 60th birthday celebration has blossomed into a parallel career that has taken him across global stages. From moderating high-profile investment summits to anchoring corporate galas, product launches, exhibitions, and glamorous wedding receptions, Eddy has built a reputation for commanding presence, elegant delivery, and memorable engagement.

This rare dual expertise—as a property leader and events professional—has positioned Eddy as a true connector: someone who brings people, ideas, and opportunities together. Whether negotiating a multimillion-dollar property deal or hosting an elite celebration, he applies the same values of clarity, warmth, and world-class execution.

His dedication and impact have earned him multiple industry honours, including Outstanding Events MC of the Year, MC of the Year, Most Distinguished Real Estate Broker, and Top Performing Realtor of the Year. These accolades underscore his ability to excel in both the real estate and events spaces, making him one of the most versatile and trusted professionals of his generation.

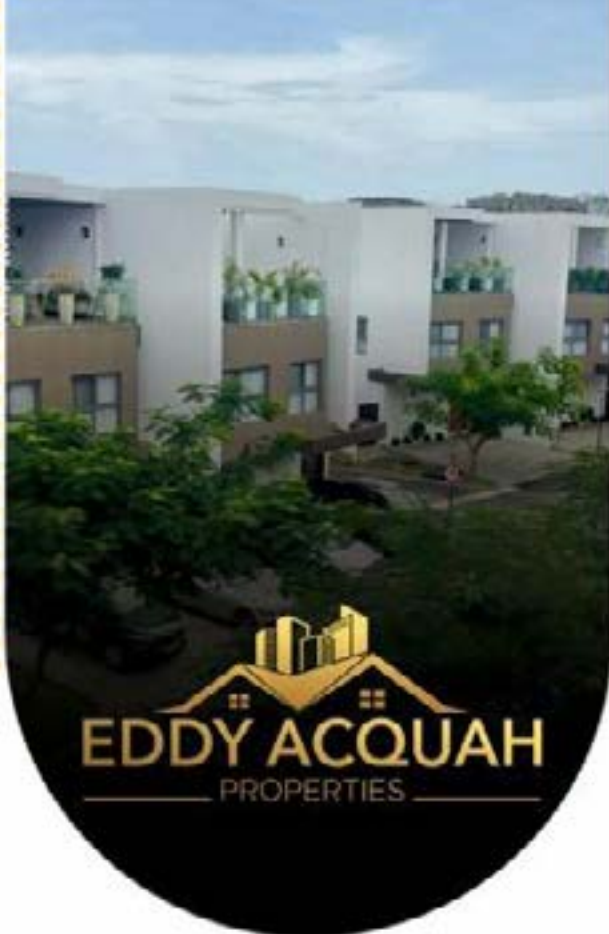
Eddy is equally passionate about leadership and legacy. He is known for empowering young professionals, investing in leadership development, and building a company that thrives on strong systems and values. Guided by his personal mantra—"Life is about making impact, not income"—he continues to inspire with a style of leadership that blends business acumen with humanity.

Whether on the red carpet, in the boardroom, or at a construction site, Eddy Acquah is redefining what it means to lead with style, substance, and service. He is not just a builder of homes and events, but of relationships and experiences that leave lasting impressions.

“His personal mantra-“Life is about making impact, not income”-guides not just his work, but his approach to legacy.



*Representative of Mr Eddy Acquah, Chief Executive Officer of Eddy Acquah Properties (right) receiving his award on his behalf at the 10th Business Executive Excellence Awards*



Eddy Acquah Properties is an established and trusted property services company with international partnerships dedicated to assisting individuals and companies both local and in the diaspora with all property needs in the prime locations of Accra.

#### Services:

- Residential Sales and Rentals
- Commercial Leasing (office spaces, retail spaces, warehouses)
- Advisory
- Property Management
- Diaspora Property Consulting

**Eddy Acquah**  
Chief Executive Officer  
☎ **024 476 6971**

**Senam Ayite**  
Property Consultant  
☎ **057 633 6059**

Or contact us via email at  
[info@eddyacquahproperties.com](mailto:info@eddyacquahproperties.com)



# LIGHTING PATHS, POWERING POTENTIAL: THE PURPOSE-DRIVEN LEADERSHIP OF ISAAC DARKO-MENSAH



In communities where children's education is often limited by lack of basic infrastructure, Isaac Darko-Mensah is leading a mission that goes beyond charity — it's about restoring dignity, unlocking opportunity, and building sustainable impact. As Country Director of Empower Playgrounds Ghana, Mr. Darko-Mensah has become a driving force in transforming rural education through an innovative blend of clean energy and community development.

With a background rooted in operations, logistics, and human-centered development, Isaac has consistently focused on solutions that are both practical and powerful. His work centers on an ingenious concept: turning children's play into a source of renewable energy. Through the installation of specially engineered merry-go-rounds that generate electricity, Empower Playgrounds provides light to schools and homes in underserved communities — enabling students to study at night and families to experience life beyond dusk.

Under Isaac's leadership, the organization has expanded its reach, deepening its presence in multiple districts across Ghana. Beyond the playground systems, he has championed the introduction of science kits, educational support programmes, and teacher training sessions that align with the Ghana Education Service's goals. His approach integrates sustainability with local ownership — ensuring that communities are not just beneficiaries, but active participants in the long-term success of the projects.

What sets Mr. Darko-Mensah apart is his ability to blend empathy with strategy. He is not only passionate about providing resources — he is intentional about impact measurement, cost-effectiveness, and empowering local talent to lead change from within. From rural district

engagements to national education forums, he has consistently advocated for a future where children are not limited by geography or poverty — but enabled by innovation and support.

His work has earned respect within both development and education circles, and his calm, hands-on leadership style continues to inspire a new generation of purpose-driven professionals.

Isaac Darko-Mensah's recognition at the Business Executive Excellence Awards 2025 stands as a testament to the critical role that social innovation plays in shaping Ghana's future. His leadership at Empower Playgrounds is not just lighting classrooms — it is igniting hope across communities.

With a strong foundation in Engineering and Leadership, Isaac Darko-Mensah brings together technical expertise and a deep commitment to community transformation.



He holds a BEng in Applied Electronics and Systems Engineering and an MA in Organizational Leadership and Governance, qualifications that allow him to bridge innovation with purpose-driven leadership.

One of his most notable initiatives has been advancing access to renewable energy in underserved communities through creative solutions such as electricity-generating merry-go-rounds. This innovation transforms children's play into a source of power—providing light for schools and homes, enabling students to study after dark, and helping families experience life beyond dusk.

Isaac's work reflects his unwavering belief that when technology is guided by visionary leadership, it has the power to uplift communities and expand opportunities for all.

“ Beyond the playground systems, he has championed the introduction of science kits, educational support programmes, and teacher training sessions that align with the Ghana Education Service's goals.



# EMPOWER

## PLAYGROUNDS



- 3,704 reusable menstrual kits
- 893 science kits
- 17+ computer labs

Among many others. Visit our website to see more of our work:

[www.empowerplaygrounds.org](http://www.empowerplaygrounds.org)

### Who Are We?

We are an NGO committed to enhancing education in rural Ghana through innovative means. Our main projects are electricity generating merry-go-rounds and reusable menstrual kits.



### Partner With Us!

### By the Numbers

- 40,875 student beneficiaries
- 70+ merry-go-rounds in 70+ rural schools
- 2,642 rechargeable lamps

Get in touch with Mr. Isaac Darko-Mensah to book a partnership call. Send an email to: [isaac@empowerplaygrounds.org](mailto:isaac@empowerplaygrounds.org)



2025  
FGAA Honouree

# MRS. ESTHER ADOMAKO:

## Redefining Insurance Broking with Vision, Integrity & Purpose

With over two decades of remarkable contributions to Ghana's financial services landscape, Mrs. Esther Adomako stands out not only as a Chartered Insurer and corporate leader but as a transformational figure in the evolution of modern insurance broking. As the Chief Executive Officer of Trans-National Insurance Brokers Ltd., she has led the firm into a new era of innovation, strategic growth, and client-first service delivery — earning her respect across the industry and beyond.

Esther joined Trans-National Insurance Brokers Ltd. thirteen years ago as Deputy General Manager. It didn't take long for her to distinguish herself — her precision, foresight, and operational excellence quickly earned her the trust of her team and the Board. She ascended to the role of General Manager, and by 2019, her clear impact and transformative leadership led to her appointment as Chief Executive Officer.

Under her stewardship, Trans-National has grown exponentially, expanding its reach across high-impact sectors including aviation, pharmaceuticals, construction, healthcare, and public institutions. Within six years of her leadership as CEO, the company experienced a 200% revenue increase, 160% growth in total assets, and a significant surge in shareholders' equity — milestones that reflect not only financial discipline but strategic foresight.

A key moment in her legacy was the establishment of a strategic partnership with African Risk Transfer, an international broking powerhouse. This collaboration extended Trans-National's capacity to deliver world-class risk solutions, giving local clients access to global expertise while enhancing the company's competitiveness on the international stage.

Her commitment to corporate social responsibility has been consistently reflected in initiatives that go beyond business success. Under her leadership, Trans-National Insurance Brokers has supported vulnerable groups, including providing insurance cover and essential items to women head porters ('kayayei') at Mallam-Atta Market. The company has also shown interest in initiatives that touch on education, women's

empowerment, and community welfare — reinforcing her conviction that corporate growth must always be matched with social impact

But what truly defines Esther's leadership is her relentless focus on client relationships. Her people-centered philosophy has driven a remarkable client retention rate, with some relationships thriving for over two decades. During the COVID-19 pandemic, when uncertainty gripped the business world, she responded with compassionate innovation — pioneering premium financing models and support initiatives that helped clients maintain their insurance protections even under financial strain.

Esther's professional journey is built on a diverse and dynamic foundation. Prior to insurance, she held strategic roles in operations and marketing at Barclays Bank (now Absa Bank Ghana Ltd) and Ghana Commercial Bank, and began her career at Sunny FM as a Marketing Officer — experiences that broadened her business acumen and sharpened her skills in brand development, stakeholder management, and market strategy.

She is academically grounded, holding a Bachelor's degree from the University of Ghana, Legon, and a Master's in Marketing from the Ghana Institute of Management and Public Administration (GIMPA). Her commitment to technical excellence led her to earn a Diploma in Insurance from the Malta International Training School, followed by the prestigious Associate of the Chartered Insurance Institute (ACII) designation from the CII (UK) — a hallmark of global credibility in the insurance profession.

Beyond the boardroom, Mrs. Adomako continues to shape the future of Ghana's insurance sector. She serves on the Agricultural Insurance Fund Committee under the National Insurance Commission (NIC), and contributes to sector-wide advancement as a member of the Digitalization & Modern Trends Committee of the Insurance Brokers Association of Ghana (IBAG).

A mentor, a strategist, and a trailblazer, Esther Adomako exemplifies what it means to lead with integrity, intelligence, and impact. Her story is one of quiet strength and resolute purpose — and as she continues to steer Trans-National into the future, her influence will no doubt continue to shape the industry for generations to come.



Mrs. Esther Adomako stands out not only as a Chartered Insurer and corporate leader but as a transformational figure in the evolution of modern insurance broking.



We provide you sound  
mind through insurance

*... Professional service is our Trademark*

**Location**

No. 1 Abele street. GA-047-6547

**Email:** [info@transnationalbrokers.com](mailto:info@transnationalbrokers.com)

**Contact:** +233(0)302235603

+233244969966

**[www.transnationalbrokers.com](http://www.transnationalbrokers.com)**



2025  
FGAA Honouree

# MARGARET TAKYI-MICAH:

## Africa's Queen of Customer Service and Business Growth Excellence

For close to three decades, Margaret Takyi-Micah has led a transformative movement across Africa's business landscape — redefining the power of customer experience, client success, and leadership with clarity, conviction, and measurable results. Known widely as the “Queen of Customer Service,” she is a strategist, author, media voice, and leadership coach whose work continues to shape industries, empower entrepreneurs, and raise the standard for service excellence across the continent.

As the Founder of Ghana's first-ever Customer Service Academy, Margaret has been instrumental in training hundreds of professionals and executives — not only in Ghana, but across borders — equipping them with the tools to grow high-performing, customer-centered organizations.

Margaret's career spans high-impact contributions across banking, healthcare, retail, and hospitality, where she has consistently delivered strategic customer experience transformations. Her innovations include the development of the Complaints Handling Guide for Barclays Africa (working with regional counterparts from Zimbabwe, Mauritius, and Tanzania) and the deployment of Touchpad Feedback Systems — a real-time customer engagement tool that enhanced service delivery within Barclays branches across Ghana.

With a deep understanding of what drives client loyalty and organizational growth, she now works with Small and Medium Enterprises (SMEs) to diagnose, design, and scale their operations. Through her business diagnostics model, Margaret helps companies increase revenue (2x–10x) by improving their service culture, leadership systems, and team performance.

Her thought leadership extends to authorship. Her book, “Better Service, Greater Profit: How to Implement a Customer Service Strategy,” is a practical resource for business leaders in financial services, manufacturing, retail, and healthcare sectors seeking to use service excellence as a strategic advantage.

Margaret's global exposure includes her role as a speaker at the World Economic Forum and a case study presenter at the Healthcare Leadership Forum in Ghana, where she demonstrated how customer service principles can bridge operational gaps across both public and private sectors. She holds an MBA from Henley Business School, UK, and a Bachelor's degree in English with Linguistics from the University of Ghana, Legon. In 2022, she was honoured by the Department of Linguistics on its 50th anniversary as a distinguished alumna, and she has served on the Advisory Board of the College of Humanities at the University of Ghana — reflecting her continued influence in academia.

Margaret also serves as the Council Chairperson of the Customer Experience Professionals Association, inaugurated in 2021 — a testament to her leadership in professionalizing the customer experience space in Ghana and beyond.

A celebrated figure in her field, Margaret was named Customer Service Excellence ICON of the Year at the 2020 Women in Banking and Finance Awards. In 2025, her work once again received national attention as she was nominated for “Most Outstanding Female in Business Consulting” at the Feminine Ghana Achievement Awards — a nod to her relentless drive to raise standards, inspire businesses, and empower women-led enterprises across Africa.



Her voice has also become a household presence. For over four years, she delivered weekly customer experience insights on Joy FM's Cosmopolitan Mix, and has made appearances on GTV, e-GTV, and various Multimedia Group platforms, sharing practical wisdom with Ghana's business-minded audiences.

Whether coaching executives, consulting with banks, or training frontline staff, Margaret Takyi-Micah remains a pillar of excellence — deeply committed to helping businesses thrive by placing the customer at the center of growth. Her legacy is one of systems built, leaders equipped, and service cultures transformed — a true icon of purposeful leadership and enterprise across Africa.



As the Founder of Ghana's first-ever Customer Service Academy, Margaret has been instrumental in training hundreds of professionals and executives - not only in Ghana, but across borders



# NEST OF IDEAS CONSULTING LTD.

Better Service for Better Profit

## TRAINING PROGRAMS

Training programs cover a broad spectrum of business areas, including hospitality, health care, retail, real estate, financial services training, automobile and aviation. We have developed curriculum to suit specific organizations as well as generic programmes. We provide "train the trainer" programmes and setting standards within organizations as well as determining standards for industry "Best in industry class".

## RESEARCH

Research programs provide ideas that enhance a company's performance through its people, systems and processes to ensure that the results are reflected in the Customer experience and Company's profits.

## ABOUT COMPANY

Nest of ideas Consulting Ltd is a leading Company which has three main vehicles for delivering service: Coaching/Consulting, Customer Service Academy for Training, and the Research wing that is used to measure performance using different methods such as Mystery shopping; Net promoter's score; Service Audit and other customer experience measurements with a keen focus on Trend Analysis for each of our services.



Mensah Sarbah Street,  
C900,  
GA-047-7149 Kokomlemle.



0504404002  
0242344006

## OUR COMPETENCIES

"Train the trainer" programmes promote continuous in-house training:

- ✓ Customised training to meet company needs such as incorporating company's vision and service strategy in training sessions.
- ✓ Training Covers Customer service at all levels including the Executives of the company. Topics covered but not limited to Complaints Management, Essentials of Service, Effective Communication, Attitude the difference Maker.
- ✓ Leadership Excellence programmes designed to give leaders cutting edge skills to make a difference for themselves and their organizations.
- ✓ The Customer Service Academy serves as the vehicle for designing and delivering training programmes, however, the academy also moves to regions outside Accra to deliver training sessions.
- ✓ One on one Training sessions is offered to leadership and helps groom executives with promise.
- ✓ Leadership excellence workshops provide practical skills to executives to formulate strategies that yield results.
- ✓ Face to face training is recommended, but we also do remote video conference training using Google Meets, Zoom or Microsoft Teams if need be.



2025  
FGAA Honouree

# AMA ORLEANS LINDSAY: Financing Futures, One Woman at a Time



Some build businesses. Others build legacies. Ama Orleans Lindsay is doing both — quietly and powerfully — through finance that reaches the people most often left behind. As the visionary behind GEM Capital Microfinance Company, she has spent over a decade reshaping what it means to serve, support, and empower Ghanaian women through inclusive financial solutions. Her story is not one of noise, but of impact — measured in thousands of transformed lives, women-led enterprises, and ripple effects that extend from household tables to national development conversations.

A dynamic leader with a cross-sectoral background, Ama's journey reflects a unique blend of corporate precision, entrepreneurial daring, and community-conscious leadership. Her career began at Global Access, where she developed expertise in cross-border finance and liquidity systems. She later joined Toyota Ghana Company Ltd, managing Public Relations and Customer Satisfaction, where she honed her skills in stakeholder engagement, brand strategy, and customer-driven innovation within a globally respected organization.

Her first entrepreneurial venture, Earthmovers Company Limited, supported Ghana's mining sector by providing critical equipment to small-scale miners — a venture that highlighted her commitment to strengthening local industry and improving operational capacity in under-resourced sectors.

In 2014, she founded GEM Capital Microfinance Company, now one of Ghana's most respected and stable microfinance institutions. Over the past ten years, under Ama's steady leadership, GEM has empowered over 50,000 women entrepreneurs, providing not just access to capital, but also mentorship, training, and cooperative development. The company's approach is deeply people-centered — promoting financial literacy, digital inclusion, and resilience for small and micro enterprises, mostly those led by women.

Her philosophy is clear:

"Microfinance isn't about money. It's about social support — empowering the marginalized, especially women, to become self-sufficient. When a woman manages capital, she rewrites her family's destiny."

GEM Capital has become a case study in stability within Ghana's challenging microfinance terrain. The institution maintains full compliance with the Bank of Ghana, earning admiration for its governance, transparency, and client-centered ethics. In an industry where public trust is hard-won and easily lost, GEM's enduring presence is a direct reflection of Ama's meticulous, values-driven leadership.

The Honour done her as an Outstanding Woman of Excellence in Microfinance Leadership & SME Empowerment at the Feminine Ghana Achievement Awards 2025 is a recognition not just of numbers, but of transformation. Through her work, Ama has demonstrated that microfinance can be a powerful lever for systemic change — particularly when it is used to unlock the potential of women who are often sidelined in traditional finance models.

It comes as no surprise then, that in addition to her Outstanding Woman of Excellence in Microfinance Award, she has bagged two more Awards - Ghana 100 Trailblazers Awards - "Innovative & Creative Personality" and Most Outstanding Beacon of Trust & Excellence in Microfinance for herself and another one - Best Brand in Innovative Financial Inclusion for the company, Gem Capital Microfinance Ltd. This indeed is a great feat worth celebrating by all standards and we could not be more proud of her.

Today, Ama Orleans Lindsay continues to lead with quiet purpose — building businesses, strengthening families, and shaping communities, one woman, one loan, one legacy at a time.





**Gem Capital**  
MICROFINANCE LTD.

## JOIN OUR HAPPY CUSTOMERS...

### SAVINGS

- ▶ PERSONAL SUSU
- ▶ ANIDASO SUSU
- ▶ EDUCATIONAL PLUS
- ▶ FIXED DEPOSIT
- ▶ BUSINESS PLUS
- ▶ EXECUTIVE SUSU

### LOANS

- ▶ MICRO FINANCE LOANS
- ▶ PERSONAL LOANS
- ▶ BUSINESS LOANS
- ▶ SALARY ADVANCE
- ▶ GROUP LOANS
- ▶ FUNERAL LOANS

*...let's grow together*

### CONTACT US TODAY:



**(0302) 220758**

**Location:** Kotobabi Down, Near Nick Petroleum, Opintinse Street, Accra

**GPS:** GA-065-2978

PMB KD 59, Kanda-Accra

**Tel:** 050 126 5631 / 050 144 0603 **Whatsapp:** 057 709 3347

**E-Mail:** info@gemcapital.org



MEMBER of  
Ghana Deposit  
Protection Scheme



LICENSED BY  
BANK OF  
GHANA



2025  
FGAA Honouree

# DR. JEMIMA ARABA DENNIS-ANTWI

BScN, RN, RM, PHN, MSc. HE/HP, PhD, FWAPCNM, FGCNM

## Championing Women's Health, Midwifery, and Global Public Health Advancement



and Foundational President and Acting Rector for the Ghana College of Nurses and Midwives. These roles have positioned her to serve in permanent, independent consultancy, Technical or Board roles for many agencies including Ministry of Health, Ghana, International Confederation of Midwives, American College of Nurse-Midwives, White Ribbon Alliance, New Ventures Fund of the Bill and Melinda Gates Foundation, United Nations Populations Fund (UNFPA) United Nations Children Fund (UNICEF), World Health Organisation (WHO), UN Women, Expertise France and Jhpiego. She has lived and worked in Ghana, Nigeria, Sierra Leone and UK. Dr. Dennis-Antwi has been an ardent advocate and leader for midwifery, nursing, women's health and sickle cell disease systems improvement through many working engagements with national and global stakeholders. Her contributions through the ICM-UNFPA Investing in Midwives Programme between 2009-2013 impacted over 40 countries in Africa and South-East Asia.

Dr. Dennis-Antwi has worked in over 16 African countries. Overall, she has professional exposure to 45 countries globally of which 33 is in Africa.

Her recent assignments have been with Liberia, Libya, Sierra Leone and Somalia helping to build midwifery systems disrupted by years of war and structural disintegration. Of recent, she has been providing technical direction to the development of MIDWIFERY CENTRES OF EXCELLENCE initiated by the Office of the Director of Nursing and Midwifery of the MOH and supported by UNFPA-Ghana. Dr. Jemima Dennis-Antwi is currently the Founding President and CEO for the Centre for Health Development and Research (CEHDAR)- a Ghana based non-profit organisation collaborating with global entities for health and health workforce improvements. She has scientific publications and many policies and teaching learning documents to her credit. She also serves on both local and international Boards Dr. Dennis-Antwi is a multiple award recipient having received many honours and awards including a more recent Feminine Ghana Achievement Award 2025 and the Grand Medal Award of the Ghana National Presidential Awards and Honours 2024. She is also a member of 1st National Hall of Fame of the Ghana Ministry of Health MOH in Nursing and Midwifery 2021 and Yale -USA School of Nursing: Midwifery Scholar Award 2017.

**D**r. Mrs. Jemima Araba Dennis-Antwi is a results-oriented, triple-certified midwife, nurse, public health nurse and a global public health professional with over 36 years of multidisciplinary experiences in health programming, communications, projects management, policy, advocacy, women's health and research. Her educational developments have been in Ghana and the United Kingdom. She has played diverse roles serving in many leadership capacities in Ghana and globally since 1989. These have included Programmes Manager for the National Health Learning Materials Centre-Ghana Ministry of Health, ICM Regional Midwifery Adviser-Anglophone Africa, Resident and Independent Consultant in Midwifery, UNFPA-Sierra Leone as well as the First

“

Dr. Mrs. Jemima Araba Dennis-Antwi is a results-oriented, triple-certified midwife, nurse, public health nurse and a global public health professional with over 36 years of multidisciplinary experiences in health programming, communications, projects management, policy, advocacy, women's health and research.

## Our Mission

CEHDAR is committed to strengthening health systems and communities locally and globally so that every woman, newborn, and family has access to quality, equitable services for social development and wellbeing.

### OUR FOCUS

**Midwifery & Nursing Leadership:** Education, regulation, association and practice.

**Health Systems Strengthening:** Building resilient structures for quality care.

**Capacity Building:** Empowering health professionals to lead for change.

**Qualitative Research:** Producing evidence to inform health policies and programs.



### Leadership

Dr. Jemima Araba Dennis-Antwi, PhD  
(President / CEO, CEHDAR)

## How you can get involved

- Collaborate with us on research or health programmes
- Support or fund to help scale-up our work
- Follow our updates on LinkedIn and Facebook & share in our advocacy.



CEHDAR "Building sustainable health systems for improved maternal and newborn / women's health."

## What We Do

Conduct evidence-based qualitative research to inform the design and implementation of health-related programs and projects locally and internationally.

Work with health systems to develop and build structures based on global standards.

Develop capacities of health workforce towards strategic professional conduct and leadership.

Advocate and collaborate with governments, NGOs, INGOs and communities to facilitate quality access to equitable maternal, newborn and

## Why It Matters

Strong health systems begin with empowered professionals and informed communities. Together, we can reduce maternal and newborn mortality, improve quality of life, and drive social transformation

## Contact Us

- 👤 Collaborate with us
- 💙 Support or fund our projects
- 📺 Follow & share our story:  
[www.cehdar.org](http://www.cehdar.org) | [info@cehdar.org](mailto:info@cehdar.org)
- 📍 Accra, Ghana



2025  
FGAA Honouree

# STELLA WILHELMINA ASABEA APPENTENG:

: A Pillar of Ghanaian Tourism Leadership



**S**tella Wilhelmina Asabea Appenteng stands as one of the most respected figures in Ghana's tourism, arts, and culture landscape. Widely recognized for her visionary leadership and enduring commitment to national development, she has spent over two decades shaping the growth and resilience of Ghana's tourism industry while championing its presence on the global stage.

A seasoned industry leader, Mrs. Appenteng has held several key positions that have allowed her to influence policy, improve standards, and build stronger networks within the sector. She served as President of the Ghana Tourism Federation and the Tour Operators Union of Ghana, where she worked to strengthen collaboration across the tourism value chain and enhance the competitiveness of Ghanaian operators.

She has also contributed her expertise as a Board Member of the Ghana Tourism Authority and as a member of the Board of the Ghana Heritage Conservation Trust,

playing a crucial role in promoting heritage preservation and sustainable tourism. Additionally, she served as President of the SKAL International Club of Accra, where she deepened international industry linkages and fostered lasting professional relationships.

Her leadership was particularly instrumental in the aftermath of COVID-19, when Ghana's tourism industry faced one of its toughest challenges. Mrs. Appenteng championed strategic recovery initiatives that supported sectoral growth, resilience, and sustainability, helping to restore confidence and momentum within the industry. Her voice has consistently been one of calm authority, foresight, and collaboration, making her a trusted advocate for the sector's advancement.

Alongside her extensive public and institutional roles, Mrs. Appenteng is the Chief Executive Officer of Apstar Tours Limited, a company she founded and nurtured into one of Ghana's most reputable travel and tour firms. Under her stewardship, Apstar Tours has built a strong reputation for professionalism, reliability, and personalised service. The company provides a wide range of travel solutions including airline reservations,

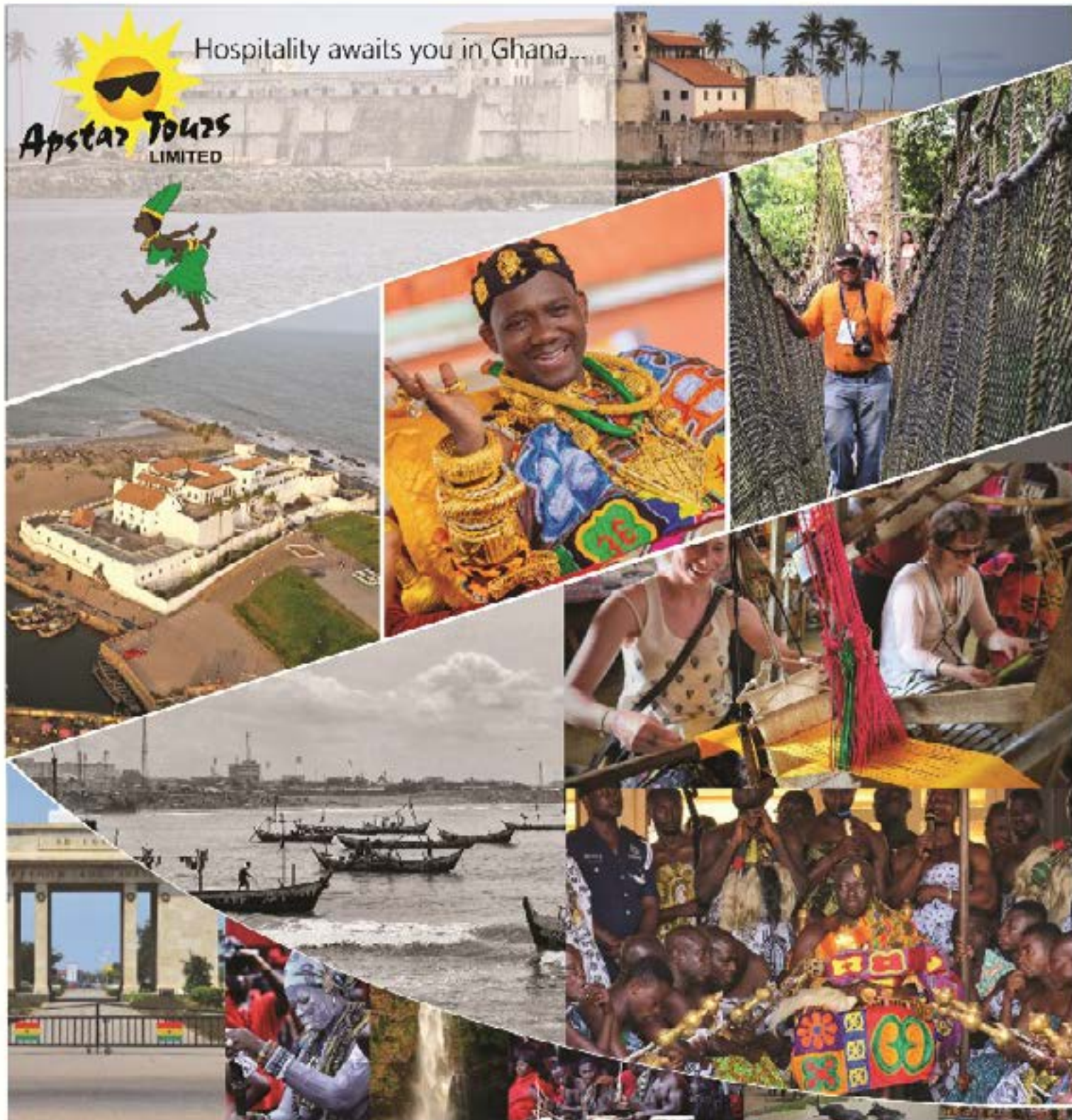
visa assistance, destination management, and curated local and international tour experiences, serving both individual and corporate clients. Through this enterprise, she has not only created memorable travel experiences for thousands but also provided employment opportunities and inspired a new generation of women entrepreneurs in tourism.

Her work reflects more than business success. Mrs. Appenteng is deeply committed to mentoring young professionals, especially women, and has actively supported initiatives that promote education, youth entrepreneurship, and community development. Her exceptional contributions to the sector earned her recognition as an honouree of the Feminine Ghana Achievement Awards 2025, a testament to her impact as a trailblazing woman in leadership.

In a sector often marked by uncertainty and rapid change, Stella Appenteng remains a steady and visionary force. Whether steering her company or shaping national industry policy, she continues to build bridges, open new horizons, and contribute to the strengthening of Ghana's tourism identity on the world stage.



Stella Wilhelmina Asabea Appenteng stands as one of the most respected figures in Ghana's tourism, arts, and culture landscape. Widely recognized



Hospitality awaits you in Ghana...

**Apstar TOURS**  
LIMITED

## 📍 Welcome

Welcome to Apstar Tours! Your preferred travel partner, servicing West Africa. Located in Accra Ghana, we offer exclusive services, locally and regionally. Our services include educational, leisure, eco and green tours, transfers, meetings, conferences and hotel reservations (online / offline).

Established in 1994, Apstar tours has grown to become one of the leading partner of choice in the hospitality industry. Winner of multiple international and industry awards.

Apstar continues to strive for excellence in hospitality. We are a team of travel professionals with a deep love of travel offering the vacation of a lifetime with memorable experiences.

## 📍 Services

**Customised Tours | Scheduled Tours | Eco Tours | Day Trips | Chauffeur Services | Airport Pick Ups**

## 📍 Contact

Tel: +233 302 980 193 | Email: [info@apstartours.com](mailto:info@apstartours.com), [apstartours@gmail.com](mailto:apstartours@gmail.com) | Web: [www.apstartours.travel](http://www.apstartours.travel), [www.apstarlours.com](http://www.apstarlours.com)



2025  
FGAA Honouree

# BERYL AYEKWOR NARNOR:

## Building Strong Institutions Through People and Purpose



Through her firm, NITSUMO, she provides strategic HR advisory services to small and growing organizations, helping them build sound structures and sustainable work cultures. Her dual leadership roles demonstrate her capacity to translate HR theory into real-world, results-driven outcomes.

Beryl's career spans foundational roles in administration and client service at institutions such as CHRAJ and Shelter Afrique Ghana Ltd, as well as a transformative tenure at Westec Security Systems Ghana Ltd, where she rose to become Head of HR & Administration. Each step of her journey has been shaped by learning, contribution, and steady progression.

Her strengths lie in organizational design, performance management, labor relations, compliance, and leadership development. She is known for her ability to create systems that work, cultures that support, and teams that deliver. Colleagues and partners value her discretion, fairness, and principled approach to problem-solving.

Beryl holds a Master of Business Administration in Human Resource

Management from GIMPA and a Bachelor of Arts in Geography and Resource Development from the University of Ghana. She is an affiliate member of the Chartered Institute of Human Resource Management and continues to pursue advanced certification in the field. She also participates in regular training and seminars across governance, compliance, and people management.

Her academic research, which has explored both institutional systems and societal dynamics, reflects her curiosity and thoughtful engagement with the broader themes that shape organizations and leadership.

Beyond her professional responsibilities, Beryl is a devoted mother whose ability to balance work and family life is admired by many. She is respected for her integrity, consistency, and calm leadership — qualities that continue to shape the next generation of HR professionals and influence the institutions she serves.

Beryl Ayekwor Narnor represents a new kind of leadership in Ghana's corporate space: grounded, strategic, and deeply human.

**B**eryl Ayekwor Narnor is a seasoned Human Resource Executive whose work reflects quiet strength, strategic clarity, and a deep commitment to people. As Executive Head of Human Resources at First Insurance Company and CEO of NITSUMO, she brings more than 18 years of professional experience to bear on every decision she makes — from policy design to talent development.

Her approach to leadership is thoughtful and deliberate. At First Insurance Company, she has helped embed a people-first culture that supports performance, growth, and institutional stability. Her elevation to briefly act as CEO is a reflection of the trust she commands within the organization and her ability to lead beyond function.



Through her firm, NITSUMO, she provides strategic HR advisory services to small and growing organizations, helping them build sound structures and sustainable work cultures.



“ We live in a world filled with uncertainty and unforeseen dangers and calamities. ”

## First Insurance Company

First Insurance is a life Insurance company duly licensed by the National Insurance Commission.

This Company has a uniquely designed product “Buy Term and Invest in Mutual Funds” aimed at protecting the breadwinner’s income and also ensuring that the tertiary education needs of your child/ward are adequately catered for.

for more information check our website  
[www.firstinsurance.net](http://www.firstinsurance.net)

Call us today!  
+233 (0) 302 231 520

## Buy Term & Invest in Mutual Funds

Due to the loss of the breadwinner, many families have suffered financial strain. It is therefore imperative for breadwinners to make provision for the replacement of their income to ensure continuity of life and peace of mind for the surviving family.

Our “Buy Term and Invest in Mutual Funds” product, provides families with an adequate insurance cover ( 3-12 ) years of annual income to protect the family in the event of premature death. Also, the policyholder has the opportunity to have a separate investment with an investment company aimed for a comfortable retirement.

This underpins our philosophy that in the early years of life, one would need adequate insurance protection to cover the loss of income when death occurs to the breadwinner.



QUALITY, HEALTH,  
SAFETY, AND  
ENVIRONMENTAL  
AWARDS.



# GROUPE FADOU AFRIQUE

## A Legacy Of Growth, Innovation, And Partnership In Ghana And Across Africa

Since its founding in 1966 in Ouagadougou, Burkina Faso, Groupe Fadoul Afrique (GFA) has grown into one of the most diversified and resilient business groups in Africa. From infrastructure and industrial solutions to energy and logistics, GFA's reach spans more than 10 countries, serving both public and private sector clients with an unwavering commitment to quality, transparency, and long-term development.

Over the past five decades, GFA has built its reputation on the values of loyalty, service, dynamism, and trust. Its core subsidiaries; including SFT (Société Fadoul Technibois) in engineering and construction, SEAB in automotive distribution, and IGF in printing and communication; are recognized leaders in their fields. The group is also behind Canal 3, a widely followed television channel that has become a voice for information and education in Francophone Africa.

### GFA IN GHANA: LOCAL INVESTMENT, CONTINENTAL VISION

Groupe Fadoul Afrique's Ghanaian operations exemplify the group's strategic approach: building local capacity, delivering reliable services, and creating long-term value. In Ghana, the group operates three flagship companies directly owned by GFA:

- Powertel GH Ltd : specialized in power generation solutions
- Sylva Spare Plus Ltd : distributor of industrial and automotive spare parts
- Neoplan GH Ltd : promoting sustainable mobility and vehicle assembly

In addition, GFA has four more companies operating in Ghana through strategic partnerships, further deepening its footprint in key sectors such as construction, logistics, and equipment support services. These partnerships reflect the group's belief in collaboration, shared expertise, and local empowerment; working hand in hand with trusted Ghanaian stakeholders to deliver results.

### POWERTEL GH LTD. – EMPOWERING INDUSTRY WITH RELIABLE ENERGY

With Ghana's economy expanding across infrastructure, manufacturing, and mining, the demand for reliable power is rising. Powertel



GH Ltd addresses this need by offering dependable power generation solutions; ranging from small commercial generators to large-scale industrial backup systems. Powertel's expertise spans the supply, installation, maintenance, and after-sales service of generator sets, with a strong focus on efficiency, safety, and sustainability. The company is also investing in hybrid energy solutions and remote management tools to meet the evolving energy demands of Ghanaian businesses.

### SYLVA SPARE PLUS LTD – GENUINE PARTS, INDUSTRIAL PEACE OF MIND

Sylva Spare Plus Ltd is a trusted supplier of spare parts for trucks, heavy equipment, and industrial machinery. Serving Ghana's construction, mining, and transport sectors, the company maintains an extensive inventory of genuine parts sourced from globally recognized OEMs. Through excellent logistics, fast delivery, and a technically trained support team, Sylva ensures operational continuity for clients across the country. The company also collaborates with technical schools and garages to promote skills development in mechanical engineering and maintenance; a commitment aligned with GFA's community-oriented vision.

### NEOPLAN GH LTD – REBUILDING A NATIONAL MOBILITY ICON

Once a flagship name in Ghanaian bus manufacturing, Neoplan GH Ltd is being revitalized with the support of Groupe

Fadoul Afrique. The vision is clear: restore Neoplan as a national leader in transportation solutions; offering locally assembled, safe, and modern buses that meet both public and private sector needs. Future developments at Neoplan will include electric buses, smart fleet solutions, and further investment in local workforce development. This initiative supports the Ghanaian government's industrialization agenda and demonstrates GFA's commitment to building value within the local economy.

### A BROADER VISION WITH LOCAL ROOTS

With three directly owned subsidiaries and four additional companies operating in partnership, Groupe Fadoul Afrique is firmly embedded in Ghana's business landscape. From energy and equipment to transport and logistics, GFA is contributing to the country's long-term economic transformation while upholding the highest standards of quality and integrity. Across all its activities, GFA continues to demonstrate the power of local investment backed by international experience; a model that has served the group and its partners well for nearly 60 years.

As Ghana and Africa move into a new era of economic opportunity, Groupe Fadoul Afrique stands ready; adaptable, committed, and forward-looking; to help shape the continent's next chapter of sustainable development and industrial strength.



# POWERTEL GHANA LIMITED

ENERGY & POWER SOLUTIONS

## OUR SERVICES

### 01 Sales & Installation

- Expert recommendations based on your power needs
- Professional installation with safety compliance

### 02 Maintenance & Repairs

- Preventive & corrective maintenance
- Genuine spare parts & 24/7 support

### 03 Fuel Supply & Management

- Efficient fuel delivery services
- Optimized fuel consumption plans

## CONTACT US

+233 (0) 53 829 2279 & +233 (0) 50 299 9580

powertelghana@yahoo.com

PowerTel Ghana Limited,  
Inside Neoplan, Achimota





QUALITY, HEALTH,  
SAFETY, AND  
ENVIRONMENTAL  
AWARDS.



# NEOCARE MEDICAL CENTER

**LEADING EXPERT IN VARIETY OF MEDICAL SERVICES  
TO MEET CLIENTS NEED**

**N**eoCare Medical Center was established in July 2018 as a primary medical care facility, to provide quick, affordable, convenient medical and selected public health services to the clientele. Initially they were operating from the A&C mall in East Legon, as a day care facility but relocated in December 2019 to their present site on 3rd Approtech Street at Adenta East, and currently operating as a 24-hour care facility. Dr. Eugene A. Nyarko is the Chief Executive Officer of NeoCare Medical Center.

Their services include general practitioner consultation, general medical screening, pre-employment screening, and fitness-to-work screening. NeoCare has selected specialist services including, physician specialist, pulmonology specialist, and mental health services. Other specialist services on demand are obstetrics & gynecology, general surgery, and physiotherapy. They have a well-equipped laboratory that provides a range of services from hematology, serology, chemistry, microbiology, and selected histopathology tests such as PAP smears.

Additional specialist services include, Asthma clinic, Spirometry for lung function testing, Electrocardiography (ECG) for heart problems, TB screening, and Ultrasound Scans. NeoCare also provide selected public health services such as Child Welfare Clinic, Maternity services, Vaccination services for some preventable conditions and traveling etc., health awareness campaigns, and screening for some chronic non-communicable diseases such as hypertension, diabetes, and bronchial asthma, among others.

Under the leadership of the CEO Dr. Nyarko, NeoCare has a dedicated and trusted team of health professionals, including specialists, who work hard to ensure that your health concerns are addressed with the highest level of professionalism, dignity, care, respect, and confidentiality. They also endeavor to assure you that your health concerns are their priority, and they do not give up until you have regained your health and sanity because they cherish life. As an ultramodern walk-in facility situated in an easy access area at the Adenta Municipality of Ghana, they provide convenient, quick, reliable and affordable medical services.

Neocare Medical Center is a prominent healthcare facility that has been serving the



community for years. Known for its dedicated staff and state-of-the-art equipment, this walk-in clinic offers a wide range of medical services to meet the needs of patients of all ages. For its easily accessible surrounding area, makes it a convenient choice for anyone in need of medical attention. Whether you are dealing with a minor ailment or require more extensive treatment, the skilled professionals at this facility are ready to assist you with care and compassion.

With a commitment to providing quality healthcare to every patient, Neocare Medical Center has earned a reputation as a trusted medical provider in the community. From routine check-ups to urgent care services, this clinic is equipped to handle a variety of medical needs, ensuring that you receive the attention you deserve. Trust in the expertise of the professionals at Neocare Medical Center to provide you with the care you need to stay healthy and well. They are here to provide quality services so that you can feel confident knowing expert medical help is always available.

On 3rd July 2025, NeoCare Medical Center won a prestigious award for their dedication to the health sector. They were honored as the "Best Provider of Quick and Reliable



Healthcare Solutions" at the 2025 Quality Health & Safety Environment Awards, organized by The Business Executive. "This recognition celebrates our commitment to excellent healthcare and patient-centered service. This award is dedicated to our hardworking team and our amazing clients who trust us every day because we cherish life", said the team.

NeoCare Medical Center 24/7 Services are now available Their healthcare facility is now open around the clock, offering comprehensive care for you and your family as well as Mobile Medical Service at your convenience. If you are in need of medical assistance, look no further than Neocare Medical Center.

Visit their website at [www.neocaremedicalcenter.com](http://www.neocaremedicalcenter.com) for more information on the services they offer, and how they can help you with your healthcare needs.

# INTRODUCING



## GENERAL MEDICAL SERVICES

GP Consultation  
General Medical Screening  
Electrocardiogram (ECG)  
Lung Function Test (Spirometry)  
Pre-Employment Screening  
Vaccinations  
PAP Smear (for ladies)  
Child Welfare Clinic: School Health Clinic  
Maternity Services  
Wellness & Health Coaching  
Health Counselling  
Home Care

## ULTRA SOUND SCAN

Abdominal scan  
Pelvic scan  
Abdomino-pelvic scan  
Obstetric scan  
Breast scan, etc

## LOCATION

House no. 18,  
3rd Aprotech Street,  
Adentan East,  
Accra – Ghana

[info@neocaremedical.com](mailto:info@neocaremedical.com) | 030 254 7933  
[www.neocaremedical.com](http://www.neocaremedical.com) | 055 252 9287

## MEDICAL LABORATORY SERVICES

### Haematology

Full Blood Count, Blood Grouping,  
Sickling test, Clotting test, etc

### Biochemistry

Liver Function Test, kidney Function  
Test, Lipid profile, etc.

### Serology

- Hepatitis B & C Screening, Typhoid,  
Peptic Ulcer, S.T.Is  
- Cardiac enzymes, Prostrate, etc.  
- Allergy Test

### Microbiology

Blood, Urine, Stool, other body fluids  
examination & Cultures

### Hormone Analysis

Thyroid Hormones, fertility  
hormones, etc.

## SPECIALIST SERVICES INCLUDES

Physician Specialist  
Pulmonologist (Lung Specialist)  
Gynaecology  
General Surgery  
Asthma Clinic



QUALITY, HEALTH,  
SAFETY, AND  
ENVIRONMENTAL  
AWARDS.

profile

# TWYFORD GHANA CERAMICS

## Leading Manufacturer Of High-Quality Ceramic Tiles In Ghana And West Africa

**T**WYFORD Ghana Ceramics is a Chinese company that was established in 2016 in the Shama District of the Western Region. The company is a leading manufacturer of tiles and sanitary ware. At TWYFORD, they firmly believe that their responsibility extends far beyond manufacturing high-quality ceramic tiles. TWYFORD is deeply committed to being active partners in the communities where it operates, embodying the core mission of "Better Tiles, Better Life" through tangible social impact. Mr. Li Wei is the Managing Director of TWYFORD Ghana Ceramics Ltd.

In 2020, Twyford Ceramics Ghana and Sunda International, dealers in fast-moving consumer goods donated ₵500,000 in cash and ₵340,000 worth of Personal Protective Equipment (PPEs), to the National Covid-19 Trust Fund. TWYFORD was committed and supported the government in every way possible in the Covid-19 struggle. It was the second time both companies have responded to the national call with money and essentials to meet the needs of the country. Managing director of Twyford Li Wei reiterated the company's commitment to Ghana despite the challenge the pandemic poses.

"In our effort to support government in bringing the situation under control, we are making the donation to aid in the purchase of necessary equipment, PPEs and to help restrain the spread of the virus for the protection of our front-line health workers," Li Wei said.

In 2021, Stanbic Bank completed a four-year deal with Twyford (Ghana) Ceramics Company Limited to support the production of ceramics for the Ghanaian and West African market. The EUR 10.71 million Sinasure Covered Export Credit Facility was to finance the expansion of Twyford Ghana's production capacity to serve the local and regional markets. The project was in line with Ghana's import substitution strategy and long-term vision, to become an industrial hub in the sub-region.

Commenting on the deal, the Managing Director of Twyford Ghana, Li Wei, noted, "We have made plans to expand into various parts of Africa and this deal will be critical in that expansion agenda. We are grateful to the Stanbic Bank team for the professional manner with which they approached this project. It gives us confidence knowing we have a strong and committed partner as we confront the opportunities of the future."



*Donation to the National Covid-19 Trust Fund*

Under Li Wei's leadership, he took a bold move toward regional dominance and announced strategic plans to scale up the company's supply chain across Africa by leveraging the African Continental Free Trade Area (AfCFTA). Speaking at the commissioning of Phase III and the sod-cutting of Phase IV 2021, at the company's manufacturing base in Shama, Western Region, Mr. Li described the moment as a pivotal step in TWYFORD's quest to become West Africa's largest ceramics producer.

In 2023, with over 3,000 Ghanaian employees working under several Chinese line managers, communication limitations was a challenge. To address this, TWYFORD collaborated with the Confucius Institute of the University of Cape Coast to offer Chinese language courses to its staff. Speaking at the graduation of 15 staff who completed the first level of the Chinese language program, Mr. Li Wei said that learning Chinese is essential for Ghanaians who want to fully benefit from Chinese investment and technology transfer. He also commended the graduates, saying that it will pave the way for Ghanaians to take on leadership roles in the company.

Recently, TwyFord (Ghana) Ceramics Factory, in collaboration with the Confucius Institute at the University of Cape Coast again, held an award ceremony for the 2024 Chinese language course, where 4 outstanding students were awarded the Chinese Ambassador Scholarship provided by the Chinese Embassy. At the ceremony, General Manager Mr. Wei LI presented the four outstanding Chinese learners with the Ambassador Scholarship, Excellent Student Trophy, and certificates. Each student also received a USD 100 Ambassador Scholarship.



*Donated products to the Ghana Air Force Base and Aboadze Islamic Basic "C" School*



## TWYFORD<sup>®</sup> INTERNATIONAL

As part of TWYFORD's commitment to Corporate Social Responsibility (CSR), the company donated 80 toilet units and 20 washbasins to the Ghana Air Force Base and Aboadze Islamic Basic "C" School in the Western Region in the month of June this year.

During a brief ceremony at our Aboadze headquarters, the Managing Director Mr. Li Wei highlighted their mission to support both national defense and educational development: "By providing essential sanitary facilities, we aim to improve the health and well-being of military personnel, students, and teachers. Twyford remains committed to contributing to Ghana's progress through meaningful social initiatives."

TWYFORD's outstanding dedication and zeal to make a mark in Ghana and beyond, received a recognition at the "Quality Health & Safety Environment Awards 2025" at La Palm Royal Beach Hotel. At Twyford, they believe strong communities build strong nations, and they are proud to play their part in Ghana's journey forward.



QUALITY, HEALTH,  
SAFETY, AND  
ENVIRONMENTAL  
AWARDS.

profile

# PHOENIX HEALTH INSURANCE

THE PRIVATE COMMERCIAL HEALTH INSURANCE  
PROVIDER OF CHOICE

**P**hoenix Health Insurance is a private commercial health insurance scheme established in 2013 under Section 63(1) of the National Health Insurance Act, 2012 (Act 852). As a new-age healthcare financing company, Phoenix seeks to set higher standards in the health insurance industry, and to be the preferred private healthcare financing plan in Ghana, Africa and the rest of the world. Phoenix Health offers flexible health plans with customizable options, quality medical services, and an affordable Health Insurance package.



# Phoenix

## Health Insurance

Adwoa Boatemah Adu-Sarkodee is a seasoned professional with over two decades of expertise in healthcare, people development, and pioneering innovations for emerging markets. As the Managing Director of Phoenix Health Insurance, she leads with a strategic vision, driving the company's growth and ensuring a commitment to excellence in healthcare services. Adwoa is recognized for her dynamic leadership, keen market insights, and a record of accomplishment of successfully adapting innovations to meet evolving industry demands.

Under her leadership, Phoenix administer healthcare financing plans and packages that provide financial protection against health risks. The Scheme enrolls individuals, families and staff of corporate bodies, groups and institutions onto a broad healthcare plan that addresses both primary and specialist healthcare needs. The aim is to create a truly memorable healthcare experience by providing tailor-made medical coverage with flexible payment options to scheme members. "Our well-packaged healthcare plans are designed to ensure that both general and specialist medical needs of members, are significantly catered for including medical care for critical illnesses", she said.

Phoenix Health Insurance offers accessible and affordable healthcare solutions tailored for individuals and families with modest means. This package is designed to provide essential health services at a budget-friendly premium, ensuring that everyone, regardless of income level, can access quality medical care. By addressing the needs of the underserved, they contribute to broader healthcare inclusivity and protection against health-related financial risks. This product is a solidarity welfare package, which will cover medical services that may not be covered, partially or wholly, by the National Health Insurance Scheme (NHIS).

At the just ended Ghana-West Africa Business Excellence Award 2025, the CEO of Phoenix Insurance was honored as the "Best CEO in Health Insurance". In her remarks, "The faithfulness of God...Thank you to everyone who made this possible. Proverbs 22:29, "Seed thou a man diligent in his business? He shall stand before kings; He shall not stand before mean men," she said.

"We are guided by a set of values summarized in the acronym – TELEIOS. The acronym has a biblical connotation – it means maturity. 'Teleios' reflects our maturity in the health insurance industry in Ghana. Our brand promise is "holistic and high quality health service financing and delivery that bring joy!" This indicates the company's commitment to offer the best healthcare benefits whilst ensuring financial risks protection against unforeseen health risks. "Wisdom is our tagline, Wisdom is our DNA".

24/7 availability via phone, email or online, Phoenix have providers in every region in Ghana. Find one near you today, Members can choose from their well packaged health

plans which ensure all round care for essential and specialist medical services while providing the options to add some benefits such as annual medical screenings, family planning services, herbal treatment and chiropractic services which are ordinarily excluded from general health insurance plans.

Phoenix is committed to providing the highest level of service and quality in all aspects of their operations. Their quality Assurance Team plays a crucial role in ensuring that they meet and exceed industry standards, delivering exceptional care and support to their valued customers. They are available around-the-clock to assist you with any operational challenges you may have in accessing care at any of their contracted health service provider sites. They have over 400-service provider across all the 16 regions of the country, and have arrangements with public and mission hospitals to provide services to you through 5,000 health centers, polyclinics and hospitals.

Phoenix Insurance, like the proverbial Phoenix, is indeed an insurance company on the rise and rise, never to fall!

**Adwoa Boatemah Adu-Sarkodee is a seasoned professional with over two decades of expertise in healthcare, people development, and pioneering innovations for emerging markets.**



QUALITY, HEALTH,  
SAFETY, AND  
ENVIRONMENTAL  
AWARDS.

profile

# RURAL URBAN PARTNERSHIP FOR AFRICA (RUPFA)

## Driving Sustainable Development Activities In Rural- Urban Communities

**R**UPFA was founded in 2007; it is a non-political, non-profit, non-sectarian AFRICA Non-Governmental Organization (NGO), which seek to run its activities through the contribution of private individuals, religious organizations, foundations, and businesses and international donors. RUPFA is however, headquartered in Ghana, Benin and Burkina Faso but currently operating in Ghana reaching more than thousands of people in deprives communities. Madam Lily Ashaley is the Country Director of RUPFA.

RUPFA has its main objective to fight poverty, climate impacts, more particularly at rural communities, populations affected by conflicts, natural disasters and the various forms of violence without discrimination of sex, race, religion, philosophy or politics. It is particularly concerned with the well-being of women, children, young people and grassroots communities in precarious situations. It also implements its activities in accordance with the following principles: respect and dignity, humanity, independence, equality, impartiality, universality, fairness and neutrality.

RUPFA is a member of World Association of Non-Governmental Organization-WANGO (USA), Institute of Cultural Diplomacy-ICD (Berlin, Germany) and World Water Council (Paris, France). The organization over the years have been embarking on community development, climate change actions, WASH (water supply), Human Rights, educational and sensitization campaigns in communities, institutions and social groups throughout the ten (10) regions of Ghana, Malawi, DRC, Nigeria, etc. They help reverse the underlying causes of poverty and rural urban drift so that the people can become self-sufficient and attend to rural related issues, which bring hopes to the people.

Under the leadership of the Country Director, RUPFA is committed to each and every one receiving equitable share of the resources within Africa, for the people in the deprive communities (Rural), the cities and towns (Urban). Lily embarks on several projects to meet their needs at the grassroots with special focus, working alongside women to enable them achieve the goals since women have the power, to transform the entire families poverty and correct the trend of rural urban migration. Consider how the poorest regions and rural communities in Africa are adjusting to delicate

conditions because of climate change. They are most likely to suffer because their source of livelihood is definitely being affected. "The wisdom of communities cannot be beaten hence explore the power of community-led change to solve the world's biggest problems. Transforming aid and philanthropy begins with transforming ourselves. To inspire fellow funders to be community led, we must become more community led ourselves", she said.

As the threat of disasters and crises intensify around the globe, disaster philanthropy must evolve radically in order for communities and economies to thrive. Being "community led" is an art not a science because it is primarily about relationships. It is about working in a way that is flexible, transparent, cultivates voluntary engagement, community trust, and ownership. RUPFA's impact goes beyond moving money to where it's needed most; it's also about putting communities in the driver's seat of change and shifting power to transform the way aid and philanthropy work.

As part of RUPFA's corporate social responsibility, they have planted economic trees in some second cycle schools in the Greater Accra, Eastern, Northern and Volta Regions. They also constructed community pipe stands in the North Tongu District to prevent people from drinking polluted water that is been shared with the livestock in the area, and developed small skill enterprise as well as income generation activities with small loans covering over 200 people with women being 95%.



RUPFA have been organizing campaigns on Protection of Forest and Biodiversity, Protection of Rivers and Water Bodies, Climate Change Education and Bush fires, Desertification and Drought related issues to the general public, Agricultural, etc. However, a paper presentation was made on an international platform on March 2013 at an economic congress, put together by Institute for Cultural Diplomacy (ICD) in Berlin (Germany) and another presentation at International City and Civil Society Organization at Istanbul (Turkey). As of today RUPFA has been able to form partnership with various institutions and traditional rulers in its operations, hence has regional coordinators across the nation and beyond.

For the exceptional contributions and dedication of RUPFA, to meeting the needs of the rural-urban communities, earned a recognition at the "2025 Quality Health & Safety Environment Awards", Ghana.

**RUPFA has its main objective to fight poverty, climate impacts, more particularly at rural communities, populations affected by conflicts, natural disasters and the various forms of violence without discrimination of sex, race, religion, philosophy or politics.**



TWO YEARS AFTER  
TRANSPLANTING (2016-2024)



RUPFA LIVELIHOOD DEVELOPMENT AND  
MICRO ENTERPRISE THROUGH SOAP MAKING



RUPFA LOCAL IMPROVED  
COOKSTOVE REDUCE CLIMATE  
EMMISSION PROJECT

- **OUR VISION**

To alleviate poverty, reverse rural urban migration and promote self-reliance from our community level to the global front.

- **OUR MISSION**

Use social inclusiveness and gender equity to undertake community development and environmental protection activities to achieve our goal.

RUPFA believe in the sustainable way of Restoring BIODIVERSITY Loss and Mitigating CLIMATE CHANGE by focusing on community needs through Community Development projects. This, RUPFA believe will help reverse current trend of high rate of rural urban migration within Africa and globally.

They have supported over millions of people made up of women, children, youth, physically challenge, farmers cooperatives, networks, etc. from over 711 communities in over 39 regions, districts, province, chiefdoms from fifteen different countries.

---

**CONTACT:**

TELEPHONE: +233 (0) 546 255 525

MOBILE: +233 (0) 246 542 139

WHATSAPP: +233 (0) 546 255 525/246 542 139

EMAIL: [info@rupfainternational.org](mailto:info@rupfainternational.org); [rupfa2018@gmail.com](mailto:rupfa2018@gmail.com)

WEBSITE: [www.rupfainternational.org](http://www.rupfainternational.org)

**ADDRESS:**

STREET: Lane 12, Awoshie Onyinase

POST: P.O. Box KN 4926, Kaneshie, Accra, GHANA

DIGITAL: GC-119-5624

# MRS. LUCY OPOKU-ARTHUR

## VISIONARY LEADER WHOSE DEDICATION INSPIRE GROWTH AND RESILIENCE IN THE RURAL BANKING SECTOR

Lucy has over twenty-two (22) years working experience in Rural Banking. She started her Banking career with Adonten Community Bank in the year 2001 as a National Service Personnel, and was later given a permanent appointment with the Bank as an Assistant Accountant due to her hard work. She later became the Branch Manager for Koforidua Branch from 2006-2008, and after that became the Accountant and doubled as the Head of Operations of the Bank. She rose through the ranks and became the Acting General Manager of Adonten Community Bank from 2013 to 2014.

Lucy Opoku-Arthur was appointed as the Chief Executive Officer of Kwahu Praso Rural Bank in the year 2016. She joined the Bank in 2014 as the Deputy General Manager, and acted as the General Manager for a period of one (1) year after which she was confirmed as the substantive Manager. Mrs. Lucy Opoku-Arthur holds an International Executive Masters in Business Administration (Banking and Finance Option) and Post Graduate Diploma in Advance Management Studies, both from Paris Graduate School of Management, Paris France. She is also an Associate Member of the Chartered Institute of Bankers Ghana (CIBG) and a Fellow of the Chartered Institute of Credit Management (FCICM).

Kwahu Praso Rural Bank Ltd. is one of the reputable rural banks in the eastern region of Ghana. It was established and incorporated in 1982 to do the business of banking.

The Bank currently operates in five (5) political districts in the eastern region and one (1) political district in the Ashanti Region with a network of six (6) connected branches. The bank's Board of Directors as presently is made up of 6 highly dedicated development-oriented persons of diverse background. The bank has a committed and experienced management team and staff, which provide a wide range of services that makes Banking easier and more convenient.

To be among the best financial intermediaries capable of providing good financial services and ensuring good and higher standard of living of the people in the catchment area is the bank's aim. The bank provide efficient and effective services through mobilization of funds to strengthen the capital base of the bank, ensure efficient banking services to all clients and good returns to shareholders,

through strong network of well-trained and motivated staff. The bank aspires to be among the leading Rural Banks in Ghana, meeting stakeholders' expectations, strengthening stakeholder relationship by promoting the right solutions that combine technologies, expertise and financial strength. Creating customer loyalty, shareholders value and employees satisfaction is their hallmark.

In 2023, the Ghana Club 100 rankings highlighted and celebrated the significant contributions of strong and inspiring women leading successful businesses in the country. In the episode of "GC100 Women at the Helm Series," the story of Madam Lucy Opoku-Arthur, CEO of Kwahu Praso Rural Bank Ltd. was the spotlight. She shared her inspiring journey to becoming CEO, as well as how she has helped position her bank as one of the top rural banks. She was also inducted at the 15th Induction and Graduation ceremony of Chartered Institute of Bankers, (CIB Ghana) in 2024.

For her tireless efforts, dedication and contributions to Ghana's financial sector, Mrs. Lucy Opoku-Arthur was recognized as the Most Outstanding Female Leader in Financial and Rural Development at the 11th Feminine Ghana Achievement Awards 2025. "This honor is not just mine—it belongs to every member of the Kwahu Praso Rural Bank family working tirelessly to bring quality financial services to the people who need them most," she said.

Under her stewardship, Kwahu Praso Rural Bank has seen significant growth, with increased access to banking services in underserved communities, support for small-scale businesses, and strategic investment in rural development projects. Speaking after receiving the award, she expressed gratitude for the recognition, crediting her team for their shared commitment to the bank's vision.



Mrs. Opoku-Arthur has led a power packed financial literacy session with women involved in Micro Small and Medium Enterprises (MSMEs).

With this recognition, she cements her place as one of Ghana's leading figures in rural banking and sustainable development. Mrs. Opoku-Arthur can be described as one of the most capable CEOs in the rural banking landscape with outstanding leadership qualities such as humility, visionary, effective communication skills, approachable but firm. She is the vice-president of the Chief Executive Officers Association (Eastern Chapter) of the Rural and Community Banks. She is married with two children.

“

Under her stewardship, Kwahu Praso Rural Bank has seen significant growth, with increased access to banking services in underserved communities, support for small-scale businesses, and strategic investment in rural development projects.



**KWAHU PRASO  
RURAL BANK LTD.**



## CONTACT US

0501680432 **EJISU**

0501435584 **MPRAESO**

0501435586 **NKAWKAW**

0270023705 **KONONGO**

0501435582 **OBO**

0501435580 **KWAHU PRASO**

0276777836 **ANYINAM**

0501435583 **KWAHU TAFO**

[kwahuprasoruralbank.com](http://kwahuprasoruralbank.com)



[info@kwahuprasoruralbank.com](mailto:info@kwahuprasoruralbank.com)



# ANEEJA HOSPITAL LIMITED

## Ghana's Finest French-English Hospital

In 2001 a couple of French-speaking specialist doctors, charmed by Ghana, decided to invest in establishing their clinic in association with a friend, a Ghanaian surgeon. After many years of humanitarian work in Africa (Tanzania, Guinea, Benin, Ivory Coast), and some experience in some of the best hospitals in Paris, they settled in Accra, Ghana and opened Aneeja Clinic. Sooner than anticipated, the clinic needed to meet the growing demands of the local population, and as a result, the owners bought their own piece of land and expanded the clinic.

In 2005, the clinic opened an operating theatre and fifteen beds, a pediatric, gynecology and dental departments. Due to the warm hospitality, quality of service and reputation, the patient numbers increased, and the clinic expanded into a hospital. Their medical team consists of 87 French and Ghanaian medical professionals who are at your service 24/7, and at the head of it, French-English bilingual co-founders, a consultant surgeon and a paediatrician Specialist. Midwives and nurses are ready to attend to you and ensure good follow-up treatment, as well as two operating theatres with a recovery room and an In-Vitro Fertilization (IVF) Unit.

Dr. Adoula Nyabenda-Gomwa is the Director of the Aneeja Hospital. He is also a healthcare practitioner, specialising as a Cosmetic and general Surgeon with a team of general practitioners, Surgeons & Anaesthetists, Paediatricians, Gynaecologists, Urologist, Physiotherapist, Optometrists and Dentists. The Hospital has three (3) children's wards in the paediatric section, VIP and VVIP wards, Emergency Ward, Side and common wards, with a total capacity of forty beds. There is a delivery suite and lying-in ward, a well-equipped standard Laboratory, an Ultrasound, ECG and treatment room. Aneeja is affiliated to NHIS and other Sixteen private insurance clients (Nationwide, Metropolitan, Apex, Premier, Acacia, ACE, GAB, etc.), where beneficial to Ghanaians and Foreigners.

In the year 2010, Aneeja clinic expanded into Aneeja Hospital LTD, equipped with two operational surgery theatres, more than five different medical departments, a capacity of 25 beds, and a professional team speaking different languages to welcome patients not only from the region, but also from the world! The surprisingly positive results in the development of the hospital, have made the team confident for the future.



"We are planning and preparing for the opening of our Annex At Gomoa Nkwantanan in the following month and extending our services to online consultation", Dr. Nyabenda-Gomwa said.

"I am the Lord that healeth thee" Exodus 15:26. It's a promise of God's power to heal and a reminder of His role as a healer. God's word is more powerful than any disease, and He is the source of healing. As a bilingual (French-English) healthcare institution committed to delivering high quality and compassionate medical care, their mission is to educate, inform, and connect with patients, families, and the broader community. Whether you are seeking trustworthy medical information or simply want to learn more about their services and values, you are in the right place.

Aneeja Hospital is a premier healthcare facility delivering exceptional medical care with expertise strategically located to serve the community, and designed to provide comprehensive healthcare solutions, ensuring patients receive top-notch treatment in a comfortable and welcoming environment. With state-of-the-art technology and modern facilities, Aneeja offers a wide range of medical services, including general medicine,

specialized consultations, diagnostics, surgical procedures, and emergency care.

Aneeja's team of highly skilled doctors, nurses, and support staff is dedicated to upholding the highest standards of medical excellence and personalized patient care. They believe that patients deserve access to quality healthcare tailored to their unique needs. From preventive care and early diagnosis to advanced treatment options and rehabilitation, this hospital is your partner in achieving and maintaining optimal health. The focus on innovation and continuous improvement has ensured that they remain at the forefront of medical advancements. Aneeja Hospital is more than just a healthcare provider but a trusted ally in your journey toward wellness.

Experience compassionate care and cutting-edge medicine at Aneeja Hospital—where your health is their mission. The hospital works 24/7 to keep your body healthy as your soul prospers. For this exceptional dedication and commitment to making a tremendous and life-changing mark in the healthcare sector, Aneeja received a recognition at the "2025 Ghana Outstanding Community & Leadership Awards".

***"At Aneeja, We Care. God Cures"***

**“We are planning and preparing for the opening of our Annex At Gomoa Nkwantanan in the following month and extending our services to online consultation”, Dr. Nyabenda-Gomwa said.**



**ANEEJA HOSPITAL LIMITED**



**0302 411491**  
 **0503 001490**

Tantra Hill - Accra, Near Golden Door, Thyme Avenue

[information@aneeja-hospital.com](mailto:information@aneeja-hospital.com)  
[aneejahospital@yahoo.fr](mailto:aneejahospital@yahoo.fr)

**ACCREDITED HEALTH INSURANCE PROVIDERS**

ANEEJA HOSPITAL is your trusted Bilingual Healthcare Provider located at Tantra Hill near Golden Door with it's Annex at Gomoa Nkwantanan, Teacher City Road.

Aneeja Hospital is committed to delivering exceptional medical care to Local, English and French speaking people. Our dedicated team of professionals ensures that every patient receives compassionate, culturally-sensitive and language-accessible healthcare in a comfortable environment.

### OUR SERVICES

- ▶ 24 HOUR SERVICES
- ▶ GENERAL OPD & ADMISSION
- ▶ ANTENATAL, DELIVERY & POSTNATAL
- ▶ GENERAL MEDICAL SERVICES
- ▶ OBSTETRICS & GYNAECOLOGY SERVICES
- ▶ PAEDIATRIC SERVICES
- ▶ GENERAL & SPECIALIZED SURGERIES INCLUDING COSMETICS
- ▶ LABORATORY
- ▶ PHYSIOTHERAPY
- ▶ OPTICAL/EYE CARE SERVICES
- ▶ NUTRITION & DIET
- ▶ CHILD WELFARE & WEIGHING
- ▶ NICU SERVICES
- ▶ IN-VITRO FERTILIZATION (IVF) CLINIC, FOCUSING ON HELPING COUPLES HAVE CHILDREN OF THEIR OWN
- ▶ PHARMACY
- ▶ ULTRASOUND SCAN
- ▶ DENTAL
- ▶ ECG



TEACHER CITY ROAD, GOMOA NKWANTANAN



GAB Health Insurance Company Limited



**ANEEJA ... We Care & God Cures.**



# SAVIOUR KWAKU ADZIKA

**– DEMONSTRATING LEADERSHIP TO PROMOTING A CLEANER, MORE SUSTAINABLE OCEAN AND COASTAL ENVIRONMENT!**



**S**aviour Kwaku Adzika is a social entrepreneur, United Nations Sustainable Development Goals (SDGs) advocate, youth empowerment activist, Behaviour Change Communication enthusiast, project management expert, facilities management Professional (FMP), business administration expert (MBA), and occupational health & safety management expert (NEBOSH).

He is founder and president/chief executive of CorpNation Group. He has passion for environmental and social impact and to improve lives. He has an awesome record of accomplishment in environmental conservation and youth empowerment. He undertook a Climate Change Project Documentary, which was an initiative he introduced to address poor solid waste management, deforestation and ultimately, CLIMATE CHANGE. This was in line with the United Nations Sustainable Development Goal number 13.

As a veteran player in the oil and gas industry with over 15 years working experience, he developed interest in safe environmental practices and as a result, led to the creation of CorpNation Group. The group encompasses an environmental conservation NGO, CorpNation Foundation, a waste

management company, Trashworld Consult, a plastic recycling company, EcoEmploy Africa Limited and an eco-friendly real estate company, Corp Real Estate & Property Management Limited (Corperty).

In February 2021, he was appointed as Tullow Oil Advisory Panel (TAP) member: TAP members regularly meet with the company's Senior Leadership Team and Non-Executive members of the Board to review Tullow's Oil's culture, leadership, work ethics and ultimately its performance as a business entity and subsequently tender in recommendations. As a TAP member at the time, he was instrumental to the company's decision to 'dollarize' local employees' salary to suffice for the difference in purchasing power between the local currency and the USD. He was also appointed by the Takoradi Technical University to serve on the advisory committee of the Communication and Media Section Programmes.

CorpNation Foundation is a non-profit organization that supports young entrepreneurs and researchers. Its activities include the "Corp Tour", which is usually a visit to secondary schools to educate students about topics such as savings, investments and work-life balance as well as hosting events to promote peace. For his exceptional dedication and commitment to transforming Ghana, he is always called to outstanding platforms and receiving recognitions.

In Jan 2025, New Takoradi Beach got a boost for environmental cleanliness. Per Saviour Kwaku Adzika's observation, even simple gifts are frequently packaged with excessive synthetic materials, adding to environmental degradation. According to popularly known Corp Sayvee, this trend has harmful implications for the environment.

**“ CorpNation Foundation is a non-profit organization that supports young entrepreneurs and researchers.”**



Challenging this norm, a heartwarming act of sustainable giving was spearheaded by Markus Hilger, Western Regional Coordinator of the German Agency for International Cooperation (GIZ Ghana), alongside his children, Joshua and Noah. The New Takoradi community is now equipped and inspired to uphold environmental cleanliness, setting an example for others to follow during this festive season and beyond.

Mr. Adzika commended the effort, emphasizing that gifts like these reflect the true spirit of giving—benefiting both people and the planet.

Celebrating the World Ocean Day 2025, yours truly Saviour Adzika (Corp Sayvee) together with the Petroleum Commission, Ghana and Yinson Production in partnership with CorpNation Foundation successfully marked the day on June 13, 2025, at Dixcove community and beach. "We empowered anglers, fishmongers, students, and community members to take action against plastic pollution, with support from the Ghana National Canoe Fishermen Council and Fisheries Commission Ghana", he said.

He then received an award from the Western Region, as "Ghana Social Responsibility Person of the year in 2021 and 2023", Leadership Coach in 2022 and ultimately crowned "Omanbapa" in year 2023; a title of respect and honor used to refer to a respected leader in a community. It reflects cultural value, signifying someone who is esteemed, wise, and deserving of respect. The Ghana Western Excellence and Achievement 2025 also celebrated him on the spotlight of Shining Talents and Achievements.

He has recently been nominated as an outstanding CEO/Managing Director, for Climate Executive and Overall Executive of the year, at the upcoming 2025 Ghana Executive Awards.

# CORPNATION FOUNDATION



Over the past three years CorpNation Foundation has focused on its mission in line with the United Nations Sustainable Development Goals (SDGs). CorpNation Foundation (CNF) aims to provide sustainable solutions to address **nature, environmental and societal challenges** guided by not less than eight (8) out of the seventeen (17)

United Nations Sustainable Development Goals (SDGs): We have tailored our designed solutions to contribute to Goal 13 (Climate Action), Goal 3 (Good health and well-being), Goal 4 (Quality education), Goal 5 (Gender equality), Goal 6 (Good water and sanitation), Goal 8 (Decent work and economic growth), Goal 11 (Sustainable cities and communities) and Goal 17 (Partnership for the goals).

## THE 4R+ INITIATIVE

Currently in the **Western, Central and Greater Accra Regions** of Ghana, we are directly diverting plastic waste from the environment and landfills, creating waste management solutions with our 4R+ Waste Management Initiative by partnering state and private institutions and organisations; Environmental Protection Agency (EPA), Forestry Commission, Petroleum Commission Ghana, Ghana Health Service (GHS) and Sekondi Takoradi Metropolitan Assembly (STMA) to improve community waste management as well as advancing a circular economy among schools and market places.

Our accomplishments over the past year with the 4R+ initiative have been significant. We have marked an incredible journey in environmental advocacy and action across schools and stakeholder groups, which have enabled us to achieve significant milestones;

- **33,542.2kg** of plastic waste recovered in **2025**, reducing environmental pollution and promoting recycling.
- Financial earnings totaling **GHS68,751**, showcasing the economic benefits of sustainable practices.
- Environmental savings amounting to **97,272.38 kg/CO<sub>2</sub>**, contributing to a healthier planet.

## YOUTH EMPOERMENT

Part of our works focus on pioneering the innovation and advancement of youth to create a more circular economy and jobs. This we do by assisting communities with sustainable waste management practices, educational engagement seminars, community infrastructure development, technical and vocational training for the youth, women and the marginalized, health screenings and community bonding activities such football games.

CONTACT US:



CorpNation Foundation



0204900427 | info@corpnationfoundation.org

## COASTAL DEVELOPMENT

Our long term vision is to address the issue of microplastics in food chain. We shall make continuous efforts to extend our 4R+ and coastal development project to all landing beaches along the coast of Ghana, implement the installation of physical barriers at earmarked locations to help curb the influx of plastic waste in the ocean, put in place cages at the beaches to collect plastic waste.

This will be coupled with extension to basic schools and general advocacy on single use plastics. Most importantly to enlighten the populace on the need to 'refuse' single used plastics

We currently have fifteen vibrant branches of the Coastal Youth Clubs across all seven (7) coastal districts of the Western Region. CorpNation Foundation since 2022 till date has organized a total number of 35 beach and community cleanup exercises across the Sekondi -Takoradi District. Our Routine cleanup and sensitization project with the aid of our community based youth clubs have changed the narrative of sanitation in these communities.

As the number of our engagements grow, so does the strategic importance of our partnership with community leaders in catalyzing efficiency to scale up what is environmentally beneficial, socially responsible and economically viable to the youth.

## CSR DELIVERY AND MODELING ORGANISATIONS TO GO GREEN

CorpNation Foundation has esteemed records of delivering environmentally sustainable corporate social responsibility projects for organizations ranging from oil and gas companies to regulatory bodies in Ghana. Notable clients include Tullow Ghana Limited, Yinson Production Limited, Petroleum Commission, Apave Inspection Limited, etc

We have a track record of modelling organizations as 'green' organizations in support of the greener future that today's world seeks.



# Tijani Yakubu Ndanyenbah

## -PROMOTING GHANA'S CULTURE, TOURISM AND LEISURE IN THE RURAL SECTORS



Now that the district has tourism potential like the Tongo shrine and the Tongo hills, and considering the way of life of the people, we thought, why not establish it here?" he said. "Apart from creating jobs, boosting the tourism aspect of the district was also a major aim." To ensure comfort during power outages, he stated that the hotel is equipped with a solar backup system, allowing guests to enjoy a serene atmosphere. "At Rockview, when there's a power outage, you have no reason to worry because we have a solar backup system for our electricity needs," he added.

Mr. Ndanyenbah ensures that there is commitment to excellent service, dedicated to meeting guests' needs, whether through direct service or outsourcing. He is always ready to ensure that clients have nothing but the best and will have minimal complaints about the hotel's services. He has plans to launch a 24-hour restaurant for the general public in the near future. Mr. Ndanyenbah also expressed a broader vision for the district, aiming to position Rockview Hotel as a key player in promoting local tourism and economic growth. "For now, we tailor our restaurant to our guests. However, we have a bigger vision for the whole district," he concluded.

Rockview Hotel is designed to transport you into an environment made for leisure. Take your mind off the day-to-day of home life and private paradise for yourself. Mr. Tijani is offering travelers a strategic base for

exploring the unique cultural and geographical richness of northern Ghana. Tongo's regional context adds significant character to the Rockview Hotel experience. The area is known for its rich cultural heritage, proximity to traditional communities, and unique geological formations. Guests can expect an authentic northern Ghanaian environment that balances urban convenience with rural charm.

Rockview Hotel's commitment to hospitality is evident in Mr. Ndanyenbah's attentive staff and focus on creating a welcoming environment. With his guidance, his hotel understands the nuanced needs of travelers in this part of Ghana, offering a reliable and comfortable stay experience. Rockview Hotel represents more than just a place to stay—it is a gateway to understanding the dynamic character of northern Ghana, offering comfort, convenience, and a touch of local authenticity for every guest.

For this exceptional commitment and dedication to putting Ghana on the map, as a startup businessman with the entrepreneurial spirit, he was shortlisted among nominees for the "Ghana Innovation and Startup Awards 2024". He was honored for being the "Tourism and Leisure Startup of The Year". He also made a mark and earned a recognition at the 1st edition of the "Africa's Most Promising SMEs Awards 2025". The award celebrated successful businesses that are contributing to economic growth and job creation on the continent, specializing in SME sector in Africa.

**M**r. Tijani Yakubu Ndanyenbah is a seasoned business developer and mentor with over 15 years' experience in business development and management. He is a researcher with publications in both business and social science field. Hence, has many articles on finance and business management published in reputable journals. He is the author of the book; **SMEs DEVELOPMENT AND MANAGEMENT**, highlighting the understanding of dynamics of the SME Industry, and **Discovering Viable Investment Opportunities**. He is the Chief Executive Officer of the Rockview Hotel.

Under his leadership, you experience nature away from home. Rockview Hotel has a fish-like anatomy architectural design, positioned at the west view of the Tengzug Shrine and the Tongo Hills. You can stay and feel the natural view and behavior of the Hills at day and night, while enjoying or participating in the spectacular festivals of the communities such as Boardam, Golob, Yaung and among others. Mr. Ndanyenbah is ready to collaborate with investors interested in tourism and hospitality, and the transportation business industries, who are among the viable business sectors in Ghana.

Despite initial skepticism about establishing a hotel in a village setting, he highlighted the tourism potential of the region, citing attractions like the Tongo shrine and Tongo hills. The decision to build the hotel was driven by the need for quality accommodations, for visitors wishing to experience the area's natural beauty and cultural richness. "When we wanted to start this hotel, people wondered why we wanted to build it in the village. However, there is a reason for that.





ROCKVIEW  
HOTEL

Experiencing nature from home



## OUR SERVICES

- ACCOMMODATION & BREAKFAST
- RESTAURANT & CONFERENCE HALL
- SHUTTLE SERVICES , FLIGHT BOOKINGS  
TOURISM GUIDE(TONGO HILLS AND SLAVES CAMP,  
TENZUG SHRINE, TONGO GOLD MINES )

Ghana Upper East Region, Gorog/Tongo

Email [rockviewhotel@yahoo.com](mailto:rockviewhotel@yahoo.com)

Web: [www.rockviewhotel.vercel.app](http://www.rockviewhotel.vercel.app)

+233243440419



# RAMYA Technologie & Innovation C.I

## Leader des services et solutions de sécurité électronique

**R**AMYA Technologie & Innovation est une entreprise spécialisée dans la sécurité électronique. Elle se spécialise dans l'étude technique des travaux, la domotique, la conception, l'installation, la vente et la maintenance de tous les systèmes de sécurité électronique. L'entreprise est composée d'ingénieurs hautement qualifiés et de techniciens expérimentés dédiés à un seul objectif : vous fournir des solutions de sécurité électronique efficaces et innovantes. Les solutions de pointe RAMYA sont conçues pour vous offrir une tranquillité d'esprit totale, que vous soyez à la maison, au bureau ou en déplacement.

Avec une maison connectée, par exemple, vous pouvez contrôler à distance votre climatisation pour obtenir la température idéale dans chacune de vos pièces. Vous pouvez également contrôler l'éclairage connecté de votre salon pour créer une ambiance chaleureuse. Une maison connectée peut être configurée et paramétrée pour assurer votre confort au quotidien. Améliorer votre confort en automatisant les tâches mécaniques les plus répétitives, comme l'ouverture et la fermeture de vos volets et de votre portail, ou en programmant certains appareils électroménagers, est la marque de fabrique de RAMYA.

La domotique vous simplifie la vie. Tous ces éléments contribuent à votre confort. Cependant, la domotique ne s'arrête pas là ; elle va bien plus loin. Soyez prêt à relever les défis pour assurer votre sécurité. Le portail de sécurité est l'entrée principale de votre propriété, si vous possédez un espace clos. Il sépare la propriété privée de l'espace public, le long d'un mur ou d'une clôture. Tantôt accueillant, tantôt rassurant et dissuasif, le portail doit être à la fois pratique au quotidien et esthétique. Chez RAMYA Technologie & Innovation C.I., vous êtes toujours en sécurité.

Une belle maison sans système de sécurité et la domotique sont souvent dangereuses. Par conséquent, si vous envisagez une nouvelle maison et n'avez pas pensé à sa sécurité, vous devriez connaître l'utilité d'une maison connectée. L'objectif d'une maison connectée est d'atteindre trois objectifs principaux :

Améliorer le confort des résidents, assurer leur sécurité et leur permettre de réaliser des économies d'énergie.

En résumé, l'objectif d'une maison connectée est de pouvoir contrôler et gérer votre maison depuis une application dédiée, via votre smartphone.



À distance ou même depuis chez vous, via des plannings ou à tout moment, vous pouvez contrôler vos appareils connectés tels que vos volets roulants, vos lumières, etc. Il vous suffit d'une connexion internet, de votre box internet et de l'application, et le tour est joué ! Il est fortement recommandé de faire appel à un installateur certifié et spécialisé dans la domotique. Un professionnel peut vous proposer des appareils parfaitement adaptés aux caractéristiques de votre maison, que ce soit pour une construction neuve ou une rénovation.

En rénovation, l'installation d'un système domotique avec RAMYA Technologie & Innovation C.I. ne nécessite pas forcément de travaux supplémentaires (et donc de coûts supplémentaires). Il s'adaptera à vos attentes et à votre budget. En tant qu'installateur conseil, leur vision globale d'expert leur permet de trouver la meilleure solution en termes de confort, d'économies d'énergie et de sécurité. Ils connaissent parfaitement le marché et ses évolutions et sauront vous accompagner dans votre projet.

RAMYA Technologie & Innovation C.I. En collaboration avec Hik-Connect, intégré à la station intérieure, il permet de gérer et de contrôler facilement tous les appareils Hikvision, caméras IP, NVR, alarmes anti-intrusion, interphones vidéo, etc. Outre les systèmes de contrôle d'accès, d'interphones et de vidéosurveillance, les utilisateurs peuvent également consulter facilement l'état des appareils et du réseau, l'autonomie de la batterie et la température ambiante, le tout sur un seul écran. Protégez ce qui compte le plus grâce à la technologie et à l'innovation RAMYA. Ne laissez rien au hasard en matière de sécurité. Avec la technologie et l'innovation RAMYA, vous n'êtes pas seulement protégé, vous êtes prêt pour l'avenir.

Sous la direction de son PDG, Guy Martial Kakou, vous bénéficiez de solutions de sécurité électronique avancées conçues pour répondre à vos besoins spécifiques. Que vous protégiez votre domicile, votre entreprise ou vos biens de valeur, nos produits et services sont conçus pour vous offrir une tranquillité d'esprit totale. Grâce à son expertise et à son engagement en faveur de l'innovation, vous pouvez être sûr qu'ils vous fourniront les meilleures solutions pour protéger ce qui compte le plus pour vous. Son entreprise est un acteur majeur des nouvelles technologies en Côte d'Ivoire.

Pour ce dévouement exceptionnel et ce zèle à assurer la vie et la sécurité des générations actuelles et futures, l'entreprise a reçu une reconnaissance de The Business Executive, lors de la « Conférence et récompenses des PME africaines les plus prometteuses 2025 » au Ghana.

RAMYA TECHNOLOGIE ET INNOVATION est une solution pour toute l'Afrique en développement. Elle est une structure ayant pour mission d'apporter le développement d'abord dans nos maisons respectant les normes internationales. Nous exhortons les architectes africains ayant en main la destinée d'une Afrique éclairée et développée d'intégrer RAMYA TECHNOLOGIE ET INNOVATION dans leur projet d'une Afrique technologique.

RAMYA TECHNOLOGIE ET INNOVATION est prête à relever ce beau défi d'accompagner tous les Architectes d'Afrique et du reste du monde dans n'importe quel projet. Car participer au développement d'un monde technologique, c'est notre passion la plus absolue.



Email: [ramya.commercial@gmail.com](mailto:ramya.commercial@gmail.com)

Site web: [www.ramyatechnologie.com](http://www.ramyatechnologie.com)

# RAMYA

## Solutions électroniques

Pour Aujourd'hui et demain!



### L'expertise **RAMYA**

La qualité du matériel

La qualité des prestations

Le professionnalisme des agents

L'efficacité du SAV



#### **CAMERAS DE SURVEILLANCE**

La vidéo surveillance est un système de sauvegarde et de transmission d'images installé dans un espace public, pour la surveillance local et à distance.



#### **CLÔTURES ELECTRIFIÉES**

La clôture électrique est la force de dissuasion la plus efficace jamais conçue.



#### **KIT VISIOPHONE**

Il est constitué d'une platine de rue et d'un écran. Il permet de voir et d'inter-agir avec le visiteur à l'entrée du local.



#### **ALARME ANTI-INTRUSION**

C'est un système d'alarme destiné à surveiller un lieu pendant qu'il est inoccupé et à prévenir si il y a une tentative d'effraction ou d'intrusion.

#### **POIGNÉES INTELLIGENTES**

Un système de contrôle d'accès est un outil électronique responsable de contrôler les accès en vérifiant automatiquement si une personne a les autorisations pour accéder à un local.

### **Nous contacter**

Tel : **+225 27 22 20 44 78**

Cel : **+225 07 09 50 02 43 / 07 47 68 20 27**

Siège : **Abidjan Cocody Abatta  
BP 813 Bingerville.**



# SYNERGY PROFESSIONAL GHANA LIMITED

**- PROFESSIONAL TELECOMMUNICATIONS INFRASTRUCTURE ENGINEERING ACROSS AFRICA AND BEYOND**



Synergy Professionals, established in Ghana in 2016 as Telecommunications Infrastructure Engineering Services Company and registered under the companies' code of 1960 (ACT179), are proud to boast of a strong team of telecom engineers who thrive on rolling up their sleeves by providing solutions and meeting business needs. The company owns and employs vibrant enthusiastic telecom professionals that service all areas of Ghana and Africa and beyond.

With a fleet of service vehicles on the road, they are equipped to handle large projects and service new & existing contracts with ease. They are on a mission to exceed your expectations and form a long term, mutually beneficial relationship with you. They also provide the entire spectrum of services from traditional infrastructure solutions deployed on a turn-key basis to supplying enterprise telecom infrastructure and business automation services either through cloud or on-premise deployment. It was a small humble beginning but they are getting bigger within the shortest period. Their project team deliver quality solutions that are innovative, robust and reliable.

Under the leadership of their CEO, Mr. Vincent Amedodzi, Synergy has become one of the fast-changing consumer behavior and market variables, moving organizations worldwide to adopt innovative and intelligent technologies. Today, enterprises are looking for technology solutions that span across the entire business life cycle, to accelerate time-to-market and optimize costs. Synergy Professionals provide professional services to growth focused enterprises operating in the emerging and frontier markets.

The company can help organizations to gain a competitive edge by leveraging new technologies and innovative tech-solutions to propel innovation, manage scalability, and explore new possibilities. With evolution and innovation in mind, Synergy Professionals services are developed using the latest, state-of-the-art technologies, and the best-in-breed team of subject matter professionals spanning across various industry domains.

As a telecom engineering firm, they build, service and support the telecommunications industry in Ghana and beyond. They service and maintain the Telecommunications industry by providing on-demand parts and skilled engineers direct to customer sites – in a partnership or as your alias. They also manage strategic approach to acquiring, developing, managing, motivating and gaining the commitment of the organization's key resource – the people who work in and for it." Whether it is managed services or assistance in specific functional areas or you have an in-house telecom team and need expertise in one specific area or, do not have a fulltime in-house telecom resource and just need to address some of the basics, they will provide regular or interim assistance.

They have the expertise in planning, designing and building from the ground up, adding to existing infrastructure, or upgrading outdated solutions is their hallmark. They understand that keeping your network operating at full capacity is critical to your business.

"Our services team provides end-to-end support to ensure you stay connected. Our technologies and expertise can help you maximize connectivity, reduce network complexity, and achieve greater commercial success", said the team.

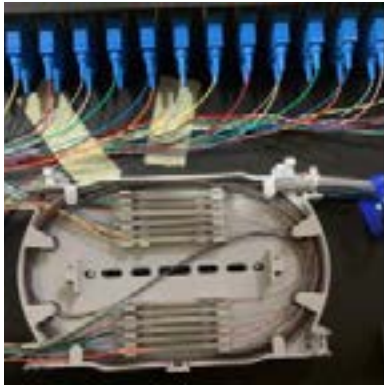
Their head office is in Ghana, and branch offices in the following countries, Liberia, Ethiopia, Sierra Leone, Guinea, Senegal, Zambia, Congo DR, Kenya, Angola, Ivory Coast, Mali, Nigeria, and Burkina Faso. They are also poised to take on any project big or small in any part of Africa and in Europe. In Ireland, their newly established office, Global Comfort Technologies, which is well positioned to take care of all your Telecommunication needs. The story of Synergy is the story of great entrepreneurs building great companies in Africa.

They work closely together with you, to ensure customized tailored support for your business. For their outstanding performance in the telecommunications Industry, they received a recognition at the "Greater Accra Business Merit Awards 2025", in Ghana.

A client from Guinea shared an experience; "I just had an immature dream to conquer a small vicinity, but after meeting with Synergy Professionals everything went as bullet beyond my expectation." **Mouna**, Guinea Fiber Optic GFO.

**SYNERGY! We Create Fully Connected Systems So You Can Focus On Your Business.**





## WHAT WE DO

We are telecom infrastructure engineering Services Company. We have extensive experience in telecom infrastructure projects, such as Site Acquisition Services, Civil Works Construction Services For Telecommunication Sites, Tower foundation construction, Tower Erections, Fence Installations, Telecom Installation Services, Field Maintenance Services of Telecom Networks, Managed Services, RF Optimization, Fibre Network Infrastructure, Site Solar etc.

## MISSION

To be the global leader in Telecom Infrastructures Services. Building on our technologies, competencies and customer interests, and creating value for our stakeholders and customers. We will achieve this by focusing on the intersection of our client's emerging needs and the acceleration of business and technological change.

## VISION

Our vision is to become a leading Telecommunication Infrastructure services provider in Africa and beyond. Synergy Professionals will be the first choice solution partner in the telecom sector providing fiber and data services to businesses throughout the region.

---

**SPINTEX AREA, NEAR THE MANET ESTATE, ACCRA, GHANA.**  
**EMAIL: [info@spa-telecom.com](mailto:info@spa-telecom.com) | PHONE: + (233) 24 545 5402**



# The Water Research Institute (WRI)

**LEADING PUBLIC SCIENTIFIC RESEARCH INSTITUTION IN GHANA**



**WATER RESEARCH INSTITUTE**

Quality Research for Sustainable Development

The Council for Scientific and Industrial Research (CSIR) is the foremost national science and technology institution in Ghana. It is mandated to carry out scientific and technological research for national development. The Council, however, traces its ancestry to the erstwhile National Research Council (NRC), which was established by the Research Act 21 of August 1958, a little over a year after independence, to organize and co-ordinate scientific research in Ghana and provide the necessary platform for Ghana's accelerated development.

The Water Research Institute (WRI) is one of the 13 institutes of the Council for Scientific and Industrial Research (CSIR). It was formed in 1996 from the merger of the Institute of Aquatic Biology and the Water Resources Research Institute. WRI has a mandate to conduct research into all aspect of water resources (both living and non-living) in order to provide scientific and technical information and services, as well as strategies for the sustainable development, utilization and management of such resources for the socio-economic advancement of the country.

Under the leadership of Prof. Mike Yaw Osei-Atweneboana, the Director of the Water Research Institute and Senior Research Scientist/Head of Division, Dr. Collins Okrah, WRI scientists are involved in water quality analyses, study and control of water-borne diseases, and testing early detection of COVID-19 cases in the country. Their scientists have led in the development and shaping of science policy and promotion of information technology and innovation in Ghana. In terms of Health, WRI is a centre of excellence in the provision of scientific research into water and related resources for sustainable socio-economic growth.

Dr. Okrah has sat on a number of committees of CSIR Water Research Institute, and is a member of professional associations such as Ghana Institution of Geoscientists (GhIG).

He has had the opportunity to serve on the National Executive Committee of the Research Staff Association of the CSIR. Dr. Okrah has strong team spirit and results oriented person, who collaborates effectively with his colleagues and Supporting Technical Staff to achieve excellent results in all research activities. His related field of interest among others is strategic planning of water resources.

In March 2024, Dr. Okrah together with team embarked on a health task to Treating Infection from Odaw, Okrudu Rivers, "Bacteria are found everywhere, and while some are harmless, others are harmful. When they cause infections, it is usually not a great worry because we can treat them with antibiotics. Over the years, however, antibiotics do not kill bacteria as they used to as a result of their misuse and overuse", he said.

In an article, evidence was provided of sources of such resistance bacteria from the environment. The study formed part of surveillance carried out following a WHO protocol developed to study such phenomenon in three major components (humans, animals and the environments dubbed the One Health Approach). A team of scientists from the Council for Scientific

and Industrial Research – Water Research Institute carried out the environmental aspect of this study.

In the wake of pollution of surface water from illegal mining, Dr. Okrah was actively involved in the assessment of groundwater potential for groundwater availability, its sustainability and suitability for multi-purpose use such as drinking and irrigation under different projects funded by various agencies and institutions, including Newmont Ghana Gold Limited and AngloGold Ashanti. In case of poor quality issues, Dr. Okrah was key in water treatment with diverse technologies, including desalination and filtration, among others.

Undeniably, this is a wake-up call to keep our rivers and waterways clean and it requires a concerted effort from all relevant stakeholders and every citizen of Ghana. There has to be strict enforcement of by-laws on wastewater disposal by the Ministry of Local Government, Environmental Protection Agency, the Ministry of Sanitation and Water Resources etc. It is said that the health of humans connects to the health of the environment and clean water is the world's primarily medicine. Immediate action is therefore required to educate people living around the rivers the safe use of these rivers and proper waste disposal practices.

The global campaign "Be the Change" encourages people to take action in their lives to change how they use, consume and manage water. The responsibility to protect our environment and water bodies lies with all of us. WRI's dedication and commitment to making Ghana water bodies' potable and safe for use, earned them a recognition at the "2025 Greater Accra Business Merits Awards".

"The earth, the air, the land and water are not an inheritance from our forefathers but a loan from our children, so we have to hand over to them at least as it was handed over to us," Ghandi





# CSIR-WATER RESEARCH INSTITUTE

Quality Research for Sustainable Development



## PRODUCTS AND SERVICES

- Borehole drilling and water treatment technology.
- Geophysical investigation for borehole siting.
- Production of hydro-geological maps.
- Perform quality and quantity assessments of industrial, agricultural and domestic discharges.
- Microbiological analyses of drinking water, waste water and other samples.
- Research into water-related/ borne parasitic diseases and other infectious diseases.
- Research into aquaculture development, environmental impact assessment and monitoring of fish populations.
- Bio secure facilities for aquaculture research.
- Aquaculture Research and Development Centre with a hatchery for production of fish fingerlings.
- Hydrometeorological station for weather monitoring.
- Development and adaptation of appropriate technologies and water conservation techniques for water supply to households, communities, farms and industries.

### CONTACT INFORMATION

2nd CSIR Close, Behind Lancaster, Airport Residential  
GPS: GA-018-9651  
Call / Whats App: +233 20 296 0900  
[wridirectorate@csir-water.com](mailto:wridirectorate@csir-water.com)



# PRESTODEA GHANA LIMITED

**THE LEADING FABRICATORS OF THE BEST ARCHITECTURAL AND METAL WORKS IN GHANA**

**P**restodea Ghana Ltd. fabricates and installs galvanized steel, stainless steel, aluminum and glass works. The production and manufacturing services include cutting, folding, welding, punching, and drilling. Prestodea deals with the installation of balustrades, handrails, aluminum and uPVC products. They also specialize in providing architectural design services that suit clients through fabrication and metal solutions. So they do glass works, shower cubicles, curtain wall glazing and other works.

Dr. Samuel Peprah is the founder and president of Prestodea Ghana Limited. Under his leadership, the vision is to provide clients with effective results through operational excellence, while maintaining a family-oriented culture as well as achieving client and employee satisfaction. He strongly believes in a happy and safe environment. This is why his aim is to be the best metal fabrication company in the industry, by providing amazing clients with the impeccable value of fabrication. "Providing quality services that meet or exceeds their expectations with affordable prices; ideas, and solutions that solve their problems is our hallmark. My happy team protect each other's work safely and produce a higher level of efficiency", he said.

With ten years of experience and an enviable reputation nationwide, Prestodea Ghana has successfully developed into a world-class quality with some of the best installers in the country. Their latest state-of-the-art manufacturing equipment allows a higher-skilled workforce to deliver well-engineered metal works on time with precision and to exact specification. They also have an expertise coupled with the ability to meet even the most challenging design criteria. This has led Prestodea's architectural fabrication to be recommended by architects and contractors on a wide range of prestigious projects across the country.

At Prestodea Ghana limited, they offer a full installation when required on all types of works from private residential customers to large commercial structural steel installations. Experienced staff works closely with you from the initial discussions to the successful completion of a project, to provide design assistance, measuring, and manufacturing services tailored to your specific requirement. They take enormous pride in their work and endeavor to find the right technical solution, in the most cost-effective way. Prestodea did a Gallery for Clifton Homes, Oasis Park, Rock City Hotel, Net Solutions, Embassy Gardens, Mantrac, etc.

The advantage Prestodea have is the ability to produce and fabricate on a large scale, which reduces cost of production and helps give the best prices to their clients. Because of this, most clients always choose Prestodea. They also give the best service to clients to maintain and satisfy them in other areas as well. "We want to improve the society with the little profit that we are gaining to train the youth. Because of that, we have created the Prestodea Care Foundation. With the Foundation, we are training the street who have nothing to do. By the next three to four years, we want to make an institution dedicated to the youth. Then, regarding health matters, we are doing our best to help in many things", said Dr. Peprah.

Prestodea Gh. Ltd. have won several awards, including Best Glass Balustrade of the Year, Best Glass Supplier of the Year in 2021, Outstanding CEO of the Year, and the Global Excellence Leader Award. They also won Best Construction Company of the Year for Interior Designs, and recently the CEO was awarded a Doctor Award in Dubai. For their exceptional commitment and dedication to making a mark both locally and internationally, The Business Executive gave them a recognition at the "Greater Accra Business Merits Awards 2025".

For your amazing glass works, balustrades, windows, stainless steel handrails, frameless glass staircase & motorized gate; Prestodea Ghana gives you the best!



The advantage Prestodea have is the ability to produce and fabricate on a large scale, which reduces cost of production and helps give the best prices to their clients.





PRESTODEA  
GHANA LIMITED

PRESTODEA GLASS

GLASS

*We are*  
**PRESTODEA  
GHANA LIMITED**

WWW.PRESTODEAGHANA.COM



**FOR MORE INFO**

+233 24 426 9889

+233 24 695 7021

## What We Do **Our Services**

BALUSTRADE & RAILS

ALUMINIUM & UPVC DOORS &  
WINDOWS

BURGLAR PROOFSPY

FRAMELESS & STRUCTURAL  
GLASS , More....

## **Make Your Business Grow**



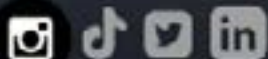
**Creative Ideas**



**Business Strategy**



**Marketing Analysis**



Prestodea Ghana Limited

# Maximizing the potential for Ghana – Nigeria, commercial ties

*Ghana and Nigeria share a special socio-economic relationship that supersedes their membership of ECOWAS. However their bilateral commercial ties fall well short of what they could be. TOMA IMIRHE looks at how trade and investment flows between the two countries could be enhanced by a formal bilateral chamber of commerce*



**W**est Africa's two largest economies — Ghana and Nigeria — have a shared history, deep cultural ties and complementary markets. But despite geographic proximity and intense socio-economic links, commercial relations between the two are surprisingly modest compared to the scale of their actual potential.

Bilateral trade between Ghana and Nigeria is important regionally but small compared with each country's global trade. In 2023, Ghana's exports to Nigeria were valued at US\$104.38 million, while Nigeria's exports to Ghana were US\$162 million. Data for 2024 is still being compiled and shows Nigeria's exports to Ghana decreased to US\$52.88 million in 2024. In actual fact though, bilateral trade between the two countries is much larger, but much of it is done informally, through unapproved routes and processes and therefore not recorded by state or supranational institutions.

For investments, Ghana's Foreign Direct Investment (FDI) saw a 5% decrease from US\$649.58 million in 2023 to US\$617.61 million in 2024, while Nigeria's specific investment flows with Ghana are not detailed in the provided sources, though a general slowdown in investment is noted.

To be sure though, Nigeria is heavily invested in Ghana's banking industry – there are five Nigerian majority owned commercial banks currently operating in Ghana - as well as its downstream and upstream oil and gas industry.

# Ghana Nigeria Feature

It is indicative that from 2017 to 2021, data from the Ghana Investment Promotion Centre (GIPC) indicate a total of 20 major investment projects totalling US\$ 63.5 million made by Nigerian investors in Ghana. This excludes other smaller investments that are not captured in the GIPC database.

Although there are multiple business opportunities in Ghana, some of the notable sectors that have attracted Nigerian investors are manufacturing, the services sector, and general trade.

The manufacturing sector is a major sector of interest among Nigerian investors, recording 61% of total FDI within the period under consideration. Companies such as Dangote Cement, Bayswater Industries Limited, Ozoza Lifestyle Limited and Locegy Integrated Venture Limited have all made investments in Ghana's manufacturing sector.

Conversely however, Ghanaian investments in Nigeria are minimal compared to foreign direct investment from other countries, with notable exceptions including the Ghana Cocoa Board's investment in a Nigerian cocoa processing facility and Ghana's Sankofa crude oil supply to Dangote Refinery as a key trade relationship.

While there is corporate cross-investment (manufacturers, food processors, logistics firms and financial services groups operate on both sides), there are relatively few headline greenfield investments that radically reshape supply chains between the two markets. Where investment exists, it tends to be regional expansion by established firms rather than fresh portfolio or infrastructure megaprojects anchored in binational strategies.

## THE CASE FOR A BILATERAL CHAMBER OF COMMERCE

Institutional links between the private sectors have strengthened in recent years. The Ghana National Chamber of Commerce and Industry (GNCCI) and counterparts in Nigeria have stepped up engagement. MoUs and official visits were recorded in 2024 that signaled intent to boost bilateral commercial ties and joint programmes, including trade facilitation,

TVET exchanges and business forums. These formal instruments matter because they create a predictable channel for private-sector issues to move from conversation to action. But the reality on the ground reveals a gap between headline agreements and everyday business facilitation. Many Ghanaian goods that suit Nigerian consumers encounter regulatory, logistical and cost barriers; likewise, Nigerian manufacturers and traders often complain of opaque tariff application, paperwork and fragmented logistics within Ghana

Indeed, for years, commercial relations between Nigeria and Ghana were facilitated through broader frameworks like the chambers of commerce in each country or sector-specific associations.



*His Excellency, John Mahama,  
President of The Republic of Ghana*



*His Excellency, Bola Tinubu,  
President of Federal Republic of Nigeria*

While these bodies have performed commendably, their focus is inherently domestic, with international trade being one of many priorities. The need for a dedicated entity, laser-focused on the unique opportunities and challenges of the Nigeria-Ghana corridor, has become increasingly apparent.

The current situation is one of transition from intention to institution. While a single, universally recognised "Nigeria-Ghana Chamber of Commerce" has not yet been officially launched with a permanent secretariat and full membership structure, the wheels are very much in motion. The most significant development has been the collaboration between the Nigerian Association of Chambers of Commerce, Industry, Mines, and Agriculture (NACCIMA) and its Ghanaian counterpart, the Ghana National Chamber of Commerce and Industry (GNCCI).

## HIGH-LEVEL DELEGATIONS HAVE BECOME FREQUENT.

Memoranda of Understanding (MoUs) have been signed, pledging cooperation and the establishment of a joint business council. This council is widely seen as the crucial precursor to a full-fledged bilateral chamber. Its purpose is to create a structured dialogue, identify key barriers to trade, and lay the groundwork for a more permanent institution.

The driving force behind this push is a powerful combination of top-down recognition and bottom-up demand. Governments see enhanced trade as key to achieving the goals of the African Continental Free Trade Area (AfCFTA). Meanwhile, on the ground, entrepreneurs and corporate leaders are tired of navigating complex, and sometimes

contradictory, regulations alone. They are clamouring for a unified voice to represent their interests to policymakers in both Abuja and Accra.

The establishment of a dedicated chamber therefore is a strategic imperative with transformative potential.

Perhaps the most immediate benefit is that it would streamline dispute resolution. Trade spats are inevitable. From disagreements over product standards to delays in customs clearance and contractual disputes, these issues can sour relationships and deter investment. A bilateral chamber would establish an arbitration and mediation centre,

The establishment of a dedicated chamber therefore is a strategic imperative with transformative potential.

While there is corporate cross-investment (manufacturers, food processors, logistics firms and financial services groups operate on both sides), there are relatively few headline greenfield investments that radically reshape supply chains between the two markets.

offering a trusted, familiar, and cost-effective alternative to lengthy and expensive court processes. This builds confidence and ensures commercial disagreements do not escalate into diplomatic tensions.

Another advantage would be its role in policy advocacy. Individual businesses, no matter how large, often lack the influence to shape policy. A chamber aggregates the concerns of hundreds of businesses into a powerful, collective voice. It can formally engage with the Ghana Investment Promotion Centre (GIPC), the Nigerian Investment Promotion Commission (NIPC), and customs authorities to harmonise regulations, simplify visa processes for business travelers, and advocate for the removal of non-tariff barriers that stifle trade, such as cumbersome export/import documentation.

Add to these, market intelligence and business matchmaking. For a Nigerian company seeking to distribute its products in Ghana, or a Ghanaian tech firm looking for Nigerian partners, navigating the market is daunting. A bilateral chamber would act as a repository of verified information. It would organise trade missions, business to business matchmaking events, and publish crucial guides on taxation, company registration, and market trends. This de-risks market entry and connects serious, reliable players, fostering joint ventures and knowledge transfer. While large corporations

have the resources to navigate cross-border trade, Small and Medium Enterprises (SMEs) often struggle. A chamber would design specific programmes to integrate SMEs into the regional value chains. This could involve facilitating their participation in major trade fairs, providing training on export procedures, and creating a dedicated platform to showcase their products and services, ensuring the benefits of integration are widely shared.

The chamber would also serve as the authoritative source of information during periods of tension or misunderstanding. For instance, during past disputes over retail trade policies, a chamber could have provided clear guidelines, assured investors, and worked behind the scenes with governments to find an amicable solution, preventing the sensationalism that often exacerbates such situations.

#### HOW A NIGERIA-GHANA CHAMBER WOULD WORK IN PRACTICE

The proposed bilateral chamber of commerce would necessarily be a structured, member-driven organisation designed for maximum impact.

The chamber would likely be incorporated in both countries, perhaps with a head office in Lagos and an annex in Accra, or vice-versa. Its governance would be balanced, with a Board

of Directors comprising an equal number of esteemed business leaders from Nigeria and Ghana, alongside ex-officio members from key government agencies. This would ensure parity and fair representation. It would offer tiered membership—Platinum, Gold, and Silver—catering to large multinationals, mid-sized companies, and SMEs respectively. Each tier would offer different levels of access to events, intelligence reports, and advocacy support. Membership dues would be its primary source of funding, supplemented by fees for specific services like arbitration, trade missions, due diligence of potential trade counterparties and investment partners and sponsored events.

#### NAVIGATING THE CHALLENGES

The path to a fully functional chamber is not without its obstacles. Sustaining momentum beyond the initial MoU-signing ceremonies requires consistent funding and professional management. There is also the challenge of ensuring the chamber truly serves the diverse needs of all sectors—from agriculture and manufacturing to services and tech—without being dominated by a few large corporate interests.

Furthermore, it must navigate the occasional political friction between the two nations, remaining a steadfastly apolitical entity focused solely on commercial logic and mutual benefit. Its credibility would hinge on its ability to deliver tangible wins for its members—whether it's resolving a specific company's customs impasse or successfully lobbying for a streamlined process that benefits all.

Ghana and Nigeria already trade and invest in ways that matter to entrepreneurs and consumers, but the relationship is patchy. Formalized private-sector cooperation — via an operational, effective Ghana-Nigeria chamber of commerce — can be the platform that converts modest current flows into broad-based commercial integration. By focusing on tangible facilitation (documentation desks, market intelligence, corridor finance, and dispute mediation), a chamber can move the relationship from bilateral acquaintance to business partnership — and in the process accelerate West Africa's own growth.

For the Nigerian entrepreneur looking to scale into Ghana, and the Ghanaian innovator seeking a larger market, the chamber would be the bridge, the translator, the advocate, and the guide. It would be the institutional embodiment of the realisation that in the global economy, and especially within the promise of the AfCFTA, their strengths are not competitive but complementary. By building a chamber together, Ghana and Nigeria would not just be strengthening a bilateral tie; they would be lighting the way for the entire continent.






# Want Chocolate For Any Occasion?

Chocoluv crafts premium artisanal chocolates from Ghana's finest cocoa, offering milk, white, and dark varieties with rich, unique flavors. Each piece embodies high quality and a joyful expression of "Luv."



**Proudly Made In Ghana**

 [Chocoluv\\_gh](https://www.instagram.com/Chocoluv_gh)

 +233 20 060 7607

 [Chocoluv Company Limited](https://www.facebook.com/ChocoluvCompanyLimited)



*Scan for our brochure*

# How PAPSS is Rewiring intra African Commerce

*The innovative Pan African Payments & Settlements System, launched in 2022, is crucial to the success of the recently established African single market. TOMA IMIRHE examines what it is, how it works, how it can transform Africa's payment's architecture and the early steps taken to embrace it.*



## PAPSS

### Pan-African Payment and Settlement System

In the grand narrative of African economic integration, a persistent, multi-billion-dollar plot hole has plagued the script for decades. A Nigerian entrepreneur exports garments to Kenya. The Kenyan importer pays in Kenyan shillings. Their banks must then navigate a costly and circuitous route: converting shillings to US dollars, routing the payment through correspondent banks in New York or London, before the dollars are finally converted into Nigerian Naira. This process, which can take up to two weeks and siphons off a significant portion of the transaction value in foreign exchange denominated fees, is the

antithesis of the seamless trade envisioned by the African Continental Free Trade Area (AfCFTA).

Worse still, the dollars themselves are hard to come by, not just for the importer in Africa but for the national economy in which it operates, forcing many African governments to impose all kinds of restrictions on access to and use of foreign exchange. For a continent that lags behind the rest of the world with regards to cost and quality competitive manufacturing, this manifests in import bills that are hard to meet.

This archaic financial plot is finally being rewritten. Enter the Pan African Payments and Settlements System (PAPSS), a transformative financial infrastructure initiative that aims to become the digital central artery for intra-African commerce. Launched in January 2022, PAPSS is not merely a technical upgrade; it is a bold geopolitical and economic statement—a declaration that Africa is building the plumbing for its own economic house.

PAPSS reports the network now enables real-time payments across 17 African countries, via 14 national switches and more than 150 commercial

banks, as at July 2025, according to a recent report from the African Export – Import Bank which designed this innovative system in the first place

Countries whose central banks and commercial banks are publicly confirmed as already operating PAPSS include: Ghana, Nigeria, Liberia, Sierra Leone, The Gambia, Guinea (the West African Monetary Zone pilot group), plus Kenya, Zimbabwe, Zambia, Somalia and the latest participant, Rwanda which went live in 2025.

## HOW PAPSS WORKS

To understand PAPSS's potential, one must first dissect its elegant, yet complex, architecture. It functions as a centralized financial market utility that facilitates the immediate and final settlement of intra-African trade transactions in local currencies.

The system operates on a simple but powerful principle: "Pay in your currency, receive in your currency."

The process begins with the initiation of a transaction. For instance, a Kenyan importer, who is the payer, instructs their commercial bank to pay a Nigerian exporter, who is the payee, in Kenyan Shillings.

The next stage is submission. The Kenyan bank submits the payment instruction to PAPSS in Kenyan Shillings.

The third stage involves validation and conversion. PAPSS validates the transaction and, crucially, performs a real-time conversion of Kenyan Shillings to the payee's currency, Nigerian Naira, using a wholesale forex rate provided by a designated set of liquidity providers. This eliminates the need for a hard currency intermediary.

This is followed by settlement of the transaction. PAPSS instantly debits the Kenyan bank's account - in a prefunded settlement account held at the central bank - and credits the Nigerian bank's account in Naira.

The final stage is the completion of the transaction. The Nigerian bank credits the exporter's account in Naira, finalizing the transaction within seconds. This entire cycle collapses a previously fragmented, multi-jurisdictional process into a single, swift, and transparent digital event. The system is built on robust legal and governance frameworks, with the African Export-Import Bank (Afreximbank) as the main sponsor and primary settlement agent, working in partnership with the AfCFTA Secretariat and the continent's central banks through the African Monetary Cooperation Programme (AMCP).

While still in its relative infancy, PAPSS is moving from theory to practice, with live, actual transactions offering glimpses of its transformative impact.

Countries whose central banks and commercial banks are publicly confirmed as already operating PAPSS include: Ghana, Nigeria, Liberia, Sierra Leone, The Gambia, Guinea (the West African Monetary Zone pilot group), plus Kenya, Zimbabwe, Zambia, Somalia and the latest participant, Rwanda which went live in 2025.

In one of the earliest successful pilots, a payment was made from a bank in Guinea to a beneficiary in Nigeria for a trade transaction. Traditionally, this would have involved a correspondent banking chain through Europe, taking days and incurring high costs. But through PAPSS, the payment was settled instantly. The Guinean franc was converted directly to the Nigerian naira. For the businesses involved, it meant improved cash flow predictability, lower transaction costs, and the elimination of forex risk associated with holding US Dollars during the lengthy processing period. This corridor, linking the Francophone and Anglophone economic spheres of West Africa, is a potent symbol of the integration PAPSS enables.

Consider a small-scale Ghanaian producer of shea butter who secures an order from a boutique cosmetics company in The Gambia. Previously, the high fixed costs of international wire transfers and the complex documentation required might have made this small-volume order unviable. PAPSS, by drastically reducing

the cost and complexity of cross-border payments, makes such micro-and-small-scale trade economically feasible. This democratizes access to the continental market, allowing Small and Medium sized Enterprises—the backbone of African economies—to participate in the AfCFTA's opportunities. Indeed, Trade.gov reports a small Ghanaian buyer paid a small Nigerian supplier same-day via PAPSS - through GCB Bank in Ghana and a partner bank in Nigeria - with funds settled domestically in each local currency—no correspondent bank or third-currency leg needed

## THE DEARTH OF DATA

It is still too early to measure the success of PAPSS in quantitative terms. Very little data has been released on the trade values that have been settled through the system and indeed, the AfCFTA framework itself, which PAPSS is supposed to support, is still in its teething stages.

PAPSS and Afreximbank do not yet publish a formal year-by-year breakdown of payment values it has processed, in the public domain. But there are encouraging, if inconclusive, data points. For instance it was reported that over US\$1 billion cumulatively had flowed into Nigerian banks via PAPSS by late April 2024, according to remarks shared at a Lagos industry roadshow with PAPSS leadership.

While still in its relative infancy, PAPSS is moving from theory to practice, with live, actual transactions offering glimpses of its transformative impact.

Considering that PAPSS was only publicly launched in 2022, and expansion beyond the initial West African pilot only began in 2023, this is encouraging. Furthermore, it is known that activity clearly ramped up in 2024 - even though PAPSS has not released a consolidated pan-African annual value for that year publicly - and both the Kenya Commercial Bank and Bank of Kigali, in Rwanda, joined the platform most recently, in the first quarter of 2025.

## THE BENEFITS OF INTRA-AFRICAN TRADE WITHOUT FOREX

The successful implementation of PAPSS presents a staggering array of opportunities:

Most importantly it can supercharge the AfCFTA at a time when the terms of trade between Africa and the rest of the world is deteriorating in the face of a retreat to protectionism led by the United States and the phased removal of preferential trade terms for African exporters by the European Union. PAPSS is the financial nervous system for the AfCFTA. By solving the payment problem, it removes a critical non-tariff barrier, making the trade agreement practically operable for businesses of all sizes.

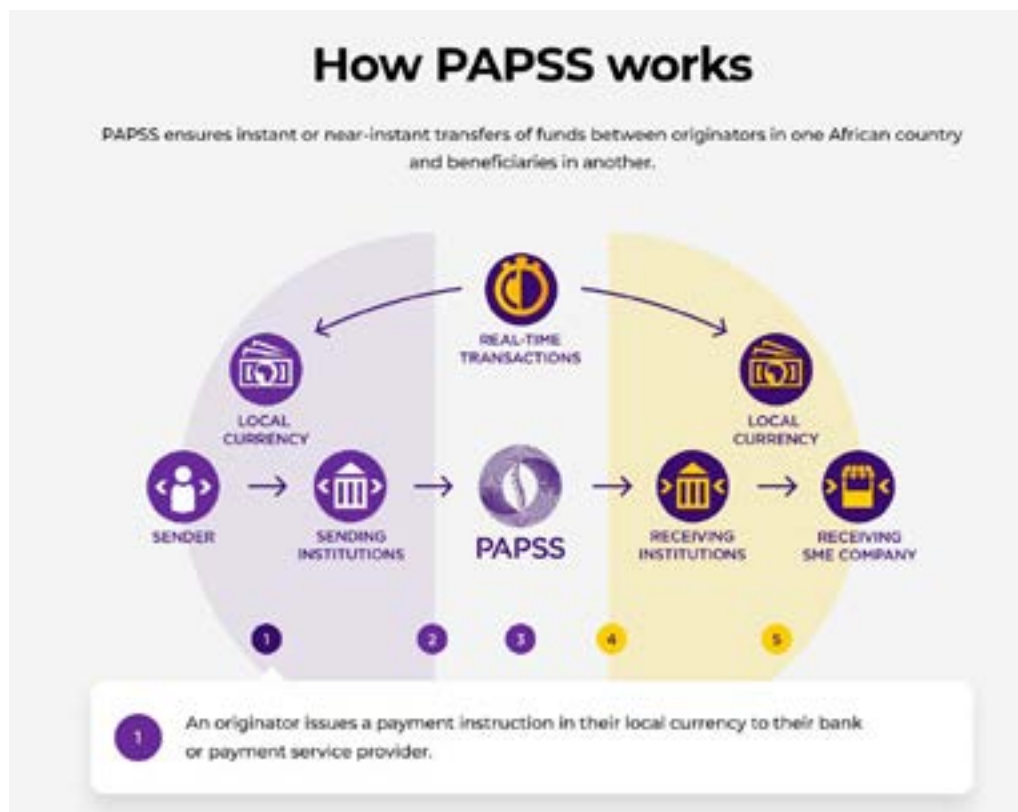
It also means currency liberation and financial sovereignty. Reducing dependency on hard currencies for intra-African trade lessens the continent's exposure to external exchange rate volatility and geopolitical pressures, which stand to increase in the face of the geopolitical instability currently erupting around the world. It empowers African central banks and strengthens the position of local currencies.

It also promotes financial inclusion. Integrating with mobile money providers—a domain where Africa is a global leader—could allow a farmer in Rwanda to receive payment for goods from Zambia directly to their mobile wallet, fostering unprecedented financial inclusion at a continental scale. Added to these huge benefits, PAPSS will generate a rich, centralized dataset on intra-African trade flows. This data is invaluable for policymakers, investors, and businesses to identify trends, assess creditworthiness, and make informed strategic decisions.

## BUT THERE ARE STILL DAUNTING CHALLENGES

For all its promise, PAPSS's path is fraught with challenges that will determine its ultimate success.

One is that of liquidity management. The system's lifeblood is liquidity. Ensuring there are sufficient local currency reserves in the



system to facilitate smooth and continuous conversion is a monumental task requiring deep collaboration between central and commercial banks.

Another is regulatory harmonization. Africa's 54 countries have 54 different regulatory frameworks for banking, anti-money laundering (AML), and combating the financing of terrorism (CFT). Achieving the necessary level of harmonization to allow PAPSS to operate seamlessly across all jurisdictions is a diplomatic and bureaucratic marathon.

Then there is the challenge of actual commercial bank adoption: PAPSS is a wholesale system; it relies on commercial banks to onboard their clients and become participating financial institutions. Driving widespread adoption among sometimes risk-averse and non-African owned, legacy-bound banks requires demonstrating clear commercial benefits and providing robust technical integration support.

Shortcomings with regards to adequate digital infrastructure in some African countries is yet another challenge. The system's efficiency depends on the digital infrastructure of member states. Connectivity issues or cyber security vulnerabilities in one node could potentially impact the entire network's reliability.

Underlying all these hurdles is the question of political will among African countries. The project requires sustained high-level political commitment from all member states to prioritize continental integration over sometimes entrenched national interests.

## RESHAPING AFRICA'S INTRA-CONTINENTAL TRADE PAYMENTS ARCHITECTURE

If these challenges can be navigated though, the impact of PAPSS will be profound, extending far beyond faster payments.

It has the potential to catalyze the creation of a truly integrated African capital market, facilitate the development of new pan-continental financial products, and enhance monetary policy coordination. By making it easier to trade within Africa, it encourages regional value chains—where raw materials from one country are processed in another and assembled in a third for sale across the continent. This moves Africa up the global value chain from being solely an exporter of raw materials to a manufacturer and trader of finished goods.

Ultimately, PAPSS is more than a payment system. It is a critical piece of strategic infrastructure for African self-determination. It represents a collective decision to build the connective tissue for a unified economic bloc of 1.4 billion people with a combined GDP of over US\$3.4 trillion.

The journey is long, and the initial transactions are but the first steps. Yet, in those digital pulses of value moving instantly from Lagos to Nairobi, or Accra to Abidjan, one can hear the faint but unmistakable sound of a new African economy being switched on. The artery is now open; the continent's economic lifeblood is beginning to flow.

# EXCLUSIVE ANNIVERSARY MAGAZINE PROMO FOR 2,000 SUBSCRIBERS



## SUBSCRIBE FOR 1 YEAR AND ENJOY THESE PERKS

1. 1-MONTH FREE SUBSCRIPTION TO OUR MAGAZINE
2. 1 FREE ADVERT PLACEMENT
3. COVERAGE OF YOUR PRODUCT LAUNCH
4. 2-MONTH ONLINE ADVERT IN OUR ONLINE MAGAZINE
5. 1-MONTH SOCIAL MEDIA PLACEMENT (30-SECOND REEL)
6. FREE EVENT PARTICIPATION
7. FREE MARKETING FOR ONE OF OUR EVENTS
8. SHORTLIST AS A NOMINEE IN ANY COUNTRY OR GHANA EVENT
9. 1 FREE B2B OPPORTUNITY
10. 1 FREE 3RD-PARTY PROGRAM
11. 1 FREE END-OF-YEAR APPRECIATION PROGRAM ORGANIZATION
12. INCLUSION IN THE BUSINESS EXECUTIVE GROUP ASSOCIATION
13. PRIORITY ACCESS TO EXCLUSIVE NETWORKING EVENTS
14. COMPLIMENTARY ACCESS TO OUR BUSINESS RESOURCES AND TOOLKIT



SUBSCRIBE TO OUR MAGAZINES VIA:  
[info@thebusinessexecutive.net](mailto:info@thebusinessexecutive.net)



**+233 248 135 645**



[thebusinessexecutive\\_group](#)



[Thebusinessexecutivegroup](#)



[The Business Executive Ghana](#)

The Business Executive

THE BUSINESS EXECUTIVE

ACT

Executive Foundation

ACT

PROUDLY AFRICAN, TRULY INTERNATIONAL

# Refined & Robust

The all new SANTA FE.



Open new doors with the all-new SANTA FE, the perfect blend of bold allure and magnetic attraction to adventure that makes every journey extraordinary.

**Hyundai Motors & Investments GH. LTD (Hyundai World)**

Accra hotlines: 024 493 2485 / 0544 325 689 Kumasi hotline: 0503 980 653

Takoradi hotline: 0555 979 797

**5** YEAR  
OR 100,000  
KILOMETERS WARRANTY

 **HYUNDAI**

# SUBSCRIBE | TODAY

*Custodians Of Corporate World*

ECONOMY | FINANCE & BANKING | AGRICULTURE | TRANSPORT | ICT  
TOURISM & HOSPITAL | REAL ESTATE | HEALTH | DIPLOMACY | MANAGEMENT



*To Subscribe Contact Us On:*

WHATSAPP ONLY +233 248 135 645

CALL +233 570 790 077

[www.thebusinessexecutive.net](http://www.thebusinessexecutive.net)  
[publication@thebusinessexecutive.net](mailto:publication@thebusinessexecutive.net)

*Proudly African, Truly International*

CLICK TO SUBSCRIBE