

The background of the entire page is a photograph of rice stalks in a field, captured during a golden sunset. The sun is positioned in the upper right, creating a strong lens flare and illuminating the scene with a warm, golden light. The rice stalks in the foreground are in sharp focus, showing their individual grains and awns, while the background is softly blurred.

**Sustainability  
Agenda**

# SUSTAINABILITY AGENDA

## Sustainability Policy

### Introduction

FMDQ recognises the imperative role it plays in the Nigerian financial market and the opportunities its business presents in its ability to promote sustainable economic growth and development in the wider economy; and as such understands that the delivery of long term business success and value creation is not only hinged on financial, but also environmental and social performance. The Policy, developed in line with the SEC's Code of Corporate Governance for Public Companies, 2014, requirements for sustainability reporting and the ten (10) Principles of the United Nations ("UN") Global Compact, which prioritises four (4) key areas - Human Rights, Labour, Environment and Anti-Corruption - aims to guide the Company in:

- providing a frame of reference for integrating sustainability in our business activities
- developing a sustainable value system and a principled approach to doing business
- being intentional about making a positive impact on our relationships with all our stakeholders
- dealing with business opportunities and risks in terms of direct and indirect sustainability impacts

### Strategic Approach

FMDQ, through its activities, aims to achieve sustainability in the areas it actively operates and impacts, as such, its Sustainability Strategy is guided by five (5) main Sustainability Pillars:

- **Our Business** - To ensure that sustainability practices are a core part of the Company's business strategy, where sustainability is embedded across FMDQ's business operations and activities
- **Our Markets** - To promote responsible business practices and sustainable development in our markets & wider economy
- **Our People** - To create a work environment that attracts, fosters engagement, and retains talented employees of diverse backgrounds to fulfil their potential
- **Our Community** - To champion capital market education for the next generation and empower the communities in which we operate, to advance socio-economic development in our nation
- **Our Environment** - To actively manage our environmental impacts derived from the activities of running the Company's operations

## Our Sustainability Commitment

### Environment

FMDQ recognises that the economic activities of running the business activities may have impacts that could threaten the environment, and therefore is committed to a responsible approach to the environment, taking into consideration the impact of our activities. Our major environmental impacts include energy usage, emissions from generator use and transport, materials usage such as paper, and waste management. These areas have informed the scope of our sustainability and corporate responsibility environmental focus, also in compliance with all environmental and regulatory requirements applicable to our business.

### Anti-Corruption

FMDQ is committed to applying high standards of honesty and integrity consistently across its operations and in all its business dealings.

We are guided and operate in accordance with our core values and are committed to applying the principles of integrity, transparency, accountability and ethics to prevent corruption and bribery in all its forms, which include, facilitation

payments, fraud, extortion, collusion, money laundering, an offer or receipt of any in-kind benefits such as, free goods, gifts, loans, fees, rewards, holidays, or special personal services or other advantage to or from any person as an inducement to do something that is dishonest, illegal, or a breach of trust, for the purpose of an inappropriate advantage, or that can result in moral pressure to receive such an advantage in the conduct of the enterprise's business. FMDQ does not tolerate any of these forms of corruption and bribery in the running of its business or in those with whom it does business.

## Human Rights and Labour Standards

At FMDQ, respect for human rights is of paramount value to us. We strive to respect and promote human rights in all our business activities in adherence with the UN Guiding Principles on Business and Human Rights, alongside Labour Standards as described in the International Labour Organisation (ILO)'s Declaration on Fundamental Principles and Rights at Work, in our relationships with our employees, suppliers and vendors. This is in line with our commitment to reduce as much as possible any potential negative impacts on society. FMDQ therefore commits to, amongst others, prohibiting the use of all forms of forced labour, child labour, modern forms of slavery and human trafficking in any business activity engagement.

## Diversity & Inclusion

At FMDQ, we are committed to creating an inclusive workplace culture and environment that fully embraces and promotes diversity and equal opportunity, where each employee is treated with respect and can fulfil potential. We do not discriminate on the grounds of gender, age, colour, physical appearance or disability, marital status, national origin, citizenship status, race, religion, political affiliation (or the lack of one), sexual orientation, thinking styles, personality traits (e.g. introverts or extroverts), family status, veteran status or other legally protected category. We value, respect and leverage on the idiosyncratic creative potential and unique contributions that individuals of different backgrounds, exposure, experience and perspectives bring to help in proffering innovative solutions; to enhance the understanding of the needs of our diverse stakeholders, tailor our products and services accordingly and to build a high performing, creative and more innovative organisation that delivers positive business results. Our commitment to diversity & inclusion extends to all areas of business, including but not limited to recruitment and selection, Board & Management appointments, attraction & retention of employees, promotion & career progression, performance management, remuneration, training & development, talent management, succession planning, redeployment and redundancy.

## Workplace Health & Safety

At FMDQ, we consider our employees to be one of our most valuable assets and thus are committed to achieving the highest standards of health and safety, by providing and maintaining a work environment that minimises any risks that might jeopardise the health and safety of our employees, visitors and people our operations impact, as we believe that a safe and healthy workplace is a fundamental right of every person and precursor to business success.

## Communicable and Serious Diseases

FMDQ is committed to ensuring a consistent and equitable approach regarding the prevention of communicable and serious diseases, such as HIV/AIDS, malaria, among employees and their families, and the management of the consequences of same, including the care and support of employees living with the diseases. This Policy ensures that:

- Employees or potential employees with Communicable and Serious Diseases (“CSD”) will be protected against discrimination, victimisation, or harassment
- Regulatory requirements, about CSD, is complied with
- The privacy of person(s) with a communicable or serious disease is protected
- Accidental infection of others within the workplace is avoided
- Appropriate awareness and education programmes are provided






## Corporate Social Investment

As a responsible organisation that understands the significant role it can play in helping solve some of our societal problems, FMDQ has identified the ways in which it can support its host communities by championing financial market education for the next generation and through the empowerment of the communities in which it operates, to advance socio-economic development in our nation, by engaging in the following key initiatives:

- **FMDQ Next Generation Financial Markets Empowerment Programme** – a learning and development initiative aimed at promoting financial market awareness, development, and literacy among students across all levels (primary, secondary and tertiary), as well as fresh graduates, within the country. FMDQ aims to make financial market education accessible to both disadvantaged and privileged students
- **FMDQ Staff Corporate Social Responsibility (CSR) Initiative** - an initiative championed by FMDQ Staff, from honorariums, funds raised through auctions carried out on gifts received, and contributions from staff, which are donated to select charity organisations. The Initiative focuses on four (4) main categories, namely, Orphanages, Centres for Youth Rehabilitation, Homes for the Elderly and Special Needs Centres

## Other Reference Policies

The table below provides a summary of other reference FMDQ Policies and Guidelines that support the Company's sustainability commitments and approach to its business activities and operation.

Policy	Policy Summary
 <p><b>Code of Conduct (Corporate Governance Manual)</b></p>	<p>This Policy outlines the principles governing FMDQ's business activities and operations, ensuring that it conducts its business in accordance with the highest standards of business ethics and compliance. The Policy covers Corporate Governance Principles and Structure, Compliance with Laws, Rules &amp; Regulations, Code of Conduct for Directors &amp; Management, Corporate Opportunities, Confidentiality, Protection and Proper use of Company Assets, Fair Dealing, Record Keeping, etc.</p>
 <p><b>Risk Management</b></p>	<p>This Policy defines the approach adopted by FMDQ in identifying and assessing the risks associated with its business, ensuring that they are adequately managed.</p>
 <p><b>Compliance</b></p>	<p>This Policy sets out to promote honesty, ethical conduct and ensure compliance with laws, regulations, rules and professional standards, as well as with the policies of FMDQ in order to protect its assets and integrity of the firm.</p>
 <p><b>Anti-Money Laundering &amp; Combating the Financing of Terrorism</b></p>	<p>The Anti-Money Laundering &amp; Combating the Financing of Terrorism Policy (AML/CFT Policy) sets out the guidelines for FMDQ's compliance with AML/ CFT obligations under the law, as well as regulatory directives, and actively prevents any transaction that facilitates criminal activities.</p>
 <p><b>Conflict of Interest (FMDQ Staff Handbook)</b></p>	<p>This Policy sets out FMDQ's approach to identifying potential conflicts of interest, ensuring they are effectively managed and prevented from materialising, to mitigate against reputational, regulatory or financial impact to FMDQ.</p>



**Whistle Blowing**

This Policy outlines the whistleblowing provisions in place to report any concerns regarding malpractice or misconduct within FMDQ. Through this Policy, FMDQ aims to promote and encourage ethical behaviour and decision making that underpin and support FMDQ's values in an open, fair and transparent manner and at the same time avoiding the occurrence of unethical behaviour. It also provides an avenue for stakeholders to raise concerns and receive assurance that they will be protected from reprisals or victimisation for whistleblowing.



**Corporate Communications**

The Policy defines and provides guidelines on the extent, quality and output of communication with FMDQ external stakeholders and on the adherence to and quality of internal communications in line with FMDQ-approved standards.



**Business Continuity Management**

The Policy is designed to guide FMDQ Staff on how to minimise the impact to the market or stakeholders in the event of a disruption to normal business activity or operations.



**Brand Management**

This Policy sets out the guidelines for the management, enhancement and preservation of the corporate brand identity of FMDQ.



**Remuneration Policy**

This Policy describes the basic principles of FMDQ's Remuneration Policy for Directors (Executive and Non-Executive), Management and staff. It provides an objective, adaptable and competitive remuneration structure that is tailored to specific circumstances of the organisation, in order to attract, motivate and retain highly skilled and performing staff and Management, as well as Executive Directors; has regard for job content and the performance of teams and individual employees; reflects market best practices and incentivises and motivates Non-Executive Directors and employees.



**Promotion Policy**

This Policy provides an overview of the promotion guidelines for FMDQ and is aimed at enabling Executive Management determine and award promotions within the organisation.



**Gifts & Honorariums  
(Corporate Governance Manual and FMDQ Staff Handbook)**

This provides guidance on how to account for any gifts or honorariums received. This Policy is used alongside the AML/CFT Policy

**Enforcement**

Disciplinary action will be taken against any employee who is found to be in breach of the Policy. Allegations of discrimination which are not made in good faith will also be treated as a disciplinary matter. Failure of relevant stakeholders e.g. consultants, vendors, and clients, to comply with this Policy may result in their contracts being terminated.

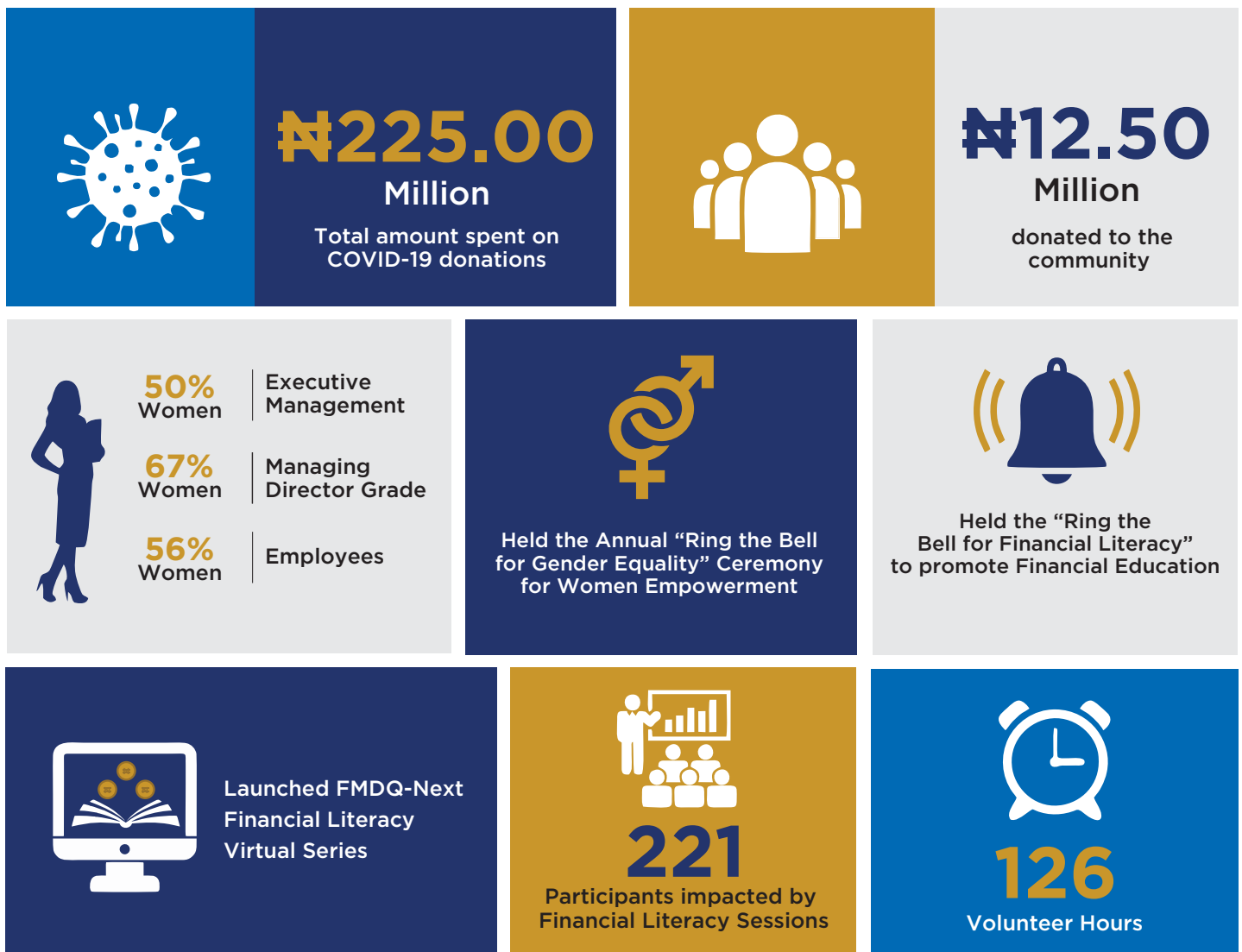


## Sustainability Report

In recognition that financial market infrastructure businesses are uniquely positioned to address key global challenges, and must therefore produce economic, social and positive environmental impact, FMDQ Group continues to play a critical role in the Nigerian financial market ecosystem, by contributing to economic development and sustainable growth, as well as making strides in embedding sustainability as a fundamental part of organisational culture and business strategy.

Our approach to Sustainability is guided by our business strategy, and what we consider relevant to delivering our strategy, in view of the role we are equipped to play in impacting the markets and society. We are also guided by various sustainability frameworks which shape our initiatives, they include the United Nations SDGs, the World Federation of Exchanges (WFE) principles, the United Nations Sustainable Stock Exchanges Initiative (SSEI) - gender equality, decent work and economic growth, responsible consumption and production, climate action and partnerships for the goals -, United Nations Global Compact and the national agenda. We assess these initiatives for their contribution towards fulfilling the principles as spelt out by the frameworks and report accordingly.

### 2020 Sustainability Highlights



Our Sustainability Report is structured within the context of our five (5) Sustainability Pillars – Business, Markets, People, Community and Environment - which are aligned to matters most material to the Group and integral to delivering our strategy. Throughout the report, we highlight the SDGs that are supported across our business activities, communities and our environmental sustainability practices.

## Sustainability Pillars



### BUSINESS

#### Strategic Agenda

To ensure sustainability practices are embedded and guide FMDQ's business operations and activities.

#### SDG Impact Area



#### Corporate Governance

In recognition that good governance is essential to maintaining long term sustainable success, FMDQ Group, as a key financial market player in the Nigerian financial market ecosystem, and as an SRO that regulates the members in the markets within its purview, is committed to the corporate governance standards, as set out by the Securities and Exchange Code of Corporate Governance for Public Companies 2011, to ensure we continue to generate value for our stakeholders, contribute to the development of society and prioritise environmental stewardship.

We are also guided by our core values of Teamwork and Collaboration, Integrity, Innovation and Value-adding, in our approach to executing our business strategy, ensuring highest standards in corporate business conduct, to maintain the confidence of our stakeholders.

Our Sustainability Policy provides guidance on our responsibilities to our business, markets, people, community and the environment, ensuring that sustainability principles guide everything we do. The FMDQ Group Board Finance and Strategy Committee is responsible for providing direction on; ensuring the relevance and effectiveness of the FMDQ Sustainability Strategy and oversees the development and implementation of FMDQ's Sustainability Strategy, policies and initiatives. In addition, with guidance and support from FMDQ Management, there are dedicated Sustainability and Corporate Responsibility groups focused on the execution, communications and reporting of Group-wide sustainability and corporate responsibility initiatives.

Further information on our corporate governance framework can be found in the Corporate Governance Report section of the Annual Report. For policies covering Anti-Bribery and Corruption, Anti-Money Laundering, Conflict of Interests, Whistleblowing, amongst others, those can be found on the FMDQ website – www.fmdqgroup.com.

## Stakeholder Engagement

As a financial market infrastructure group that plays a critical role in the Nigerian financial markets, we strive to remain a trusted FMI business that consistently brings about value creation for all our stakeholders. Stakeholder Engagement is a core part of our culture, as it enables us to understand the needs of our stakeholders and assess their expectations adequately, determine future trends and opportunities for strategic development and to provide innovative solutions that can benefit our stakeholders.

FMDQ actively engages with a varied stakeholder base, which include its shareholders, regulators, Members, employees, issuers, investors, government authorities, strategic and media partners, amongst others, through various channels, to develop mutually beneficial relationships, build resilient markets, and promote sustainable economic growth. We work towards building an active and constructive dialogue with our stakeholders to ensure that we continue to meet their expectations.

During the year FMDQ engaged its local and international stakeholders on a variety of initiatives, details of which can be found in the Strategic Report section of the Annual Report.

### MARKETS

#### Strategic Agenda

To promote responsible business practices and sustainable development in our markets and wider economy

#### SDG Impact Area



As Africa's vertically integrated financial market infrastructure Group, FMDQ Group commits to playing a leading role in championing sustainable development in the Nigerian financial markets through the development of a sustainable finance ecosystem, the advancement of sustainable finance initiatives, the establishment of relevant Environmental, Social and Governance (ESG) partnerships and collaborations, and through education and capacity building in the financial markets, in order to support the transition towards a sustainable future.

## Sustainable Finance Initiatives and Capacity Building

### The Nigerian Green Bond Market Development Programme

The Nigerian Green Bond Market Development Programme, in partnership with CBI, UK and FSD Africa, launched in 2018 to promote the issuance of green debt securities; generate awareness and drive the required engagements to integrate the principles of green financing into the Nigerian debt capital market; develop Nigeria-based licensed verifiers and support the development of guidelines and listing requirements for green bonds in Nigeria.

The key developments in 2020 include:

- The announcement by CBI of the approval of two (2) African-based verifiers, one of them a Nigerian
- Engagement with relevant Ministries, Department and Agencies in the sovereign green bond issuance process on collaborative areas as part of implementation efforts of the Programme

*More updates on the Nigerian Green Bond Market Development Programme can be found in the External Governance Section.*

Following the Launch of the FC4S, Lagos, to create a platform for financial centres to exchange experiences and take common action on shared priorities, for the acceleration and expansion of green and sustainable finance, during the year, FC4S Lagos, in collaboration with FMDQ Group, was very active on the following initiatives:

- Signed an MOU with Casablanca Finance City Authority, Morocco, one of the founding members of the FC4S Global Network, to promote sustainable finance and the United Nation's sustainable development goals. The MOU was executed by both parties at a virtual Signing Ceremony which took place during the FC4S Global Network Annual General Meeting hosted by Finance for Tomorrow, the Paris FC4S chapter, with about thirty-two (32) member countries in attendance



Organised a Green Tagging Project Kick-Off Ceremony, in collaboration with FMDQ Group and other key stakeholders in the Nigerian financial market, to leverage on the effort put into the development of the Nigerian Sustainable Finance Roadmap, to design a reporting framework under which all financial institutions can standardize reporting of their financing of projects and to provide a monitoring/reporting mechanism, that can serve as a transparency tool for the benefit of regulators

Held a stakeholder sensitisation webinar session, in partnership PricewaterhouseCoopers (PwC) Nigeria, themed “Sustainable Finance in Emerging Markets: Portfolio Diversification”, as part of the Market Education and Sensitisation campaigns efforts of the Research, Education and Engagements Thematic Area of FC4S Lagos, to further bridge the knowledge gap, as well as provide insights on how participants can leverage sustainable finance for the diversification of investment portfolios

Organised a Capacity Building Roundtable Webinar (Roundtable) for the Executive Council of Lagos State Government, in partnership with the implementing partners of the NGBMDP – FMDQ, CBI UK, and FSD Africa, themed, “The Role of Sustainable Finance Instruments in Driving Economic Development”. The closed Roundtable, which brought together members of the Lagos State Executive Council, including Commissioners, Special Advisers and Permanent Secretaries of Lagos State Ministries, Departments and Agencies, was delivered as part of the advocacy efforts of FC4S Lagos in driving the entrenchment of SDGs in institutions at the subnational and sovereign level in Nigeria

See External Governance Section for more information on sessions that held in the year and for updates on the Debt Capital Market Development Project.

### Partnerships

Towards the advancement of sustainable markets and performance in relation to environmental, social and governance, FMDQ Group has partnered and actively participates with various local and international organisations and initiatives:

- UN Global Compact – supporting principles
- World Federation of Exchanges - Affiliates
- UN Sustainable Stock Exchange Initiative (SSEI) – Observer status
- African Securities Exchange Association (ASEA) – Full Member
- International Organisation of Securities Commissions (IOSCO) – World Investor Week
- Ring the Bell for Gender Equality
- Ring the Bell for Financial Literacy

FMDQ actively participates in the Working Groups, where discussions on sustainable finance, ESG practices, focus areas, trends, etc. are analysed and assessed, for adoption by financial market infrastructures, in order to integrate sustainability across business operations and markets.

## PEOPLE

### Strategic Agenda

FMDQ is committed to creating a work environment that attracts, fosters, engagement and retains talented employees of diverse backgrounds to fulfil their potential

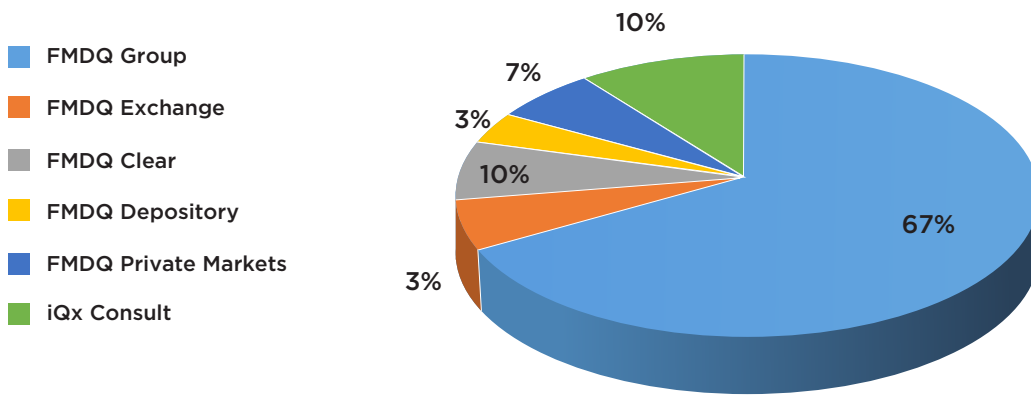
### SDG Impact Area



At FMDQ, we recognise and appreciate the fact that our people are our greatest assets. Our ability to recruit and retain best talent is essential to our continuous success as a business. Our recruitment strategy continues to evolve based on current environmental and economic realities, as well as our drive to maintain a high-performance culture.

Our rigorous recruitment and selection process ensures that only the best talent in terms of technical capabilities, culture fit, and potential are selected to join the Group. Based on our manpower requirements in 2020, a total of thirty (30) new employees were hired across the Group, despite the impact of the COVID-19 pandemic in our operating environment.

### Recruitment Across FMDQ Group



### Learning and Development

**Talent Development :** This remains a paramount factor that drives success within FMDQ. Despite the challenges presented by the COVID-19 pandemic, we strategically deployed learning and development programmes that provided our employees with a range of trainings, webinars/conferences and staff empowerment sessions. Our commitment to Staff training and development continued as 79% of the staff attended trainings during the year. They include:

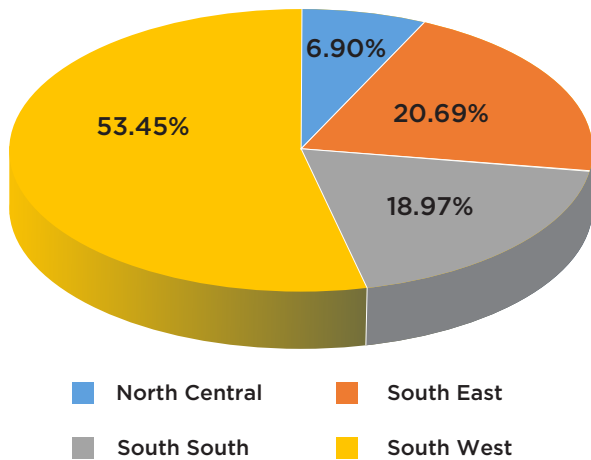
- Technical trainings focused on financial market development, understanding of the capital market, risk management, derivatives, information security awareness, audit, compliance, human resource, and information technology focused trainings
- Soft skills trainings focused on effective management, leadership, business writing, amongst others
- Webinars and conferences ranging from derivatives related matters to private capital and data protection; organised by local and global institutions

**Knowledge Sharing/Empowerment Sessions:** These held in the year, with a focus on Derivatives, CCPs, amongst others, as well as internal knowledge transfer on key learnings gained from webinars/conferences attended. Other learning and development initiatives deployed in 2020 included capacity building trainings by our technology subsidiary - iQx Consult, on key systems usage

### Diversity and Inclusion

Grooming a diverse talent pool and promoting an inclusive culture are of utmost importance at FMDQ. This drive ensures that we continue to thrive and succeed as a business and remain a reflection of the society we serve. At FMDQ, imbining a non-discriminatory culture that transcends gender, ethnicity, physical appearances or disability, age, sexual orientation, religion, and socio-economic background, among others, is key.

### Ethnicity Distribution

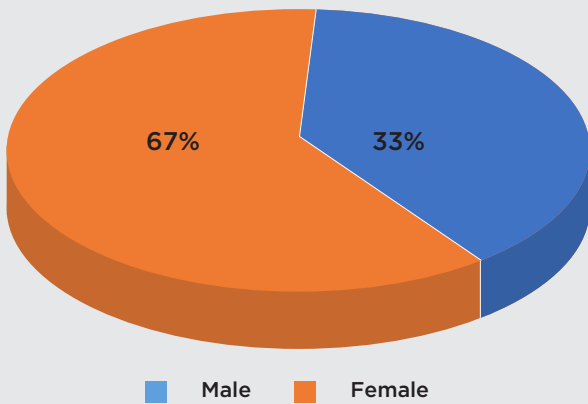


With a total staff strength of one hundred and sixteen (116) as of December 31, 2020, FMDQ's recognition and appreciation of the ethnic diversity in Nigeria shines through. As a Group, we continually take deliberate steps in ensuring that our recruitment and talent management practices are devoid of unethical practices, while constantly promoting a culture of inclusion.

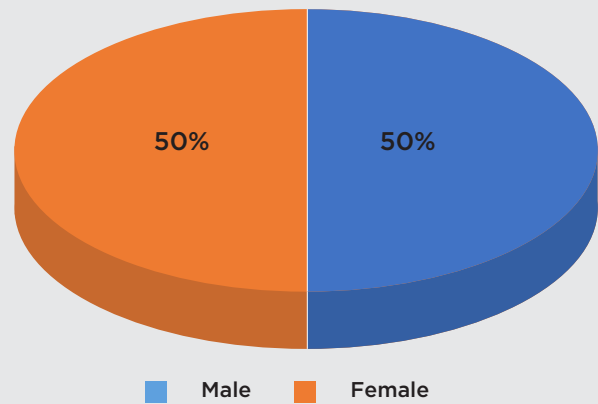
At FMDQ, opportunities are provided to all staff to thrive regardless of their gender. This is evident in the continuous increased representation of women across all levels.

### Gender Representation as of December 31, 2020

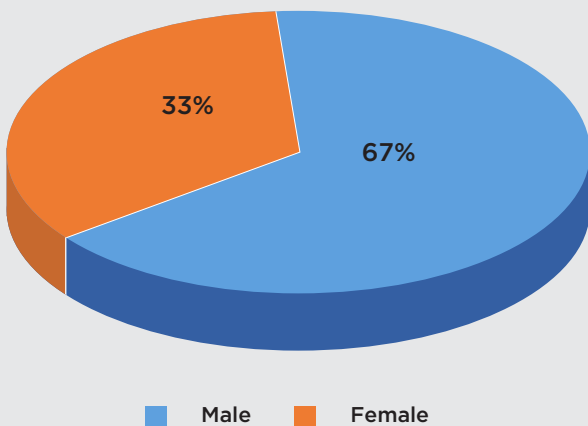
#### Managing Director Grade



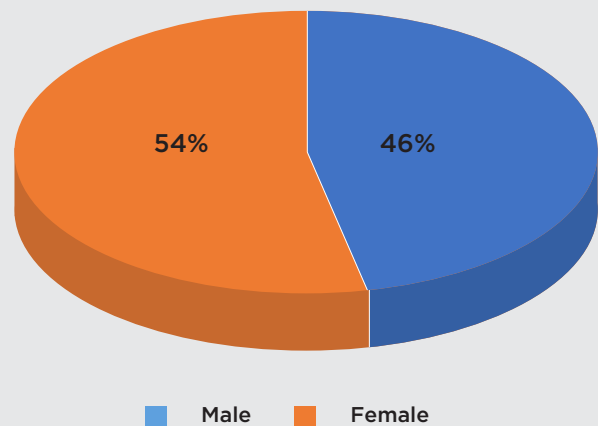
#### Executive Committee



#### Business Leadership Committee



#### All Staff



In support of the United Nation's Sustainable Development Goal 5 – Gender Equality, focused on the achievement of gender equality through the empowerment of women and girls, FMDQ commemorated International Women's Day, by paying a visit to one of its partner charities, Echoes of Mercy & Hope Foundation, focused on rehabilitation and empowerment of young girls. The visit was led by female staff of FMDQ, aimed at empowering the young girls towards striving to excel in their chosen career paths.

FMDQ also joined over seventy-five (75) exchanges around the world to host the “Ring the Bell for Gender Equality” ceremony, where male and female Business Executives gathered for the Ceremony to raise awareness for the pivotal role of the private sector in advancing gender equality. The Bell Ringing Ceremony was followed by a commemorative event which featured, amongst other activities, a documentary filmed by both male and female staff of FMDQ providing insights on their desired legacies and on becoming change agents in the world; a Career Talk, themed “Becoming a Change Agent in Your World”; and a Mental Health Talk on “Mitigating the Stress of Success”.



## Health and Wellbeing

As a people centric business, the health and wellbeing of every staff remained of the utmost importance to FMDQ. In compliance with the Governments directives imposing the lock down of public spaces and offices due to the global COVID-19 pandemic, a remote work policy was designed and implemented in 2020. However, after the lock down was lifted by the Government, FMDQ continued operating a remote working system while monitoring the spread and management of the COVID-19 pandemic, and only when necessary, key employees were permitted into the office premises.

Employee check-up calls were made to ascertain the wellbeing of staff, their challenges, and suggestions on how to promote wellbeing. Based on feedback received, the following initiatives were introduced:

- Health Talk: Health talks were delivered by medical professionals on the following topics:
  - The COVID-19 Virus
  - Essential Tools for Building Mental Resilience for Optimum Productivity
- Online Gym: Professional fitness coaches were engaged to drive the workout sessions on a weekly basis

*See Update Report on FMDQ's Response to the COVID-19 pandemic, for more on initiatives impacting people.*



**COMMUNITY**

**Strategic Agenda**

To champion financial markets education for the next generation & empower the communities in which we operate to advance socio-economic development in our nation.

**SDG Impact Area**



FMDQ Group, like many other organisations, faced a series of unprecedented challenges in 2020 presented by the COVID-19 pandemic. To navigate these challenges for ourselves as a key financial market player and find new opportunities to support not just our people who are of paramount importance to us, but also support the communities in which we operate, FMDQ Group carried out various support programmes to ease the burden on those who were significantly affected by the COVID-19 pandemic, in addition to the support it already provides to its host communities.

**Corporate Philanthropy**

In line with FMDQ Groups' commitment to advancing socio-economic development in its host communities, the Group has consistently supported and created shared value for its four (4) partner charities – namely, Echoes of Mercy and Hope Foundation, Holy Family Home for the Elderly, Living Fountain Orphanage and Modupe Cole Memorial Childcare and treatment Home/ School - through the FMDQ Staff CSR Initiative, where funds raised from auctions carried out on gifts and honorariums received by FMDQ employees are donated to these charity organisations.



In line with the Group's Corporate Matching gift policy, funds raised by FMDQ employees were matched by FMDQ Group, boosting the total amount raised to ₦2.50 million. The Group also provided food, household items, face masks, amongst other items tailored to the specific needs of our partner charities, in a bid to reduce the challenges exacerbated by the COVID-19 pandemic.

Towards supporting Ogun State in addressing the increasing security challenges faced by the State, FMDQ Group donated the sum of ₦10.00 million to the Ogun State Trust Fund (OGSTF), to support its mission of creating a safe, secure and developed State. Five thousand (5,000) face masks were also distributed to ensure the safety of OGSTF personnel and security agencies in the execution of their duties.

**COVID-19 Support**

In the wake of the COVID-19 pandemic, which caused disruptions in various sectors and brought about untold hardship on the global economy, governments, local communities, businesses, and families; more than ever, FMDQ Group's social obligation has been most paramount this year than most.

In addition to our typical corporate giving and corporate social investments, FMDQ Group continued to explore various opportunities, partnerships and collaborations, to cushion the effects of the COVID-19 pandemic on the most vulnerable in society.

*See Update on FMDQ's Response to COVID-19 for more information on how we supported our communities.*

**Corporate Social investment**

Towards bridging the financial literacy gap that exists in society and to build the financial resilience of the next generation of Nigerians, the FMDQ Next Generation Financial Markets Empowerment Programme (FMDQ-Next) which was launched in 2018, to promote financial market awareness and literacy among students across all levels, during the year continued to make significant strides in positively impacting its communities, amidst the pandemic.

*See Update Report on FMDQ's Response to the COVID-19 pandemic, More information is captured in the Corporate Responsibility Report.*



## Employee Volunteering

Despite the COVID-19 pandemic, FMDQ employees remained committed to building and impacting the lives of people in its communities by giving back their time, knowledge and expertise, totaling one hundred and twenty-six (126) volunteer hours, through engagements online via the FMDQ-Next Initiative, where they teach and provide the students with practical knowledge on mechanisms of the financial market, how to create and manage wealth, career advice, amongst others. In 2021, there will be more opportunities to mobilise our employee volunteer potential.

## Ring the Bell for Financial Literacy

In commemoration of the 2020 World Investor Week, initiated by the WFE and in partnership with IOSCO, FMDQ Group, showcased its contribution to investor education, investor protection and held a “Ring the Bell for Financial Literacy” ceremony.



The Ceremony, held in collaboration with the SEC, Nigeria, had the Chief Executive Officer, FMDQ Group, Mr. Bola Onadele. Koko, and other members of FMDQ's Executive Management in attendance, with the purpose of creating awareness of the importance of financial literacy for all stakeholders.

## ENVIRONMENT

### Strategic Agenda

FMDQ is committed to actively managing the environmental impacts derived from running the Company's operations.

### SDG Impact Area



Climate change is increasingly becoming one of the biggest risks facing the world today. As a responsible financial market infrastructure group, FMDQ is committed to promoting and managing its environmental impacts in a responsible manner, as we recognise our duty to play a role to help protect the planet.

The COVID-19 pandemic caused global disruptions to economic and social activities, which brought about several effects on the environment and climate. As energy is critical to implementing all business, social and economic activities, we recognise that resources must be utilised in a fashion that delivers long term sustainability and profitability for the business, with reduced impact on the environment. In response to the COVID-19 pandemic, FMDQ Group immediately activated its work from home policy, to ensure the safety of all its employees. This had a positive impact on its energy use, as FMDQ's Business Complex was essentially closed to the majority of its Staff, thereby reducing electricity consumption. Our carbon emissions were also significantly reduced due to the limited use of generators, reduced commute time to work by employees, driven by the shift to remote working, as well as the close to zero business travel journeys. We also achieved significant reductions in our water use and waste production. However, energy utilisation is assumed to have increased per employee, as a result of working from home.

In addition to this, we introduced initiatives to streamline and digitise workflow by going paperless, as all documents that previously required physical print were now disseminated via digital channels, thereby promoting a greener environment.

The COVID-19 pandemic has enlightened us further on the importance of digitisation and its transformative impacts on costs savings, resource efficiency and the innovative possibilities that exist when travel and physical interactions are limited. We will continue to put in measures to further reduce our emissions, energy and water consumption, and accelerate plans to implement our Recycle Programme, in a bid to advance our environmentally sustainable business practices within FMDQ's business complex.

## FMDQ Group

▪ Exchange ▪ Central Counterparty ▪ Depository ▪ Private Markets

 Exchange Place, 35 Idowu Taylor Street, Victoria Island, Lagos State, Nigeria

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