



Sterling One Foundation

2024

Impact Report

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2024 IMPACT HIGHLIGHTS



EDUCATION & YOUTH DEVELOPMENT

3500+ Students Reached

Through literacy, numeracy programs, scholarships, learning materials, technical and vocational skills and the Indigenous Keyboard Campaign in underserved communities.

1,000+ Educators Trained

Focused on capacity-building and STEM education across Northern Nigeria.



HEALTHCARE ACCESS

10,000+ Individuals Reached

Provided essential healthcare services, maternal care, and health infrastructure support.

7,367 Safe Live Births Recorded

Achieved through the MamaBase Program for maternal health.

100+ Health Workers Trained

Emphasizing neonatal nutrition and adolescent health services.



CLIMATE ACTION

2,600 kg of Waste Removed

Through beach cleanups mobilizing over 3,000+ volunteers across 18 states.

1,000+ Youth Educated

On climate action and sustainability during National Sustainability Week.

5x Beaches Adopted

Highlighting community-led environmental restoration.



GENDER EQUALITY AND WOMEN

1,200+ Women Empowered

Through leadership, skills training, and economic inclusion initiatives.

300+ Girls Mentored

Supported through mentorship and leadership training programs.

900+ Participants Engaged

In the CHATROOM Campaign addressing Gender-Based Violence (GBV).



FOOD SECURITY

\$100M+ in Investments Facilitated

Through the Agriculture Summit Africa to strengthen agricultural value chains.

Direct Beneficiaries:

43,000+
Individuals

Indirect Beneficiaries:

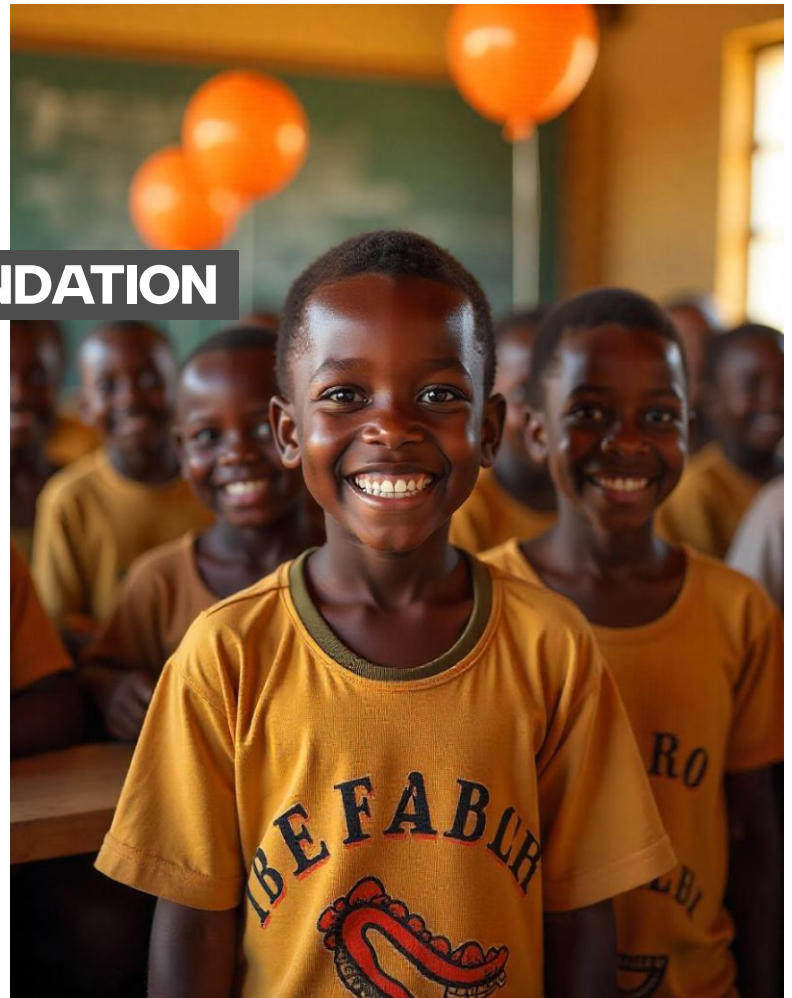
430,000+
Individuals

About

STERLING ONE FOUNDATION

Sterling One Foundation is a leading non-profit organization committed to driving transformative social impact across Nigeria and Africa. Established in 2018 by Sterling Bank, the Foundation operates independently under the governance of a separate and autonomous Board of Trustees, ensuring transparency, accountability, and a strategic focus on addressing Africa's most pressing challenges.

At its core, the mission of Sterling One Foundation is to tackle the root causes of poverty by creating sustainable solutions that empower individuals and communities. The Foundation achieves this by focusing on five key areas: education and youth development, climate action, gender equality and women empowerment, food security, and healthcare access. These areas form an interconnected framework for addressing poverty by improving access to quality education, enabling economic participation, enhancing environmental sustainability, ensuring food security, and providing essential health services. By



addressing these drivers holistically, the Foundation works to create opportunities for individuals and communities to break free from the cycle of poverty.

This approach is deeply aligned with the United Nations Sustainable Development Goals (SDGs) and the African Union's Agenda 2063, ensuring that Sterling One Foundation contributes meaningfully to Africa's long-term growth and prosperity.

Our Impact Pillars

At Sterling One Foundation, our commitment to tackling the root causes of poverty drives impactful, transformative action across five interconnected pillars. Each pillar works to create sustainable change, build resilience, and uplift communities across Africa.



Education and Youth Development

Empowering the next generation through accessible, high-quality education and skills training that unlocks opportunities for lifelong success.



Healthcare Access

Transforming lives by strengthening healthcare systems, delivering essential services, and improving health outcomes for underserved populations.



Climate Action

Leading Africa's sustainability revolution with reforestation, circular economy programs, and initiatives that build resilience against climate change.



Gender Equality and Women Empowerment

Advancing opportunities, resources, and leadership pathways for women to thrive and drive progress across communities.



Food Security

Revolutionizing agriculture through climate-smart solutions, empowering farmers, and building a sustainable food ecosystem to end hunger.

Our Approach

At Sterling One Foundation, we recognize that addressing systemic challenges requires a dynamic and holistic strategy. By leveraging innovation, partnerships, and data-driven solutions, we aim to deliver scalable, sustainable impact across Africa.



Capacity Building and Education



We believe education is the foundation of sustainable development. Through initiatives such as the Early Child Learning Advancement Project (E-CLAP), we've empowered over 1,000 educators and impacted more than 4,000 students. Targeted scholarship programs and partnerships with stakeholders like The Special Foundation, the Office of the Vice President and UNICEF ensure that even the most marginalized have access to quality education and lifelong learning opportunities.

Organizational Development and Leadership Training



We also emphasize building organizational capacity to ensure nonprofits and corporate leaders are equipped to create long-lasting impact. Initiatives like the NGO Development Series, delivered in partnership with the Nigeria Network of NGOs and Giving.ng, have trained over 1,000 participants on governance, effective programme delivery, operational efficiency, and measuring impact effectively.

Similarly, the Environment, Social and Governance Series, launched in collaboration with Price waterhouse Coopers Nigeria, UNIDO Investment Technology and Promotion Office, Lagos Business School Sustainability Centre, Nigeria Employers Consultative Association, and others, engaged over 1,500 participants from 21 countries, equipping leaders with tools to align their strategies with global Environmental, Social, and Governance (ESG) standards. These programs demonstrate our commitment to strengthening ecosystems for sustainable development.



Empowering Women and Marginalized Groups

Our interventions promote economic inclusion and social equity by addressing systemic barriers to opportunity. Through programs like gender-specific leadership training, business empowerment initiatives and targeted community development projects, we've empowered over 1,200 women to lead change, build resilience, and create opportunities for their families and communities.



Community-Driven Climate Solutions

Our climate action programs emphasize both environmental sustainability and economic empowerment. The Agroforestry for Climate Action Project combines reforestation with climate education to combat the effects of climate change while building the capacity of students, teachers and supporting rural livelihoods. The Beach Adoption Program addresses waste management and sustainability by partnering with organizations such as the African Cleanup Initiative, First E&P, Rite Foods, Bonnie Bio, Sterling Bank, Lagos State Waste Management Agency (LAWMA) and Wastebanc among others to mobilize volunteers and drive impact.



Healthcare Access and System Strengthening

We are transforming healthcare systems in underserved regions through innovative initiatives like the Mamabase Project, which helps deliver critical medical services to pregnant women in underserved communities and the Health workers training programme organized in partnership with the Japan International Cooperation Agency (JICA). In 2024 alone, over 10,000 individuals accessed better healthcare through our programs, which focus on maternal health, health worker training, and essential service delivery in collaboration with partners like MRHR.



Food Security and Livelihoods

Recognizing agriculture's critical role in poverty reduction, we have facilitated alternative funding leveraging public private partnership models to support over 1,500 smallholder farmers, agricultural entrepreneurs and their families. By supporting the building of resilient food systems and addressing hunger, we create economic inclusion pathways that ensure sustainable livelihoods for vulnerable populations.



Strategic Partnerships and Convening Power

As a co-convenor of the Africa Social Impact Summit (ASIS) alongside the United Nations Nigeria, we leverage our convening power to catalyze partnerships and mobilize resources. In its third edition, ASIS has engaged over 3,000 participants from the private, public, and nonprofit sectors across the continent, driving scalable solutions in education, youth empowerment, healthcare, climate action, and impact investments.



Data-Driven Impact Measurement

We use advanced data analytics to track the effectiveness of our programs, ensuring resources are optimized for maximum impact. This approach not only enhances transparency and accountability but also enables us to refine our strategies and scale successful interventions.



Leveraging Technology for Greater Reach

Through platforms like Giving.ng, Africa's first free crowdfunding initiative, we connect changemakers with resources to amplify their impact. Giving.ng has mobilized funding for critical projects in healthcare, education, and sustainability, creating collaborative efforts that lead to lasting change.



Financial Innovation for Nonprofits

Sterling C.A.R.E.S, Africa's first free banking solution, established in partnership with the Nigeria Network of NGOs and Sterling Bank offers nonprofits a banking solution designed to eliminate transaction fees and simplify financial processes, enabling them to focus on delivering impact. By removing financial barriers, we empower these organizations to achieve their missions more effectively.



SOF's CONTRIBUTIONS TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



SDG 1: No Poverty

Empowered over 1,200 women through targeted economic empowerment programs, providing them with resources and training to achieve financial independence and reduce poverty in partnership with NECA and others.



SDG 3: Good Health and Well-being

Improved access to healthcare for over 10,000 individuals, including training 100 health workers and supporting maternal health, enabling 7,367 live births, in collaboration with MRHR.



SDG 4: Quality Education

Empowered 500 teachers and supported over 4,000 students across Borno, Taraba, Abia, Kano, Lagos and Oyo States through targeted literacy and numeracy programs, in partnership with UNICEF, The Special Foundation, Civil Society Action Coalition on Education for All (CSACEFA), Teens Awareness Initiative, and others.



SDG 5: Gender Equality

Empowered over 1,200 women through leadership and economic inclusion initiatives, driving community transformation and promoting gender equity.



SDG 8: Decent Work & Economic Growth

Partnered with stakeholders, including Sterling Bank. Leadway Assurance and the African Union, at the Agriculture Summit Africa (ASA), which facilitated over \$100 million in investments to strengthen agricultural value chains and create sustainable livelihoods.



SDG 9: Industry, Innovation, and Infrastructure

Launched the Environment, Social and Governance Leadership Series in partnership with PwC Nigeria, UNIDO ITPO, Lagos Chamber of Commerce and Industry, and others, engaging over 1,500 private sector and nonprofit leaders to embed sustainability in their strategies with anticipated benefits of increased investments and alignment with global best practice.



SDG 10: Reduced Inequalities

Delivered targeted healthcare and education interventions in marginalized communities, ensuring equitable access to opportunities.



SDG 11: Sustainable Cities and Communities

Supported the adoption and cleanup of 10 beaches in collaboration with African Cleanup Initiative, Wastebanc, LAWMA, Nigerian Donors and other partners, mobilizing over 2,000 volunteers during the National Sustainability Week and beyond.



SDG 13: Climate Action

Delivered climate education to over 1,000 students and individuals through multiple collaborations during the National Sustainability Week and with the African Cleanup Initiative.



SDG 17: Partnerships for the Goals

Strengthened multi-stakeholder collaborations through platforms like the Africa Social Impact Summit (ASIS), convening over 3,000 leaders virtually and onsite to address systemic challenges and drive scalable solutions



LEADERSHIP AND GOVERNANCE

The Sterling One Foundation's Board of Trustees comprises seasoned professionals and thought leaders from diverse sectors, united by a shared commitment to driving sustainable development across Africa. With expertise spanning finance, governance, policy, and industry, the board provides strategic guidance and oversight, ensuring the Foundation's programs deliver measurable impact in line with global development goals. Their leadership is instrumental in advancing the Foundation's mission of creating inclusive and lasting change



Yemi Adeola, Chairman

Yemi Adeola is a distinguished business leader and legal expert with over three decades of experience spanning banking, corporate law, and governance. A graduate of Obafemi Awolowo University and the Nigerian Law School, he furthered his studies at the University of Lagos and the Institute of Chartered Accountants of Nigeria.

As a former Managing Director and Chief Executive Officer of Sterling Bank Plc, Yemi spearheaded the transformation of the institution into one of Nigeria's most innovative financial institutions. Under his leadership, the bank achieved industry-first milestones in corporate sustainability and customer-driven solutions.

At the Sterling One Foundation, Yemi's unparalleled expertise in corporate governance and strategic planning ensures that our mission is executed with precision and measurable impact, advancing key Sustainable Development Goals and building pathways to prosperity for vulnerable communities.



Omolara Akanji

Omolara Akanji is a seasoned economist and financial strategist with a career spanning over three decades. Holding advanced degrees from the University of Reading and Harvard Kennedy School, Omolara served as Director of Trade and Exchange at the Central Bank of Nigeria (CBN), where she was instrumental in driving policy reforms that stabilized Nigeria's foreign exchange markets.

At the Sterling One Foundation, Omolara brings her deep understanding of economic policy and sustainable development. Her strategic acumen strengthens our programs, ensuring they are inclusive, impactful, and aligned with national and global development priorities.



Abubakar Suleiman

Abubakar Suleiman, fondly referred to as "Abu," is a trailblazer in sustainable finance and corporate transformation. As the Chief Executive Officer of Sterling Bank Plc, he has led groundbreaking initiatives to align the bank's operations with global sustainability benchmarks. An alumnus of the University of Oxford and Harvard Business School, Abu is recognized as a thought leader in reimagining financial systems for social impact.

Abu's contributions to the Sterling One Foundation focus on leveraging innovative financing models to drive scalable solutions in education, healthcare, and climate adaptation. His visionary leadership continues to support the Foundation's mission of addressing systemic challenges and creating equitable opportunities.



Alhaji Bashir Borodo

Alhaji Bashir Borodo is a highly respected industrialist and thought leader in Nigeria's economic landscape. With an academic pedigree that includes Dalhousie University in Canada and the University De Besançon in France, his career spans leadership roles in manufacturing, diplomacy, and business.

As the former President of the Manufacturers Association of Nigeria (MAN), Alhaji Borodo played a pivotal role in fostering industrial growth and economic stability. His strategic insights and capacity to bridge public and private sector collaboration make him an invaluable asset to the Sterling One Foundation.



Ben Akabueze

Ben Akabueze is an accomplished economist and public administrator with a distinguished career in both the private and public sectors. Currently serving as the Director-General of the Budget Office of the Federation, Ben has led transformative reforms that enhanced fiscal responsibility and economic growth in Nigeria.

With academic credentials from the University of Lagos and several global institutions, Ben brings unparalleled expertise in financial management and public policy to the Sterling One Foundation. His guidance ensures that the Foundation's programs are not only impactful but also sustainable, driving long-term development outcomes.

EXECUTIVE MANAGEMENT



Olapeju Ibekwe – Chief Executive Officer

Olapeju Ibekwe is a seasoned sustainability leader and social impact advocate with over 20 years of experience spanning corporate strategy, brand management, and social entrepreneurship. As the CEO of Sterling One Foundation, she oversees transformative programs addressing healthcare, education, climate action, gender equality, and food security. Under her leadership, the Foundation has driven innovative partnerships and alternative financing solutions, including Africa's first free crowdfunding platform, Giving.ng.

A close-up photograph of chess pawns on a dark surface. One red pawn is in sharp focus in the foreground, while a row of black pawns recedes into the background, creating a strong sense of depth and perspective.

Message from the
Chief Executive Officer
OLAPEJU IBEKWE

The year 2024 has been one of profound challenges and remarkable opportunities for Africa. Amid a climate crisis that threatens livelihoods, food insecurity that leaves millions vulnerable, and persistent gaps in healthcare and education, our work has taken on new urgency. Yet, in these moments of crisis,

In July, the Africa Social Impact Summit (ASIS), co-convened with the United Nations Nigeria, alongside other partners like the Afreximbank, Development Bank of Nigeria, MTN Foundation, Oando Foundation, Coca Cola Company, PLAN international, Lagos State Government, British Council, UNHCR, Woodhall Capital, Seplat Energy, ABC Health, among other

I have witnessed extraordinary resilience in communities and transformative power in partnerships—proof that progress is possible when we work together with purpose.

partners, reaffirmed its role as a platform that provides ecosystem-level support, mobilizing resources and partnerships to address Africa's most pressing development challenges.

At the Sterling One Foundation, our commitment to the Sustainable Development Goals remains steadfast. This year, we focused on tackling systemic inequities through innovative programs and partnerships, delivering impact across education, health, agriculture, climate resilience, and food security. These efforts are closing gaps in access to quality healthcare, sustainable livelihoods, and environmental protection, creating pathways for a more inclusive and sustainable future.

Over its three editions, ASIS has facilitated strategic collaborations and catalyzed action in areas such as displacement, health, education, and climate resilience. This year alone, the summit convened over 2,500 participants—global leaders, policymakers, innovators, and private sector leaders—who collectively committed to advancing solutions that leave no one behind.

On the global stage, the Foundation also collaborated with the United Nations Global Compact Network Nigeria and the Milken Institute to convene high-

level discussions on the sidelines of the 79th United Nations General Assembly (UNGA 79). These conversations centered on accelerating progress toward the SDGs through innovation, partnerships, and a shared commitment to equity and sustainability.

The Agriculture Summit Africa (ASA), led by Sterling Bank with Sterling One Foundation as a key partner, convened leaders across Africa to tackle food insecurity across Africa. In partnership with the African Union, International Finance Corporation, Benue State, and other partners, the summit facilitated over \$100 million in transformative deals at the first Nigeria Feed, Fodder, and Livestock Investment Deal Room, strengthening agricultural value chains and driving resilience.

Throughout the year, the Sterling One Foundation has deepened its impact across five focus areas: Health, Education, Food Security, Climate Action, and Gender Equality and Women Empowerment, pillars central to our mission of tackling the root causes of poverty.

In education, over 15,100 students across 6 states, Bauchi, Borno, Gombe, Yobe, Taraba and Adamawa states were empowered with Academic Resource Provision designed to equip the students with high-quality educational

materials to improve learning outcomes under the Accelerated Senior Secondary Education Program (ASSEP) including technical and vocational skills. Also, over 4,000 students were empowered through targeted literacy and numeracy interventions in Borno, Taraba, Kano, Abia, Lagos and Oyo States, alongside the support of over 1,000 teachers. These programs address foundational learning gaps, equipping children with the skills needed to build brighter futures while building the capacity of teachers on digital literacy, teaching with tech and enhancing their teaching skills. Partners like The Special Foundation, and the Civil Society Action Coalition on Education for All (CSACEFA) have been pivotal in driving these efforts.

In healthcare, over 10,000 individuals directly benefited from improved access to essential treatments and strengthened healthcare infrastructure. Key initiatives included the training of 100 health workers and the support of over 7,000 live births recorded, in collaboration with partners like the Maternal and Reproductive Health Research Collective (MRHR Collective)

In line with our climate action focus, 5 beaches were adopted and supported through sustainable cleanup and recycling efforts led by the Sterling One Foundation alongside partners such as

the Lagos State Government, First E&P, Sterling Bank, African Cleanup Initiative, Wastebanc, LAWMA, Nigerian Donors, Rite Foods, and other partners. These efforts highlight the importance of environmental sustainability and the role of collective action in addressing pressing challenges.

In Gender Equality and Women Empowerment, over 1,200 women were empowered through various programs focusing on economic inclusion and leadership, facilitated in collaboration with the Nigerian Association of SMES(NASME) and other stakeholders. These efforts reflect our unwavering commitment to creating opportunities for women to thrive and lead.


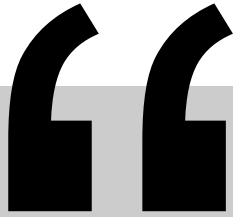
Our work highlights the transformative potential of intentional action. Whether it is a child accessing quality education, a family benefiting from improved healthcare, or communities leading the charge on climate resilience, each initiative brings us closer to a world where equity and opportunity are within reach for all.

Recognizing the critical role of capacity building in achieving the Sustainable Development Goals (SDGs), the Sterling One Foundation strengthened its focus on empowering organizations to deliver

more effective and sustainable solutions.

Through the NGO Development Series, delivered in partnership with the Nigeria Network of NGOs and Giving.ng, we equipped over 1,000 participants with practical tools to enhance governance, improve operational efficiency, promote efficient programme delivery and measure impact more effectively. These efforts ensure that grassroots organizations are better positioned to scale their impact and drive meaningful change within their communities.

This year also marked the launch of the Environmental, Social and Governance(ESG) Series, in partnership with PwC Nigeria, UNIDO Investment Technology and Promotion Office(ITPO), Lagos Chamber of Commerce and Industry (LCCI), Lagos Business School Sustainability Center, Sterling Bank, NGX Group, and others. Engaging over 1,500 participants from 21 countries, this initiative has provided leaders in corporate and nonprofit sectors with the knowledge and frameworks to embed sustainability into their strategies. By aligning their operations with global ESG standards, these organizations are better equipped to address critical environmental, social, and governance challenges while contributing to long-term development across Africa.

A vertical red bar with a slight shadow, positioned to the left of the text box.

The year 2024 has shown the power of intentional efforts to address systemic challenges and create pathways for equity and opportunity.

These capacity-building initiatives reflect our belief that sustainable progress depends not only on direct interventions but also on strengthening the ecosystem of organizations working tirelessly to advance Africa's development goals.

This year demonstrated that progress is achievable, even in the face of adversity, through focused action and resilient partnerships. While strides have been made, the work ahead demands an even greater commitment to driving meaningful and inclusive change.

As we look forward to 2025, we remain immensely grateful to our partners as we welcome more partnerships with organizations, leaders, and individuals committed to advancing sustainable development. These partnerships will focus on scaling impactful solutions, addressing systemic inequities, and unlocking opportunities that empower communities across Africa.

OUR EDUCATION FOCUS

Education is one of the most transformative tools to break the cycle of poverty and empower individuals to thrive. The Sterling One Foundation (SOF) remains steadfast in its commitment to Sustainable Development Goal 4 (SDG 4), ensuring inclusive and equitable quality education for all.

In Africa, educational inequities remain a significant challenge, with over 20% of the global out-of-school children residing in Sub-Saharan Africa. Nigeria, in particular, faces an alarming crisis, with over 10.5 million children lacking access to education, most of them girls.

Through strategic collaborations with partners such as the Civil Society Action Coalition on Education for All (CSACEFA), The Teens Awareness Initiative, The Special Foundation, and other partners, SOF has designed and implemented programs to address these challenges. From teacher training to scholarships, literacy, and numeracy interventions, the Foundation's initiatives focus on access, quality, and equity, ensuring no child or community is left behind.



OUR EDUCATION THRUSTS

Early Child Learning Advancement Project (E-CLAP)

In line with the Foundation's strategic focus on education, the Early Child Learning Advancement Project (E-CLAP) was launched to drive meaningful progress and expand access to quality learning for children in underserved communities. By strengthening foundational literacy and numeracy skills, the project has impacted over 2,000 students across Oyo, Borno, Abia, and Kano states, ensuring that more children receive the education necessary for lifelong success. Through targeted advocacy, policy engagement, and teacher capacity-building initiatives, E-CLAP has contributed to a more structured and inclusive learning environment that addresses key educational challenges.

Advocacy efforts have played a pivotal role in securing institutional support for the project, leading to strengthened collaboration with education policymakers, School-Based Management Committees (SBMCs), and local government authorities. In Oyo State, engagements with the House Committee on Education have reinforced the importance of integrating mother tongue-based education into early-grade learning, a move that has demonstrated measurable improvements in literacy and numeracy comprehension. Public sensitization campaigns have further deepened awareness among parents, educators, and local stakeholders, ensuring that the value of early-grade learning is

recognized and actively supported at the community level.

Through structured teacher training programs, E-CLAP has enhanced the instructional capabilities of over 1000 educators and administrators, equipping them with modern teaching methodologies designed to improve student engagement. In Abia State, 61 teachers and administrators received specialized training on integrating non-formal education approaches into structured literacy and numeracy instruction. These interventions have resulted in more dynamic and effective classroom teaching, enabling students to develop stronger reading, comprehension, and problem-solving skills.

The introduction of safe spaces within schools has provided early-grade pupils with an enriched learning environment, fostering creativity and cognitive development. Over 97 students have participated in structured activities such as storytelling, poetry recitations, and interactive literacy exercises, all designed to make education more engaging and participatory. These initiatives have contributed to a more stimulating classroom culture, where students feel encouraged to explore learning in innovative and enjoyable ways.

Community engagement remains a key pillar of E-CLAP, with more than 262 parents actively participating in discussions on the role of families in supporting education. In Kano State, advocacy visits to SUBEB officials and the State House Committee on Education have resulted in increased government backing for early-grade learning programs, ensuring continued policy support for structured literacy and numeracy interventions. Similarly, in Borno State, the training of Education Community Volunteers (ECVs) has strengthened school re-enrollment efforts, helping children transition back into formal education and improving access to learning opportunities in conflict-affected areas.

Sterling One Foundation remains committed to ensuring that early-grade children, particularly those in underserved communities, receive the support they need to thrive. Through continued investment in policy advocacy, teacher training, and community engagement, the Bank aims to create a sustainable framework that strengthens early childhood education nationwide. By reinforcing partnerships with education stakeholders and expanding the reach of foundational learning programs, Sterling One Foundation is helping to shape a future where every child, regardless of background, has the opportunity to build a strong educational foundation.



A cross-section of students, teachers, parents, and community leaders participating in the Early Child Learning Advancement Project (E-CLAP) in Borno State.



Interactive learning session and educational material distribution for early-grade pupils in Oyo State.

impact **Story**

A Mother's Worry Turns to Hope

Titilope Babalola, a mother and educator, had always believed in education. She knew it was the key to a better future for her son. But as she watched him struggle through school, she could not shake the feeling that something was wrong. He was smart, curious, always asking questions at home but in the classroom, he became hesitant, unsure of himself.

His teacher spoke in English, but at home, they spoke mostly Yoruba, one of the major languages spoken in Nigeria and parts of West Africa, including Benin and Togo. He seemed to understand the lessons, but something was still not right. The language of communication seemed distant, disconnected from the way he thought and reasoned. The more she observed, the more she feared. Was her son truly learning or just memorizing? Would he ever feel fully confident in his education? Then something changed.



L-R: Babalola Titilope, a teacher and mother, with Muritala Hammed Abolaji, Principal of Methodist Primary School, Bodija, Oyo State. As both an educator and parent, Titilope confirmed she has witnessed firsthand the transformative impact of the Early Child Learning Advancement Programme (E-CLAP) on her son's confidence and learning.

At Methodist Basic School 1 in Bodija, where Titilope teaches and her son is enrolled, a new initiative was introduced: the Early Child Learning Advancement Programme (E-CLAP). Unlike traditional education models, E-CLAP recognized the power of teaching children in the language they understand best. Research shows that children learn faster and retain knowledge more effectively when taught in their mother tongue, especially in the early years.

Through E-CLAP, classrooms were equipped with audio-visual tools, ensuring children were not just hearing lessons, they were seeing, engaging, and interacting with the lessons in meaningful ways. Teachers were trained to incorporate mother tongue instruction into subjects like literacy and numeracy, helping children bridge the gap between understanding and application.



For the first time, Titilope saw her son light up when talking about school. He came home excited, eager to share what he had learned.

"He is very inquisitive," she says. "When the teacher explains in Yoruba, he immediately grasps the concept. He even asks me questions, and sometimes, I find myself learning from him too." shared his mother.

Titilope's son was captivated by the new learning videos introduced in class. He would come home repeating the animated Yoruba phonics songs, eager to show his mother what he had learned.



Mummy, did you know that Onimo means "One who has knowledge" he asked one evening, pointing at a word in his workbook. The lessons were not just making sense. They were sticking.

The transformation did not stop there. One afternoon, Titilope stopped outside his classroom and saw something that made her pause. Her once-shy son was at the front of the room, confidently explaining a math problem to his classmates in Yoruba. His peers listened, nodding, and a few even asked him questions.



"I was so wowed that day," she recalls. "This was a boy who used to be shy, afraid to speak up. But now, he was teaching others". she said.

It was not just him. Across the school, children were engaging with lessons in ways they never had before. With clearer understanding came confidence, and with confidence came improved academic performance.

The numbers tell the story. 152 children in Oyo State benefited directly from the program's technology-assisted learning tools, making literacy and numeracy more accessible.

E-CLAP's impact extended beyond individual students. It galvanized a community.

Parents like Titilope, who once saw education as something left to teachers, began actively participating in their children's learning. Parent-Teacher Associations (PTAs) and School-Based Management Committees (SBMCs) became more vocal, advocating for stronger implementation of mother tongue education.

Even policy makers took notice. Hon. Engr. Abiodun Babalola, a member of the Oyo State House Committee on Education, pledged his support to institutionalizing mother tongue education for early learners.

But there is still work to be done.

Currently, Yoruba is only allotted one period per week in the school timetable. This is a significant limitation for a program proving to be so transformative. Parents like Titilope are calling for daily mother tongue instruction and expanded resources to ensure their children continue to thrive.



"If we want this program to truly succeed," she says, "Yoruba should be integrated into the timetable every day, not just once a week."

E-CLAP has proven what is possible. But without action, children like Titilope's son risk slipping back into classrooms where they struggle to understand. This is the time to scale this impact. The opportunity is here. The need is now.

More schools need this intervention. More teachers need training. More children, like Titilope's son, deserve the chance to learn in a way that makes comprehension easier for them.

Education is empowerment.

OUR EDUCATION THRUSTS

Accelerated Senior Secondary Education Program (ASSEP)

In line with the Foundation's commitment to advancing learning opportunities, the Accelerated Senior Secondary Education Program (ASSEP) is being implemented in partnership with the Office of the Vice President and the Northeast Development Commission (NEDC) to drive rapid improvements in education across the Northeast. Designed as a transformative intervention, ASSEP is equipping students with strong academic foundations, technical competencies, and practical skills that prepare them for both higher education and workforce integration. Through structured academic support, teacher training, and vocational skill development, the program is helping students bridge learning gaps, improve exam preparedness, and gain exposure to career pathways that extend beyond the classroom.

ASSEP has reached over 15,101 students across the six states of the Northeast, providing them with essential learning resources and STEM-focused content that enhance their academic performance. The program's approach includes the provision of past question banks, targeted revision materials, and

immersive digital learning experiences using virtual reality (VR) laboratories, allowing students to engage with complex scientific concepts in an interactive and practical manner. By making subjects like Physics, Chemistry, Biology, and Mathematics more accessible, ASSEP is strengthening proficiency in STEM disciplines and encouraging a deeper interest in science and technology among secondary school students.

Beyond academic support, ASSEP has prioritized teacher training and development, recognizing the vital role educators play in shaping student success. Over 590 teachers have been trained in modern teaching methodologies, digital classroom integration, and STEM subject mastery. These comprehensive training sessions have provided educators with innovative instructional techniques, including the use of VR systems, online learning platforms, and peer-to-peer mentoring networks that encourage knowledge-sharing among teachers. This investment in professional development is improving the overall quality of education and ensuring that students receive engaging and effective instruction in critical subject areas.

ASSEP also places strong emphasis on student engagement and exam readiness, ensuring that participants are well-prepared for WAEC, NECO, and JAMB examinations. Intensive coaching sessions, quiz competitions, and targeted learning workshops have been integrated into the program, giving students access to structured revision resources and interactive learning opportunities that reinforce classroom instruction. Over 11,581 students have benefitted from intensive coaching sessions, while quiz competitions have encouraged academic excellence and peer learning in STEM-focused subjects.

In addition to academic preparation, ASSEP is bridging the gap between education and employability by equipping students with technical and vocational skills that provide career opportunities beyond formal education. Through hydroponic farming projects, technical training in robotics and coding, and vocational workshops in carpentry, welding, and tailoring, students are gaining hands-on experience in sustainable agriculture, engineering, and entrepreneurship. The program's introduction of financial literacy and business management modules is further enabling students to explore entrepreneurial pathways, ensuring they have the skills needed for economic self-reliance.



Students in Yobe State taking the ASSEP standardized mock assessment for WAEC, NECO, and JAMB preparation.

Community engagement has been integral to ASSEP's success, with strong collaborations established between schools, policymakers, and industry stakeholders to create an educational ecosystem that extends beyond the classroom. The program's future expansion aims to strengthen academic support, broaden skill development initiatives, and increase student readiness for higher education and workforce integration. By aligning with national education priorities, ASSEP is not only transforming learning experiences but also contributing to the long-term economic and social empowerment of students across the Northeast.

As the program continues to evolve, its commitment to enhancing learning access, improving educational quality, and providing career-oriented skill development remains a driving force in shaping a brighter future for students in Nigeria.



Teachers receiving certificates at the ASSEP STEMA training for Senior Secondary School educators in Taraba State.

OUR EDUCATION THRUSTS

The Centre for the Digitization of Indigenous African Languages (CDIAL)



In furtherance of the Foundation's efforts to improve digital literacy and promote inclusive education, the Indigenous Multilingual Digital Literacy & Artificial Intelligence Hub was launched through a partnership with CDIAL AI. The initiative was designed to equip individuals with essential digital and mathematical literacy skills, ensuring they have the tools to navigate an increasingly technology-driven world.

The project was implemented in Ajegunle, Lagos, a community facing high dropout rates, teenage pregnancy, and limited access to digital education.

Over the course of three months (May – July 2024), the initiative provided structured training, engaging 174 direct beneficiaries, surpassing the initial target of 150 individuals by 16%. The program leveraged AI-backed multilingual learning tools, enabling participants to engage with digital content in native African languages, ensuring inclusivity for learners not proficient in English.

A key component of the project was the train-the-trainer approach, which ensured that beyond direct beneficiaries, over 100 individuals gained access to digital literacy

education through self-paced learning and peer-to-peer knowledge sharing. Indirectly, the initiative has extended its impact to over 20,000 people, fostering a ripple effect in digital literacy awareness.

The integration of Indigenous AI software, which supports keyboard input and contextual translation in 180 languages, significantly motivated learners.

The program's voice-first AI, proficient in 13 languages, played a critical role in bridging the digital divide for non-English speakers, making learning more accessible.



Staff of Giving.Ng at the launch of the Indigenous facility.



Yinka Iyinolakan, Co-founder, Centre for the Digitization of Indigenous African Languages (CDIAL), and Olapeju Ibekwe, CEO, Sterling One Foundation, at the launch of the Indigenous facility.

To support implementation, the initiative provided essential digital learning resources, including desktops, headsets, AI-enabled keyboards, and training modules. The program also created 10 new jobs, enabling individuals to work in digital literacy teaching, data annotation, transcription, and quality assurance roles, contributing to local economic empowerment.

Throughout the project, a structured evaluation framework was implemented to monitor progress and assess impact. By the final assessment, all participants had advanced from beginner to advanced levels, representing a 100% increase in digital literacy proficiency.

Despite challenges such as inconsistent power supply, participants expressed a strong desire for extended learning hours, highlighting the program's effectiveness

and the growing demand for AI-driven educational tools.

Looking ahead, CDIAL is set to scale its impact through key initiatives, including the launch of an AI-powered multilingual hotline for offline accessibility, expansion of language learning models to 30 additional global and African languages, and replication of the project in other communities. Plans are underway to train over 15 educators and onboard 500 new learners in a second digital literacy hub in Abeokuta, ensuring continued progress in bridging the digital divide.

By integrating artificial intelligence, multilingual education, and digital literacy, the Indigenous project is transforming how underserved communities access knowledge. Through strategic partnerships and sustained investment, the initiative is paving the way for a more inclusive, tech-driven educational landscape in Nigeria.



Staff of Giving.Ng at the launch of the Indigenous facility.

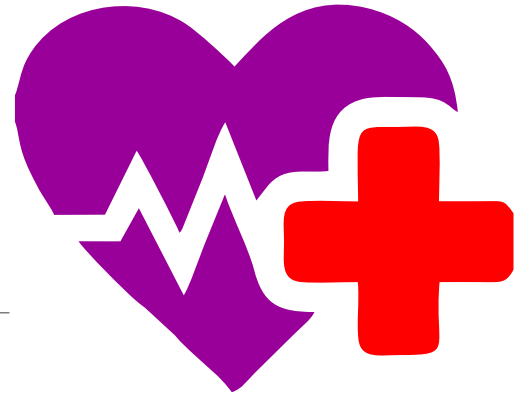


OUR HEALTH FOCUS

Health remains a fundamental pillar for societal growth and economic sustainability. Recognizing the intricate connections between health and development, the Sterling One Foundation (SOF) is deeply committed to strengthening health systems and improving access to quality healthcare for underserved populations. With a focus on Sustainable Development Goal 3 (SDG 3), ensuring healthy lives and promoting well-being for all. SOF has implemented strategic interventions designed to address critical gaps in healthcare delivery across Africa.

The COVID-19 pandemic revealed stark vulnerabilities in healthcare systems worldwide, particularly in Africa, where fragile infrastructures, limited resources, and inequitable access compounded the crisis. SOF is dedicated to tackling these challenges through innovative programs, capacity-building efforts, and cross-sectoral collaborations. In 2024, our health interventions reached thousands of individuals, demonstrating the power of partnerships and scalable solutions.

Strategic Health Interventions



Maternal Health Support through MamaBase

In partnership with the Maternal & Reproductive Health Research Collective (MRHRC), we have continued to improve maternal and child health outcomes across 20 Local Government Areas (LGAs) in Lagos State through the MamaBase initiative. In 2024, the program registered 7,883

pregnant women, ensuring they had access to quality antenatal, delivery, and postnatal care. Among these, 2,926 women who previously lacked access to antenatal care (ANC) were successfully enrolled in health facilities, ensuring they received essential medical attention throughout their pregnancies.





Beneficiaries of the MamaBase program and staff of One Foundation at a community health outreach in Lagos State.

The initiative documented 7,367 live births, contributing to a maternal mortality ratio of 122 per 100,000 live births, a marked improvement compared to the Lagos State average of 555 per 100,000. By prioritizing facility-based deliveries and skilled birth attendance, MamaBase has played a crucial role in reducing maternal and neonatal risks.

Beyond clinical support, community outreach programs have extended healthcare access to women in underserved areas, providing medical consultations and linking expectant mothers to primary healthcare facilities for continued care. These outreach

efforts have also strengthened awareness of maternal health, encouraged antenatal attendance, and increased trust in healthcare systems.

The initiative continues to build strong partnerships with health agencies, medical professionals, and community leaders to enhance maternal care services and improve access to quality healthcare. Through collaboration with local stakeholders, MamaBase is driving long-term improvements in maternal and neonatal health, ensuring more women receive the care they need for safe pregnancies and childbirth.

Moving forward, the program aims to expand outreach initiatives, strengthen

referral linkages, and increase awareness on the importance of antenatal care and facility-based deliveries.

With continued investment and strategic partnerships, MamaBase remains a vital force in ensuring safer pregnancies, healthier mothers, and improved birth outcomes for women across Lagos State.



MamaBase beneficiaries and healthcare professionals at a maternal health outreach session in Lagos.



impact **Story**

A vaginal cyst blocked her birth canal

Rachel Okpereich was 23 years old, pregnant for the first time, and terrified.

She had imagined her child's first cry, and the overwhelming joy of motherhood, but she was very scared due to her medical condition.

During a routine medical checkup for expectant mothers, the physician discovered a vaginal cyst blocking her birth canal. A Cesarean section was her only option to have a safe delivery. To her dismay, the physician broke the news she feared the most.

Surgery had never been part of her plan. But what frightened her most was not the procedure—it was how she would pay for it. Rachel and her husband were not financially prepared for the procedure, and in her community, cesarean sections are believed to be a sign of weakness of the woman. She worried about the traditional myth about surgical procedure during child birth.

Every day, expectant mothers across Nigeria are faced with difficult reproductive right choices, which puts them at risk of unsafe delivery. Lagos



Rachel and her baby, both safe and healthy, after receiving life-saving maternal care through the MamaBase program.

State alone has a maternal mortality rate of 555 per 100,000 live births, a staggering number, revealing the urgent need for intervention.

As Rachel and her husband cautiously considered their options, Rachel recalled stories of women who could not afford basic maternal care, and opted for home delivery. The stories of women who died during child delivery rattled her mind. She feared she could lose her life or the unborn child if she had no urgent intervention.



Rachel, now a healthy mother, is one of 7,883 women who received maternal health support through MamaBase, ensuring a safe birth and postnatal care.

When she was identified by the MamaBase program, she was registered and linked to a health facility, ensuring she would not face this journey alone. The thing that had once felt impossible, a safe birth for her baby and herself was now within reach.

Thanks to the Mambase program, the fear that had consumed her for months disappeared in an instant.

Rachel's story is one of 7,883 women who have been given the same chance. In Lagos, far too many women face the same choice Rachel once feared—risk an unsafe birth or find help before it's too late. Of the women enrolled in MamaBase, 2,926 had never accessed antenatal care before. They now have a chance at safe deliveries, medical support, and survival.

Still, nine babies did not make it. Five of them died in the hands of unqualified traditional birth attendants. Two died at home. Two made it to a hospital but were already too late. These women could have been saved.

So far, 7,367 live births have been recorded under the program.

While, the maternal mortality rate in Lagos is 555 per 100,000 live births, among women under the MamaBase program, that number has dropped to 122 per 100,000 live births—proof that the intervention works.

Many women still do not step into a hospital because they cannot afford it. The cost of antenatal care, screening tests, and delivery keeps them away. Some get into labor without a plan, without money, without options. Some never walk out.

MamaBase is breaking that cycle. Women receive structured financial support so that cost is never a barrier to safe childbirth. More than 2,400 women have been given financial assistance, allowing them to complete antenatal visits and access skilled care. For those who needed emergency medical intervention, 141 women received immediate, life-saving funding.



Rachel's story could have ended differently without the timely intervention of MamaBase .

There are still too many mothers waiting for help. Too many whose stories may not end the way Rachel's did. Too many who, without intervention, may never hear that first cry.

That number does not have to grow. It can stop here.

At the Sterling One Foundation, we are committed to this initiative working with our various partners to scale action.



Foundat



A cross section of health workers in Ogun State trained by Sterling One Foundation and Japan International Cooperation Agency (JICA) to improve youth-friendly services and maternal care.

Health Workers Training

In partnership with the Japan International Cooperation Agency (JICA), the Sterling One Foundation conducted specialized training programs for healthcare providers across Ogun State. These sessions trained over 90 health workers, focusing on youth-friendly services to address the unique needs of adolescents. Additional training efforts emphasized neonatal nutrition and postnatal care, equipping healthcare workers with tools to deliver comprehensive, high-quality care.

By enhancing the capacity of healthcare providers, this initiative has contributed significantly to improving the quality of health services available to underserved populations. The focus on empowering health workers ensures long-term sustainability in healthcare delivery, particularly for vulnerable groups such as adolescents, mothers, and newborns.



Driving Youth-Led Sanitation Advocacy through the WASH Innovation Challenge

In 2024, the Sterling One Foundation, in partnership with Self Help Africa, launched the WASH Innovation Challenge to address Nigeria's critical sanitation and hygiene gaps. Held at a National Youth Service Corps (NYSC) orientation camp, this initiative brought together over 5,000 Corps members, transforming them into advocates for improved hygiene practices and sustainable sanitation solutions. By engaging youth at the grassroots level, the challenge emphasized the power of innovation and collective action to drive meaningful change in communities across Nigeria.

The WASH Innovation Challenge provided a dynamic platform for Corps members to design and present impactful solutions to hygiene-related challenges. Top-performing teams, selected for their innovative and

scalable approaches, were awarded cash prizes to further their work in promoting sustainable WASH practices. Beyond competition, the program equipped participants with the knowledge and tools to implement these solutions in their respective communities, ensuring a ripple effect that extends far beyond the event.

This initiative aligns directly with Sustainable Development Goal 6 (Clean Water and Sanitation), which calls for access to clean water, improved hygiene, and sustainable sanitation for all. By empowering youth to lead this charge, Sterling One Foundation integrates hygiene education into broader community development frameworks, ensuring that health outcomes are both sustainable and transformative.



L-R: Rt. Hon. Bello Muhammad Goronyo, Esq., Honourable Minister of State, Federal Ministry of Water Resources and Sanitation; Olapeju Ibekwe, CEO, Sterling One Foundation; and Mobolaji Ogunlende, Lagos State Commissioner for Youth and Social Development, at the 2024 WASH Innovation Challenge held at the NYSC camp in Lagos.



Influencers, Corps members, and key stakeholders at the 2024 WASH Innovation Challenge held at the NYSC camp in Lagos.

Bold Actions Session on Health at ASIS



A cross section of Nigerian health commissioners, global health leaders, and private and public sector stakeholders at the Bold Actions Session on Health during Africa Social Impact Summit (ASIS) 2024

The Bold Actions Session on Health at the Africa Social Impact Summit (ASIS) convened over 20 Nigerian health commissioners, global health leaders, and private and public sector leaders, including Dr Abdu Mukhtar, National Coordinator, Presidential Unlocking Healthcare Value-chain Initiative and Dr Tayo Aduloju, CEO, Nigerian Economic Summit Group, among other stakeholders. The session was moderated by Mories Atoki, CEO, African Business Coalition for Health (ABCHealth), who emphasized the urgency of addressing Africa's health inequities through systemic innovation and cross-sectoral collaboration.

A key highlight of the summit was the Bold Action on Health Roundtable, which convened over 20 Health Commissioners from across Nigeria, alongside key critical stakeholders in the private sector, public sector, and third sector. The session focused on healthcare financing, digital health expansion, policy-driven interventions, and workforce development as essential components for improving healthcare access and quality.

A significant outcome of the discussions was the commitment of over \$1 billion toward strengthening local pharmaceutical manufacturing, expanding digital health infrastructure, and implementing financing

models that improve healthcare access. This investment aims to reduce Nigeria's reliance on imported medicines, enhance the production of essential medical supplies, and drive cost efficiency in healthcare delivery.

Participants examined successful models from countries such as Rwanda, Kenya, and South Africa, where strategic investments in technology, universal health coverage, and regulatory frameworks have yielded measurable improvements in healthcare access and quality. Drawing from these case studies, stakeholders agreed on the need for structured resource allocation and policy reforms that would encourage private sector participation and long-term investment in healthcare infrastructure.

Discussions also underscored the role of telemedicine and AI-driven diagnostics in expanding healthcare access. With digital health solutions proving to be cost-effective and scalable, the roundtable explored investment opportunities in telehealth platforms, AI-driven patient monitoring, and mobile health applications. These technologies are expected to streamline patient care, reduce healthcare costs, and improve early disease detection in underserved communities.

Beyond technology, the conversation on healthcare financing emphasized impact

investing, blended finance models, and public-private partnerships as critical tools for expanding access to affordable healthcare. Stakeholders examined new insurance-based solutions aimed at reducing out-of-pocket expenses for low-income populations, ensuring that healthcare remains accessible to all.

Workforce development and capacity-building initiatives were also prioritized, with discussions on expanding medical training programs, upskilling healthcare professionals, and strengthening retention strategies to build a resilient healthcare workforce. With Africa's healthcare sector facing a shortage of skilled workers, investment in training, recruitment, and continuous learning was identified as a key driver of long-term healthcare improvements.

The Bank's engagement in these discussions aligns with its broader strategy of leveraging financial expertise, strategic investments, and multi-sector partnerships to improve healthcare systems and strengthen economic resilience. The Bold Action on Health at ASIS 2024 set a strong foundation for policy reforms, technological advancements, and investment commitments that will drive sustainable healthcare transformation across Africa.

Recommendations from the Bold Session

- **Accelerate Investments in Pharmaceutical Manufacturing**

Governments and private sector actors must unite efforts to strengthen local pharmaceutical production, ensuring the affordability and accessibility of essential medicines across the continent.

- **Expand Digital Health Innovations**

Telemedicine, AI diagnostics, and mobile health platforms should be scaled urgently to bridge access gaps in underserved regions, driving systemic change and reaching vulnerable populations effectively.

- **Strengthen Public–Private Partnerships**

Frameworks must be developed to facilitate effective collaboration between public institutions and private entities, addressing resource gaps, streamlining healthcare delivery, and sustaining innovation.

- **Prioritize Maternal Health Initiatives**

Programs like *MamaBase* must be scaled to improve maternal and child health outcomes, setting the benchmark for replicable, community-based healthcare interventions across Africa.



Bold Actions Session on Health at ASIS



Health leaders at the Bold Actions Session on Health during Africa Social Impact Summit (ASIS) 2024



OUR CLIMATE ACTION FOCUS

The Sterling One Foundation (SOF) recognizes that climate action is a critical component for economic and social resilience. With the escalating effects of climate change on vulnerable communities, SOF is committed to bridging global sustainability priorities with localized interventions that empower communities, enhance biodiversity, and address waste management challenges.

Aligned with Nigeria's National Climate Change Action Plan and Sustainable Development Goal 13 (SDG 13) — "Take urgent action to combat climate change and its impacts" — SOF has implemented innovative programs that focus on community engagement, education, and strategic partnerships to drive sustainable development.



ADVOCATING FOR CLIMATE RESILIENCE

National Sustainability Week 2024

Sterling One Foundation, in collaboration with Sterling Bank, and Alternative Bank, successfully hosted National Sustainability Week (NSW) 2024, reaffirming its commitment to environmental sustainability, community resilience, and climate action. This initiative engaged key stakeholders, including the United Nations Sustainable Development Solutions Network Nigeria (UN SDSN-Nigeria), government agencies, private sector partners, and academia, to promote sustainable practices across multiple states.

The objectives of NSW 2024 were designed to drive community action, raise public awareness on sustainability, integrate climate education into schools, engage businesses in sustainability solutions, and promote green financing.

A major highlight was the Annual Beach and Street Cleanup, which was carried out concurrently across 18 states, engaging thousands of volunteers in removing waste and restoring public spaces. In Lagos, Alpha Beach was adopted, and over 2,600kg of solid and recyclable waste was collected, reinforcing the Foundation's role in environmental stewardship and

sustainable waste management. The participation of the Lagos State Ministry of Environment and Water Resources, Lagos State Waste Management Authority (LAWMA), local community leaders, and private sector partners underscored the significance of public-private partnerships in sustainability efforts.

The School Environmental Sustainability Outreach further strengthened NSW 2024's impact, engaging over 1,000 students in activities designed to

enhance their understanding of climate action, waste management, and the interconnections between the Sustainable Development Goals (SDGs). Through drama performances, poetry recitals, and practical waste-sorting exercises, students developed the skills and awareness needed to become advocates for environmental responsibility and sustainability leadership.

The National Secondary School Green Essay Competition, organized in



1st Prizewinner of the National Secondary School Green Essay Competition, Chukwuma–Okoh Naomi, Queens College, Lagos.

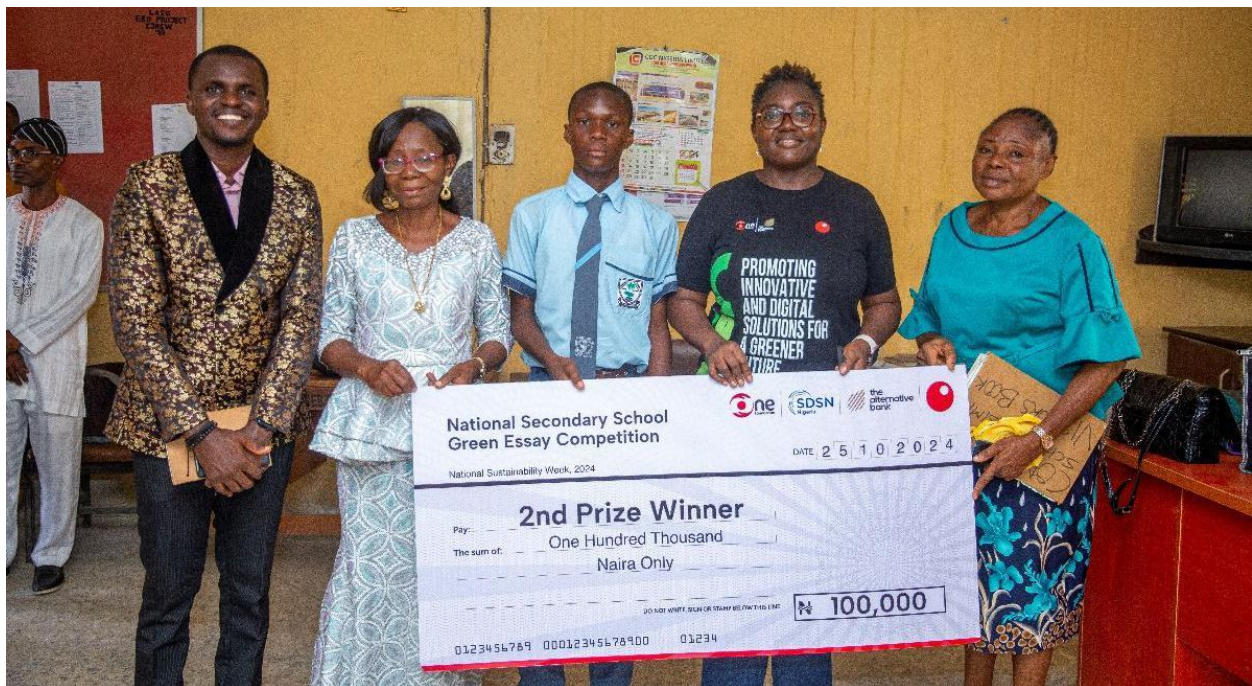
partnership with UN SDSN-Nigeria, encouraged students from 40 schools nationwide to present innovative ideas on balancing economic growth with environmental conservation.

The competition encouraged creative thinking and provided a platform for students to contribute solutions to Nigeria's sustainability challenges.

Each initiative within NSW 2024 was structured to complement the others, creating a holistic approach to sustainability engagement. While the cleanup activities showcased practical waste reduction efforts, the school outreach provided students with knowledge and tools to sustain long-term climate advocacy.

The essay competition extended the conversation to a broader audience, ensuring that the principles of sustainability were not just practiced but also internalized by future leaders and change-makers.

NSW 2024 also strengthened green financing initiatives, with the Green Innovation Challenge (GIC) highlighting youth and women-led sustainability projects. By providing a platform for innovative ideas to gain visibility, the event created opportunities for increased investments in green technologies and sustainable enterprises.



2nd Prizewinner, Adeniyi-Yisa Wariz, Onigbongbo Community Junior Secondary School, Lagos.



Students performing a drama on climate action and responsibility



A cross section of volunteers, partners, and traditional leaders at the Alpha Beach clean up exercise in Lagos.



Cross Section of Participants at the Kaduna Street clean up Exercise



Cross Section of Participants at the Oyo Street clean up Exercise



Cross Section of Participants at the Asaba Street clean up Exercise



ADVOCATING FOR CLIMATE RESILIENCE

Restoring Ecosystems through Beach

Cleanups

The Beach Adoption Program is an environmental initiative designed to combat plastic pollution, protect marine ecosystems, and promote sustainable waste management along Nigeria's coastline. Through regular cleanup exercises, recycling efforts, and community engagement, the program encourages environmental responsibility while working to restore

coastal areas. It brings together volunteers, corporate organizations, and local communities to remove waste, creating cleaner and safer beach environments.

Since its launch in 2021, the initiative has driven impactful cleanup efforts across several beaches, including Alpha Beach, Eleko Beach, Lafiaji Beach, Iwerekun Beach, and Okun-Ajah Beach. Over the years, it has successfully removed

thousands of kilograms of waste, preventing plastic pollution and protecting marine biodiversity.

In 2024, the Beach Adoption Program expanded to include three additional beaches—Debojo Beach, Eleko; Badore Beach, Ajah; and Okun Mopo Beach, Ajah. This expansion demonstrates a continued commitment to coastal preservation and sustainable environmental practices. While cleanup efforts are yet to commence on these newly adopted beaches, the initiative has already removed over 9,100 kg of waste, including

5,021 kg of recyclable materials, from previously adopted locations.

The continued growth of the program demonstrates the Foundation's commitment to long-term environmental preservation.

By integrating structured recycling systems and engaging local communities, the initiative is actively contributing to a cleaner coastline, supporting marine life, and promoting sustainable environmental practices for future generations.



A cross-section of volunteers and participants at the Elegushi Beach cleanup exercise.



OUR COMMITMENT TO GENDER EQUALITY AND WOMEN EMPOWERMENT

Gender inequality continues to hinder progress toward equitable development in Nigeria and across Africa, disproportionately affecting women and girls. From access to education and economic opportunities to safety and leadership, systemic barriers persist and demand transformative solutions. The Sterling One Foundation (SOF),

committed to Sustainable Development Goal 5 (SDG 5) — achieving gender equality and empowering all women and girls — implemented bold interventions in 2024, driving measurable impact through advocacy, capacity-building, and partnerships.



Tackling Gender-Based Violence through Advocacy and Entertainment

SOF's CHATROOM project campaign remained a critical tool for breaking the silence around Gender-Based Violence (GBV) and sexual harassment in Nigeria.

Conducted in partnership with the Nigerian Employers Consultative Association, (NECA) with focus on movie screenings and counselling sessions, it served as a platform for dialogue, education, and mobilization against deeply rooted norms enabling violence. Engaging private sector leaders, human resource professionals

and administrators, the campaign spurred discussions on the systemic drivers of GBV and sexual harassment in the workplace and pathways to prevention.

By partnering with the United Nations Women's Initiative and state ministries of women's affairs, SOF will be ensuring sustainability and far-reaching impact, equipping participants with tools, resources, and connections to local support networks, demonstrating SOF's strategic approach to addressing GBV beyond awareness creation.

Creating Pathways to Economic Independence

SOF's economic empowerment initiatives provided over 1,000 women with the skills and tools to achieve financial independence. Programs included hands-on training in entrepreneurship, financial literacy and access to finance, enabling women to build sustainable livelihoods.

Empowering women economically has proven to be an effective strategy for reducing gender-based disparities. A key highlight of SOF's approach was its collaboration with the UNIDO Investment Technology and Promotion Office (ITPO) to deliver an Investment readiness programme for women owned and women-led businesses. This initiative had other partners including Chapelhill Denham, Kairos HOF Energy, IHS Towers and SME.NG.



Olapeju Ibekwe, CEO, Sterling One Foundation, with Abimbola Olufore Wycliffe, Head, UNIDO-ITPO Nigeria, at the Investment Readiness Program.



A cross-section of stakeholders, and participants, at the UNIDO Investment Readiness Program, engaging in discussions on enhancing financial access and scaling opportunities for women-led businesses.

Ring the Bell for Gender Equality and Women Empowerment



L-R: Hafsat Rufai, Director, Lagos Zone, Securities and Exchange Commission; Irene Robinson-Iyanwale; Divisional Head, Business Support Services and General Counsel, NGX; Olapeju Ibekwe, CEO, Sterling One Foundation; Oluwasoromidayo George, Chair of the UN Global Compact Network Nigeria Board; and Tumi Onamade, Chief Operating Officer, UN Global Compact Network Nigeria, at the Ring the Bell for International Women's Day commemoration at the NGX.

In commemoration of International Women's Day, we partnered with the Nigerian Exchange Group (NGX), the International Finance Corporation (IFC), UN Women, and the United Nations Global Compact Network Nigeria (UNGCNN) to mark the 10th annual *Ring the Bell for Gender Equality* ceremony. The event, held under the theme *Invest in Women: Accelerate Progress*, emphasized the importance of increasing investment in women to drive economic growth and sustainable development.

The ceremony reinforced the role of financial markets in mobilizing capital for gender-focused initiatives, including innovative financial instruments such as gender bonds. Discussions underscored the importance of integrating women into all sectors of the economy, ensuring they have access to leadership opportunities, financial resources, and entrepreneurial support.

Empowering the next generation through education and mentorship



L-R: Ogechi Obiodu, Head, Customer Protection, Sterling Financial Holdings Company; Ladipo Adenrele, Principal, Aje Comprehensive College; Omotola Adedapo, Head, Human Resources, Sterling Financial Holdings Company; and Tiese Aboderin, Employee Engagement and Culture Officer, Sterling Bank, at a recent event held in commemoration of the International Day of the Girl Child, where they empowered over 300 girls from Aje Comprehensive College, Lagos.

In celebration of the *International Day of the Girl Child*, SOF, in collaboration with multi-sector partners including the Bloom network, hosted a large-scale mentorship and empowerment program reaching over 300 girls, including students from *Aje Comprehensive High School* in Lagos. The initiative, featuring workshops, leadership training, and interactive storytelling sessions with accomplished female leaders, inspired

participants to envision a future filled with possibilities.

This intervention highlighted the unique challenges girls face, particularly in underserved communities with limited access to quality education. By equipping them with actionable insights and mentorship, SOF empowered the girls to pursue their aspirations and emerge as change agents within their communities.



Representatives from Sterling One Foundation, Giving.NG, and Sterling Bank, at The Bloom Network's International Day of the Girl Child empowerment outreach.



ADDRESSING FOOD SECURITY: STRATEGIC INTERVENTIONS FOR SUSTAINABLE GROWTH

Empowering Farmers with Strategic Agricultural Investments

In 2024, Sterling One Foundation reaffirmed its commitment to agricultural development as a key partner of the Agriculture Summit Africa (ASA). The 2024 edition of the Agriculture Summit Africa (ASA) convened stakeholders across the public and private sectors, including government representatives, development organizations, and agricultural innovators.

The first Nigeria Feed, Fodder, and Livestock Investment Deal Room held during the summit facilitated commitments exceeding \$100 million, driving investments into agricultural transformation.

ASA showcased the pivotal role of public-private partnerships in addressing systemic challenges within the agriculture value chain. Through catalytic investments, the summit prioritized local production, sustainable farming practices, and innovative solutions aimed at reducing Africa's dependence on imported food and strengthening resilience against climate-induced disruptions.

The summit was led by Sterling Bank in partnership with the African Union, the International Finance Corporation, Benue State government, Leadway Assurance, Noor Takaful, Thrive Agric, Commodities Development Initiative (CDI) and other partners, highlighting the pan-African scope of the initiative.

Scaling Local Production for Sustainable Impact

The investments secured at ASA are strategically aligned with our focus on sustainable agricultural development. One significant outcome includes the planned establishment of regional feed production hubs in partnership with state governments and private investors. These hubs aim to strengthen the livestock sector by ensuring access to affordable, high-quality feed while promoting environmental sustainability through resource-efficient practices.

Additionally, our partnership in the ASA Deal Room underscores our commitment to enhancing local agricultural capacities, from improved seed production to mechanization. These efforts aim to address critical gaps in Africa's food systems, ensuring that smallholder farmers remain at the center of transformative agricultural policies.



L-R: Olapeju Ibekwe, CEO, Sterling One Foundation; Abubakar Sulieman, MD/CEO, Sterling Bank; Keynote Speaker and Senior Special Adviser on Industrialisation to the President of the African Development Bank (AFDB), Professor Oyebanji Oyelaran – Oyeyinka; President, Nigerian Women in Agricultural Business Cooperative Society Limited (NIWAB), Lady Gracetiti Fredson; and Representative of Governor of Benue State, Deputy Governor of Benue State, Samuel Ode, during The Agriculture Summit Africa held in Abuja.



A cross section of Stakeholders and leaders at the 2024 Agriculture Summit Africa.



PARTNERSHIPS DRIVING TRANSFORMATIVE IMPACT IN 2024

In 2024, the Sterling One Foundation deepened its partnerships across public and private sectors to accelerate progress toward the Sustainable Development Goals (SDGs).

These collaborations have allowed us to amplify our impact, address systemic challenges, and create scalable solutions for underserved communities.

Accelerating Progress on the SDGs at UNGA 79

The 79th session of the United Nations General Assembly (UNGA) 2024, held at the UN Headquarters in New York, convened global leaders, policymakers, and private sector actors under the theme: “Leaving no one behind: acting together for the advancement of peace, sustainable development, and human dignity for present and future generations.”

One of the high-level engagements during UNGA 79 was the CEO Roundtable, convened by the UN Global Compact Network Nigeria and the Milken Institute, and supported by the Sterling One Foundation.

With a focus on climate action, gender equality, SDG finance, and investment, the Forum provided a platform to deepen partnerships across sectors and drive transformative solutions.



L-R: Rev. Fr. Hyacinth Alia, Executive Governor, Benue State; Chioma Afe, Director, External Affairs and Sustainability, Seplat Energy; Olapeju Ibekwe, CEO, Sterling One Foundation; Engr. Abdullahi A. Sule, Executive Governor, Nasarawa State; Naomi Nwokolo, Executive Director, United Nations Global Compact Network Nigeria; H. E Mohammed Umaru Bago, Executive Governor, Niger State; and H. E Dauda Lawal, at the CEO Roundtable, held on the sidelines of UNGA 79, New York.



Global leaders deliberating on collaborative solutions for climate action, gender equality, and SDG financing at the CEO Roundtable, held on the sidelines of UNGA 79.

PARTNERSHIPS DRIVING TRANSFORMATIVE IMPACT IN 2024

Supporting Internally Displaced Populations at the Africa Roundtable

At the 2024 Africa Roundtable on Private Sector Solutions to Internal Displacement, convened by United Nations High Commissioner for Refugees UNHCR in Lagos, Sterling One Foundation reaffirmed its commitment to addressing the challenges faced by internally displaced persons (IDPs). The event highlighted the urgent need for private sector investments to transform displacement-affected communities into resilient, thriving ecosystems.

Sterling One Foundation joined stakeholders from the public sector, humanitarian organizations, and private

sector leaders to discuss scalable solutions to empower IDPs. Central themes included creating market-responsive skills, driving entrepreneurship, and enabling access to financing for displaced populations. This collaborative approach aligns with the Foundation's focus on leveraging innovative partnerships to unlock sustainable economic opportunities for marginalized communities.



Olopeju Ibekwe, CEO, Sterling One Foundation at the 2024 Africa Roundtable on Private Sector Solutions to Internal Displacement, collaborating with global leaders and stakeholders to drive innovative and scalable solutions for empowering internally displaced persons.



Olapeju Ibekwe, CEO, Sterling One Foundation at the 2024 Africa Roundtable on Private Sector Solutions to Internal Displacement, collaborating with global leaders and stakeholders to drive innovative and scalable solutions for empowering internally displaced persons.

Unlocking Catalytic Investments at the West Africa Deal Summit



The West Africa Deal Summit 2024, hosted in Lagos, was a call to action for regional collaboration and catalytic investments to address systemic challenges across West Africa. The Summit, supported by Sterling One Foundation alongside other organisations in partnership with the Impact Investors Foundation, convened financial institutions, multilateral

organizations, and regional stakeholders to galvanize stakeholders, and mobilize action to accelerate the deployment of catalytic capital for positive social and environmental change.

The Summit spotlighted strategies to unlock capital, foster entrepreneurship, and strengthen local ecosystems to ensure inclusive and scalable development solutions.

Education for a Sustainable Future at the Going Global Conference



L-R: Wale Samuel, CEO, QNL Consulting; Olapeju Ibekwe, CEO, Sterling One Foundation; Professor Kirk Semple, Lancaster University, UK; Maryam Mohammed Ali, Head, Business Banking, The Alternative Bank; and Nurudeen Lawal, Team Lead and Founder, Quality Education Development Associates (QEDA), at the Going Global Conference.

At the British Council's Going Global Conference, a convening of leaders across various countries to discuss the future of higher education, the leadership of the Sterling One Foundation contributed to the conversation on climate-responsive higher education and its potential to transform Africa's labor market.

Through its Climate Education Initiative, the Foundation shared insights into its programs designed to integrate sustainability into the curriculum, reaching over 1,000 students across Nigeria. The initiative aligns with the Foundation's broader mission to empower communities through education, demonstrating how targeted

interventions can transform lives while promoting environmental stewardship.

By advocating for curricula that integrate sustainability principles and aligning with SDG 13, the Foundation reinforced its commitment to empowering youth through innovative education programs. These efforts are integral to building Africa's workforce for the green and blue economies.



Olapeju Ibekwe, CEO, Sterling One Foundation with global education leaders at the British Council's Going Global Conference.



THOUGHT LEADERSHIP ACROSS AFRICA

Thought leadership remains a core pillar of the Sterling One Foundation's (SOF) strategic approach to driving impact. Through targeted engagements, knowledge-sharing platforms, and capacity-building initiatives, the Foundation has positioned itself as a key catalyst for solutions addressing Africa's most pressing developmental challenges.

This commitment spans critical areas such as sustainable development, education reform, and organizational growth, equipping stakeholders with tools and strategies to accelerate meaningful progress.

Advancing ESG conversations through the ESG webinar series

A in partnership with leading institutions such as PwC Nigeria, Nigerian Exchange Group (NGX), UNIDO Investment and Technology Promotion Office (ITPO) Nigeria, Lagos Business School Sustainability Centre, Lagos Chamber of Commerce & Industry (LCCI), Nigeria Employers' Consultative Association (NECA), and Sterling Bank, SOF facilitated the inaugural year-long ESG Series, a platform designed to deepen awareness and strengthen capacity on Environmental, Social, and Governance (ESG) principles. With over 1,500 participants from 21 countries actively engaging across five comprehensive

sessions, the series provided actionable insights into sustainability reporting, risk management, and sustainable investment strategies.

The webinars addressed critical issues such as ESG regulatory frameworks in Africa, the business case for sustainability, and integrating ESG for long-term growth. These sessions empowered private and public sector actors to align their operations with global sustainability benchmarks, ensuring that investments and corporate strategies drive measurable impact.



THOUGHT LEADERSHIP ACROSS AFRICA

Building capacity through the NGO development series

Recognizing the vital role of Non-Governmental Organisations in Africa's development landscape, SOF continued its NGO Development Series, in partnership with the Nigeria Network of NGOs and Giving.ng to equip organizations with tools for greater operational efficiency and impact.

The webinar series explored themes such as digital transformation, governance, and advocacy strategies, enabling NGOs to embrace technology for improved service delivery and data-driven decision-making. Participants gained access to knowledge on tools and frameworks to scale their initiatives effectively, enhancing their ability to drive social impact within their communities.



The African Union year of education thought Leadership Series

In alignment with the African Union's Year of Education agenda, the Sterling One Foundation partnered with the Association for the Development of Education in Africa (ADEA), the British Council, and the Global Partnership for Education (GPE) to host the "Learning for Lasting Peace" thought leadership series. This virtual convening held in commemoration of the International Day of Education brought together policymakers, private sector leaders, education stakeholders and development experts to address the urgent need for transformative education systems in Africa.

The session explored strategies for reforming educational curricula, advancing active citizenship, and promoting peace building among the youth. Discussions emphasized the critical role of investments in education to drive equitable, sustainable development and enhance societal resilience across Africa.

The collaboration underscored the Foundation's unwavering commitment to ensuring inclusive, functional, and secure learning environments for Africa's future leaders.



Accelerating Africa's Sustainable Growth at ASIS 2024



L-R: Olapeju Ibekwe, CEO, Sterling One Foundation; Jumoke Oduwole, Minister of Industry, Trade, and Investment, Federal Republic of Nigeria; Dr. Kadri Obafemi Hamzat, Deputy Governor, Lagos State, Federal Republic of Nigeria; and Abubakar Sulieman, MD/CEO, Sterling Bank and member of the Board of Trustees, Sterling One Foundation, at the 2024 edition of the Africa Social Impact Summit.

The Africa Social Impact Summit (ASIS) 2024, under the theme “Reimagining Progress: A New Blueprint for Sustainable Growth in Africa,” convened global leaders, policymakers, private sector actors, and development stakeholders to drive actionable solutions to Africa's most pressing challenges. Co-convened by

the Sterling One Foundation and the United Nations and hosted by the Lagos State government in collaboration with over 40 partners, ASIS has become a high-level platform for advancing sustainable development, catalytic investments, and systemic change across the continent.

Accelerating Africa's sustainable growth at ASIS 2024



L-R: Bolaji Sofoluwe, Managing Director, ETK Group; Mrs. Folashade Ambrose-Medebem, Commissioner for Commerce, Cooperatives, Trade & Investment; Olapeju Ibekwe, CEO, Sterling One Foundation; Mr. Babajide Sanwo-Olu, Governor of Lagos State; Dr. Obafemi Hamzat, Deputy Governor of Lagos State; Dr. Oluwogbemiga Aina, Permanent Secretary, Ministry of Commerce; and Mr. Abubakar Suleiman, Managing Director of Sterling Bank, at the Pre-ASIS Investor Roundtable themed "Opportunity Made in Lagos".

Pre-ASIS Investor Roundtable: Setting the Stage for Growth Ahead of the main summit, the Pre-ASIS Investor Roundtable convened over 200 investors in Lagos State, a critical hub for regional growth, to explore transformative opportunities. Hosted by the Lagos State Government in partnership with Sterling One Foundation, ETK Group, and Alitheia Capital, the event focused on mobilizing capital for strategic sectors, including infrastructure, renewable energy,

healthcare, and technology innovation. Governor Babajide Sanwo-Olu showcased Lagos State's investment potential, presenting a vision for economic resilience and sustainable development. The roundtable laid the foundation for significant financial commitments, signaling Africa's readiness to leverage partnerships and innovative financing to address infrastructure gaps and unlock inclusive growth opportunities.

Accelerating Africa's Sustainable Growth at ASIS 2024

Key Highlights and Impact Outcomes from the ASIS Annual Convenings

N3 Billion Investment to Strengthen Healthcare Systems from ASIS 2023



Sequel to ASIS 2023, a strategic partnership between MTN Foundation and the Private Sector Health Alliance of Nigeria (PSHAN) unlocked over N3 billion to revitalize over 50 Primary Healthcare Centres (PHCs) across Nigeria.

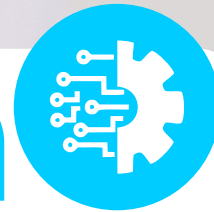
This investment advances SDG 3 (Good Health and Well-being) by improving access to essential healthcare services for underserved populations, addressing healthcare inequalities, and driving community resilience.



Funding for job creation & youth empowerment

ASIS mobilized thousands of dollars in commitments for job creation and livelihood support programs, directly impacting African youth and displaced populations. These outcomes align with SDG 8 (Decent Work and Economic Growth) and SDG 10 (Reduced Inequalities), ensuring economic opportunities for marginalized communities and reducing unemployment.

Technology and Innovation for Development



A 10-year technology grant was awarded by Microsoft Tech for Social Impact to local NGOs, enhancing their digital capabilities and enabling scalable, technology-driven solutions. This aligns with SDG 9 (Industry, Innovation, and Infrastructure), supporting Africa's transition to a digital economy and fostering innovation to address developmental challenges.



Over 40% of delegates secured funding and technical support

More than 40% of delegates reported securing funding, technical assistance, or strategic partnerships as a direct result of ASIS' engagements. These outcomes underscore ASIS' focus on driving cross-sector collaboration and SDG 17 (Partnerships for the Goals), facilitating actionable commitments to address Africa's developmental priorities.

Photos from ASIS 2024



A cross-section of global leaders, commissioners from the Lagos State Government, stakeholders, and members of the investment community, at the Pre-ASIS Investor Roundtable.



A cross section of speakers at ASIS 2024



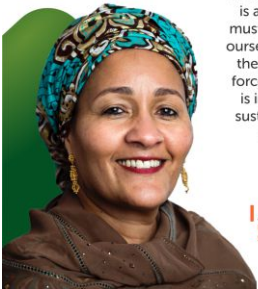
Global leaders, members of the diplomatic community, C-level executives, and other stakeholders at ASIS 2024.

Insights & Perspectives from ASIS



This year's summit theme, 'Reimagining Progress: A New Blueprint for Sustainable Growth in Africa,' is a call to action that we must heed. Let us recommit ourselves to the principles of the 2030 agenda and join forces to build a future that is inclusive, resilient, and sustainable, and where no one is left behind.

Amina J. Mohammed
United Nations Deputy Secretary-General



The United States is committed to forming partnerships with Africa based on shared priorities and mutual respect, promoting inclusive economic growth.

Will Stevens
U.S. Consul General



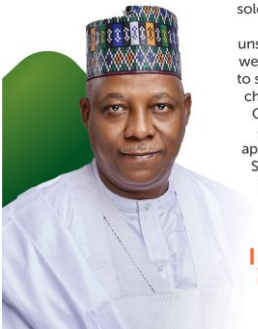
Germany is committed to investing in private business in Africa, aiming to improve energy, gender equality, and education. Nigeria's universities are increasingly competitive globally, with the number of Nigerian scholarship recipients rising significantly.

Weert Börner
German Consul General



The old model, focused solely on economic output, has proven itself unsustainable and in Africa, we are uniquely positioned to seize this opportunity for change to the status quo. Only a united front can create an all inclusive approach to achieving the SDGs and deliver social impact across Africa.

Kashim Shettima (GCON)
Vice President of the Federal Republic of Nigeria



Stakeholder involvement ensures that policies are well rounded and address the needs of all segments of the society. The new action plan for Africa must be bold and visionary.

Babajide Olusola Sanwo-Olu
Executive Governor of Lagos State, Nigeria



We must address medical tourism by building infrastructure and capacity within Nigeria, reducing the need for outbound healthcare. Collaboration and partnerships are key to unleashing the potential of the private sector in healthcare.

Dr. Abdu Mukhtar
National Coordinator of the Presidential Unlocking Healthcare Value-Chain Initiative, PVAC



Insights & Perspectives from ASIS



Trust is critical. We bring trusted institutions to the table, fostering collaboration between those who want to make a difference and the communities they aim to support.

Abubakar Suleiman
MD/CEO, Sterling Bank



Aligning our impact with National priorities is essential for creating meaningful change. Return on impact is our measure of success, ensuring that our efforts benefit the communities we serve.

Oduwayo Sanya
Executive Director, MTN Foundation



Collaborative efforts between local actors and international organizations are essential in providing robust support systems for displaced populations in Nigeria.

Arjun Jain
Country Representative,
Office of the United Nations
High Commissioner for Refugees
(UNHCR), Nigeria



The private sector, with its innovative spirit and capacity for swift action, is uniquely positioned to address healthcare disparities. Health remains a sector where public-private partnerships must not fail.

Dr. Mories Atoki
CEO, ABC Health



To make progress in healthcare, we must unite the private sector with the public sector. Massive investments are needed for our primary healthcare system, drug manufacturing, and social systems; the private sector plays a crucial role in this.

Zouera Youssoufou
MD/CEO, The Aiko
Dangote Foundation



Catalytic capital is crucial in filling the gap left by mainstream financing, particularly for micro, small, and medium enterprises and innovative projects.

Etemore Glover
CEO, Impact Investors
Foundation



In Nigeria, girls are more than four times more likely to suffer hunger, violence, shame, unemployment, and social injustice than boys. Over 60% of out-of-school children in Nigeria are girls. These statistics are not just numbers; they represent people with names and faces.

Charles Usie
Country Director,
Plan International Nigeria



Empowering youth through strategic internship programs and master classes is key to unlocking their potential and shaping a brighter future for Nigeria. To address multidimensional challenges, we must come together and build networks that drive sustainable projects.

Soromidayo George
Board Chair, UN Global Compact
Network Nigeria and Corporate
Affairs & Sustainability Director,
Coca-Cola NIBC



Ensuring dignity in healthcare means providing quality care and the ability to pay for it. A clear role for the government is to provide an enabling environment for the private sector to thrive.

Dr. Oyebarji Filani
Honourable Commissioner for
Health and Human Services,
Ekiti State, Nigeria

LESSONS LEARNED IN 2024

In 2024, the Sterling One Foundation expanded its efforts to deliver transformative and measurable impact across its five focus areas. Through an intentional approach rooted in partnerships, innovation, and systems strengthening, we uncovered valuable lessons that will guide our path forward in addressing Africa's most pressing challenges.

Strategic Partnerships as a Catalyst for Scale and Impact

Partnerships have proven to be the linchpin for scaling solutions and delivering measurable outcomes. Sterling One Foundation deepened its partnerships with global and national players to align strategies, pool resources, and co-create sustainable solutions.

Additionally, our collaboration with Water.org to advance Nigeria's water

value chain and address clean water access gaps underscored the importance of targeted partnerships. Through co-designed solutions, thousands of underserved communities gained access to clean water, improving health outcomes and fostering economic inclusion. Similarly, our work with the UNHCR and other stakeholders in addressing displacement challenges reflected how partnerships can transform fragmented efforts into coordinated, scalable responses. These experiences affirmed that real progress can only be achieved through strong, outcome-driven alliances that connect global expertise to local realities.

Data-Driven Approaches for Real-Time Impact

The integration of data-driven tools has redefined how we design, implement, and evaluate programs. In 2024, we

learned that real-time data gathering is a game-changer for scaling impact and optimizing resources. By leveraging advanced monitoring and evaluation systems, we measured program outcomes with precision, identified emerging challenges early, and adapted strategies to ensure maximum impact.

Programs like MamaBase and the Early Child Learning Advancement Project (E-CLAP) demonstrated the importance of using data to assess gaps and respond with agility. Whether tracking maternal health outcomes or literacy improvements, real-time insights allowed us to make evidence-based decisions and deliver more effective, community-centered interventions. This data-driven culture reinforced accountability, transparency, and the confidence of our partners, laying a strong foundation for sustainable impact.

The Transformative Potential of Youth Engagement

Investing in young people has emerged as one of the most powerful drivers for sustainable change. Through initiatives such as the WASH Innovation Challenge, National Sustainability Week, and our mentorship programs during

International Day of the Girl Child, we witnessed firsthand the boundless potential of Africa's youth to solve systemic challenges.

Engaging over 5,000 NYSC Corps members as WASH Ambassadors, for instance, demonstrated how youth-led innovation can drive behavioral change at scale. Similarly, by empowering over 300 girls through mentorship and leadership training, we not only equipped them with tools for self-determination but also unlocked pathways for them to become future change agents. These experiences reinforced that investing in youth is not just a moral imperative but a strategic priority for building resilient communities and creating generational impact.

Ecosystem Development as a Pathway to Systemic Change

One of the most profound lessons of 2024 was the understanding that systemic change requires building ecosystems where organizations, communities, and institutions can thrive. Through initiatives like the ESG Series, NGO Development Series, and African Union Year of Education Thought Leadership programs, Sterling

One Foundation strengthened the capacities of stakeholders across sectors to deliver sustainable impact.

By establishing knowledge-sharing platforms and equipping organizations with governance, operational, and financial tools, we created ripple effects across entire systems. For instance, our ESG Series brought together key stakeholders to advance responsible corporate governance, while the NGO Development Series provided invaluable resources to grassroots organizations. These interventions underscored the need for collective efforts to build ecosystems that address root causes of inequities and drive holistic development.

Resilience and Adaptability in Complex Realities

Operating in dynamic and often fragile contexts in 2024 taught us the importance of resilience and adaptability. From navigating climate shocks that threatened food systems to implementing health interventions in underserved and conflict-affected regions, we learned that achieving impact requires flexible, community-driven solutions.

For example, programs such as MamaBase adapted to the realities of maternal health delivery in vulnerable regions, ensuring that no mother or child was left behind. These experiences highlighted the need to design programs that are not only impactful but also adaptive to changing realities on the ground.

THE WAY FORWARD



As we look ahead to 2025, the Sterling One Foundation is committed to scaling our impact by deepening partnerships, leveraging innovation, and driving systemic change that delivers long-term results. Our approach will focus on addressing Africa's most pressing challenges through collaboration, technology, and resilience.

Strategic partnerships will remain at the heart of our work, as we strengthen our relationships with the public sector, international organizations, and private sector players to mobilize resources and scale solutions. Platforms such as the Africa Social Impact Summit will continue to serve as critical vehicles for driving investments and aligning efforts toward the Sustainable Development Goals. Similarly, our collaborations with partners like Self Help Africa and UNHCR will expand to tackle clean water access, displacement response, and health outcomes at scale.

Innovation and technology will play a central role in amplifying our programs and improving their effectiveness. By integrating digital solutions across health, education, and climate action, we will ensure greater access, efficiency, and transparency in program delivery. Technology will enable us to reach

underserved populations faster, empower youth with tools for leadership, and bridge systemic gaps across sectors.

Education and Youth empowerment will remain a strategic priority as we expand programs that unlock the potential of young people to become leaders, innovators, and problem solvers. Through mentorship, skills development, and capacity-building initiatives, we will equip Africa's youth with the tools they need to lead transformational change in their communities and beyond.

At the core of our strategy will be a continued focus on ecosystem development. By strengthening organizational capacities, building resilient communities, and embedding systems thinking into program design, we will drive long-term, sustainable outcomes. This approach will ensure that our interventions not only address immediate needs but also contribute to lasting progress.

Through strategic partnerships, innovative solutions, and community empowerment, we remain committed to accelerating sustainable growth and delivering transformative impact that improves lives and strengthens communities across the continent.



For partnership or support please contact us.



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