

BREAKING!!!

EXPOSE- SCANDALOUS STRING OF COVER UP AND OBSTRUCTION OF INVESTIGATION IN ALLEGED GHOST WORKER FRAUD BY DERE SAMUEL OTUBU, CHAIRMAN OF EKO ELECTRICITY DISTRIBUTION COMPANY

IMMEDIATELY THE ALLEGATION OF FRAUD WAS ESCALATED BY THE MD/CEO, THE CHAIRMAN OF WPG LIMITED THE EMPLOYERS OF WOLA JOSPEH CONDOTTI, RECALLED HER TO WPG TO AVOID OBSTRUCTION OF INVESTIGATION IN LINE WITH BEST PRACTICES



West Power & Gas Ltd.
1A Tiramiyu Belo-Osagie Street
Parkview Estate, Ikoyi
Tel: +234 (0) 907-2914-507
RC: 932533
Web: westpowerandgas.com

5 December 2023

Mrs. Wola Joseph-Condotti



Lagos State.

(via email: [REDACTED])

Dear Wola,

LETTER OF RECALL FROM YOUR POSITION AS CHIEF LEGAL OFFICER (CLO) IN EKO ELECTRICITY DISTRIBUTION COMPANY PLC. (EKEDP) PENDING AN INVESTIGATION INTO ALLEGED MISCONDUCT

We received notice of the Demand for Explanation (DFE) dated 22 November 2023 issued to you by the MD/CEO of Eko Electricity Distribution Company Plc. (EKEDP), wherein allegations of misconduct and policy breaches were levelled against you in your capacity as Chief Legal Officer (CLO). We are also in receipt of your email response dated 27 November 2023 in respect of the queries raised in the said DFE.

Given the grave nature of these allegations which carry serious legal consequences if proven, this matter has been referred to the board of directors of WPG for further action. Accordingly, we refer to your Offer of Employment dated 2 October 2013 and hereby recall you from your position as CLO in EKEDP until our receipt of a full report following the ongoing investigation.

In order to finalise the investigation as soon as possible with the least amount of disruption to you and WPG, you may not during this period of investigation, interfere with evidence or the investigation itself, or contact any employee or possible witnesses in connection with the investigation or any related matter.

Furthermore, we note that you are currently on maternity leave and have handed over your responsibilities to Mrs. Ihuoma Chukwuka – Head, Company Secretariat, who acts in your capacity as CLO. We advise that the situation remain unchanged until you hear from us after the conclusion of the investigation in the coming days. Meanwhile, you will continue to receive your monthly pay and all other benefits for the duration of the investigation.

We hope that this conveys the gravity with which we regard this matter.

Yours faithfully,

George Etomi, *FNIALS, NPOM*
Chairman

DERE OTUBU UNILATERALLY AND UNCONSCIONABLY INSTRUCTED WOLA JOSEPH CONDOTTI TO DISREGARD THE RECALL WITH THE PRETENSE TO FAIRLY APPLY THE CONDITIONS OF SERVICE OF EKEDP

From: Dere Otubu <[REDACTED]>
Date: Tue, Dec 5, 2023 at 9:51 AM
Subject: LETTER OF RECALL
To: Alex Okoh <[REDACTED]>, Charles Momoh <[REDACTED]>, Tunji Olowolafe <[REDACTED]>, Simon Ani <[REDACTED]>, Babor E eregor <[REDACTED]>, Tinuade Sanda <[REDACTED]>
Cc: Wola Joseph <[REDACTED]>

Dear wola

I was copied in a letter from Chairman of WPG dated 5th of Dec 2023 recalling you from the position of Chief Legal Officer to EKO DISCO.

Kindly disregard this letter in its Entirety. Eko Disco will Continue with its process of looking into the matter Eko Disco MD who is copied should note accordingly

Regards

Dere Otubu
Chairman Eko disco

On Tue, Dec 5, 2023 at 9:07 PM, George Etomi

<[REDACTED]> wrote:

Dear Dere,

My attention has been drawn to a recent email sent by you to the Chief Legal Officer (CLO) and the MD/CEO EKEDP, among others, instructing that the WPG email containing the CLO's Letter of Recall from EKEDP be disregarded in its entirety.

I am very surprised at this turn of events because instructing the CLO to disregard a directive from the Chairman of WPG, her employer, can be considered an act of encouraging insubordination. This may easily be construed as setting a wrong precedent that could empower management staff to undermine the Directors of the Board at all levels.

As you are aware, WPG is well within its rights to recall any of its staff based on the Operations and Management Agreement executed between WPG and EKEDP. The rights to recall and/or discipline staff are consequential rights of WPG as the CLO's employer. The Letter of Recall to the CLO constitutes standard practice in such cases, pending the conclusion of the investigation and determination of the matter.

Kindly be aware that the issues that have necessitated the recall are very grievous and nothing whatsoever should be done to condone or cover them up. Without prejudice to whatever action you

want to take, WPG will go ahead to conduct a full investigation into the matter and I advise all our nominees on the EKEDC Board not to lend themselves to any cover up.

The instruction to recall stands and ignoring it will be at the peril of whoever does so.

Best Regards,

George

FIGHTING WOLA'S RECALL BY WPG LIMITED CHAIR - ALSO INDICATING THE EXISTENCE OF DISCIPLINARY PROCESS AND WHEN EKEDP'S PUNISHMENT FOR THE OFFENCE BECAME CLEAR TO HIM PLUS THE INSISTENCE OF THE UNION AND OTHER BOARD MEMBERS HE TOLD THE FULL BOARD OF THE NERC THAT THE CONDITIONS OF SERVICE OF EKEDP DOES NOT APPLY TO SECONDED STAFF

From: Dere Otubu <[REDACTED]>

Date: Wed, Dec 6, 2023 at 10:39 AM

Subject: Re: Letter of Recall.

To: <[REDACTED]>, Charles Momoh <[REDACTED]>, Nosa Igbinedion <[REDACTED]>, Simon Ani <[REDACTED]>, TEIN GEORGE <[REDACTED]>, Tinu Sanda <[REDACTED]>, Tunde Fayinka <[REDACTED]>, Tunji Olowolafe <[REDACTED]>, Walter Wagbatsoma <[REDACTED]>, ernest o i <[REDACTED]>

Cc: Wola Joseph <[REDACTED]>

Dear Chairman,

I'm kindly surprised at your letter as I had spoken to you on why your " Letter of Recall " should never have been issued in the first place and was therefore disregarded.

I had pointed out to you that it was clearly improper for you to *singlehandedly* issue instructions of such significance on behalf of WPG and on a matter that relates to you without wide consultations.

Furthermore, these instructions are to officers in a separate company, Eko Disco, with significant government shareholding and its own processes. Issuing threats to Eko Disco staff is kindly ill advised and of no value.

I would therefore kindly request you to allow us the space to conduct the investigations properly.

Without prejudice, I will no more be joining issues with you on this matter as you are expected to recuse yourself.

Be that as it may, you can kindly rest assured that this matter would be handled fairly and with the seriousness it deserves. I would also kindly assure you that we will not protect anyone found guilty of wrongdoing.

Dere

THE ENTIRE BOARDS OF BOTH EKEDP AND WPG KNEW OF DERE OTUBU'S OBSTINACY AND QUESTIONABLE OBSESSION TO COMPROMISE THE DISCIPLINARY PROCESS TO COVER-UP WOLA-JOSEPH CONDOTTI

From: **George Etomi** <[REDACTED]>
Date: Wed, Dec 6, 2023 at 11:51 AM
Subject: Re: Letter of Recall.
To: Dere Otubu <[REDACTED]>
Cc: Charles Momoh <[REDACTED]>, Nosa Igbinedion <[REDACTED]>, Simon Ani <[REDACTED]>, TEIN GEORGE <[REDACTED]>, Tinu Sanda <[REDACTED]>, Tunde Fayinka <[REDACTED]>, Tunji Olowolafe <[REDACTED]>, Walter Wagbatsoma <[REDACTED]>, Wola Joseph <[REDACTED]>, ernest oji <[REDACTED]>

Dear Dere,

Let me remind you that when you spoke to me it was more about how this matter can be suppressed and I told you very clearly that I would not stand for that.

Given the reference to GEP of course I will recuse myself from any investigative panel that will be set up to look into this matter. I do not see how recalling a WPG employee that serious allegations have been made against can be wrong. On the contrary, your assumption of my guilt is what shows your bias and I do not trust any process in this matter that is chaired by you.

I know of people you have spoken to to insinuate my culpability. I will not allow you or anyone else use this inexcusable action of the CLO to tarnish my hard earned reputation.

Thankfully, a thorough investigation will reveal the truth. The FG participation in our business is all the more reason why nothing should be swept under the carpet.

You can do whatever you like but it will not be at my expense.

Best Regards,

George

From: Simon Ani <[REDACTED]>

Date: 13 December 2023 at 20:31:55 WAT

To: earnestoji <[REDACTED]>

Cc: Geor e Etomi <[REDACTED]>, Charles Momoh <[REDACTED]>, Dere Otubu <[REDACTED]>, TEIN GEORGE <[REDACTED]>, Tunde Fayinka <[REDACTED]>, Tunji Olowolafe <[REDACTED]>, Walter Wagbatsoma <[REDACTED]>, Babor Egeregor <[REDACTED]>

Subject: Re: Letter of Recall CLO.

Dear Ernest and Chairman Dere,

I want to respond to both your e-mails regarding the matter of Eko's CLO Wola, as follows :-

Re Ernest's below mail.

Ernest, you have a good point and I agree with you, but you will also note that George has called for a WPG Meeting on the 19th and this matter is already listed on the Agenda. And in one of George's mails to Dere, George has already said he will recuse himself. But your point was in order.

Re Chairman Dere's Mails of 05th December 2023 to Wola copying Eko Directors and 06th December 2023 responding to George and copying WPG Directors and shareholders.

Chairman D,

I'm sorry to say but honestly, I think your mails are ill-advised and inappropriate For two reasons :-

a) WPG have written earlier this year to all of us Directors on Eko's Board, clarifying that we are there representing WPG's interest. We are not there for any other purpose. We are not there representing our own shareholdings. WPG Nominated us to sit there to look after WPG's interests. Also, WPG have written clarifying that we are all 'Non Executive Directors' Including you, Chairman, you are a 'Non Executive Chairman'.
As such, none of us, including you Chairman, have the authority to unilaterally issue orders and directives. We can only do so as part of the Board Meeting Process.
Therefore, it is wrong for you to unilaterally countermand Chairman WPG's E-mail bringing the Wola Matter to WPG Board. If we feel strongly about it and disagree, the WPG Board Room is the time and place to put those arguments forward.

WPG employed all senior Management, Wola is one of them.

And, under the O & M Agreement, WPG have overall supervisory responsibilities for Eko.
The moment we undermine constituted authority we also in the process create room for our own authority to be undermined.

Very serious Allegations have been made against Wola, as a WPG employee it now becomes a WPG matter.

And Dere you cannot openly and brazenly disrespect our holding company chairman and expect people to respect your Chairmanship of Eko.

Given that you didn't consult with or include your colleagues in your personal feud against Mr. Etomi, you are equally culpable of the acts you accuse him of.

-

Like Mr. Etomi and myself, you are also a minority shareholder, yet you acted and wrote in your email as the sole proprietor of the business, so what's good for one is good for all. You also have to disqualify yourself as well because it is clear that you are more interested in the accused Wola, or in the matter, than meets the eye. Moreover Mr Etomi stated in one of his mails that you appealed to him to kill the matter. That alone stops you from any role in the investigation. As a result of your alleged interference and approach to Etomi you have exposed yourself to allegations of unprofessionalism and inappropriate behavior as a Non Executive Chairman.

I therefore implore you Dere, for the sake of safeguarding your credibility as a Non Executive Chairman and to preserve our institutions, that you Please urgently recall your e-mails and recuse yourself from the matter .

-

b) Ernest, I don't know if you are aware, but on 27th November, 2023, Eko Directors received an anonymous e-mail calling out the Wola Ghost Workers Scandal, saying that they had warned us about Wola in the past; but we sacked innocent people and covered up

Then on 4th December we received another anonymous e mail from the same e mail ac at Gmail saying that another week had passed and they are still watching . . .

WE ARE THUS BEING WATCHED !

Everything we do is being watched by over 5,000 staff, who have seen a lot of very poor governance from their leaders (all of us), over the past decade.

Morale is low

Theft is high

Resentment is even higher now !

For once please let us do things the right way, and at least come out of this with a little respect in front of all our staff and our stakeholders, even if we cannot recover our money, which we should !

-

I believe Wola's recall is the right thing to do in a matter of this gravity. Her subordinates will need to be interviewed and some of them taken on record . Her presence will intimidate them and she can interfere with the investigation process. It is the norm (standard practice) everywhere in the world where there is serious allegations of malfeasance or misconduct or misdemeanor, that such persons steps aside for thorough investigations to be carried out.

I am shocked that anyone of us will try to interfere in this matter, considering the potential consequences of the allegations.

The real issue is how much more of these acts have gone undetected. How many ghost workers do we have in our over 5,000 staff and who are their sponsors or fellow conspirators

I am sure we all recall how Ucak was paid multiple times on same invoice. A lawyer was paid twice and both monies recovered and matter left to fizzle out.

Thousands of Meters have been sold instead of being deployed to our customers. Where are the meters ? Where is the money they were sold for . . .

And So On And So On . . .

-

These should be of more concern for us all as investors, not bickering over a petty show of power-Eko vs WPG, while investors are losing money.

The far reaching consequences of Chairman D's countermand of George's letter, I believe wasn't properly thought through. The sooner we retrace and harmonized positions, the better for us all

My view is that the WPG letter should remain and NOT be withdrawn since it's her staff that is being called to question.

A WPG committee should immediately be set up to investigate the allegations whilst Wola remains recalled until conclusion of investigations.

Lastly Unity and Integrity should be our guiding principle in these very trying times

Thank

MR. BABOR'S PRINCIPLED OBJECTIONS - FOLLOWING THE CONSTITUTION OF A DISCIPLINARY COMMITTEE BY THE BOARD OF EKEDP HEADED BY DR. TUNJI OLOWOLAFE, DERE OTUBU AGAIN TRIED TO UNILATERALLY EXPAND THE COMMITTEE'S SCOPE OF REFERENCE TO PROVIDE LATITUDE FOR HIM TO FALSELY INDICT THE MD/CEO TINUADE SANDA THEN NEGOTIATE THE RELEASE OR COVER UP OF WOLA JOSEPH CONDOTTI

INFACT DERE OTUBU DESPERATELY TOOK OVER THE RESPONSIBILITY OF THE COMPANY SECRETARIAT TO PERSONALLY 'EXTRACT' AND PREPARE TERMS OF REFERENCE THAT WERE UNKNOWN TO THE COLLECTIVE BOARD OF EKEDP

From: **Dere Otubu** <[REDACTED]>

Date: Thu, 28 Dec 2023, 11:05

Subject: 'Terms of Reference for Investigation Committee

To: Tunji Olowolafe <[REDACTED]>, Tunji Olowolafe <[REDACTED]>

Dear Chairman HR,

I refer to the directive of the board for the HR Committee to investigate the allegations made against the CL. Pls find attached the terms of reference.

Regards

Dere otubu

From: **Babor Egeregor** <[REDACTED]>
Date: Thu, Dec 28, 2023 at 10:05 PM
Subject: Re: 'Terms of Reference for Investigation Committee
To: Tunji Olowolafe <[REDACTED]>
Cc: [REDACTED], Alex A Okoh <[REDACTED]>, Simon Ani
<[REDACTED]>, Tinuade Sanda <[REDACTED]>

Dr, Please Deliberating on this extraneous Terms of Reference as singularly and surreptitiously introduced by Mr.Otubu who openly admitted to being conflicted will be tantamount to deliberating on falsehood and illegality.

As Chairman,Legal,Corporate Governance and Regulatory Compliance Committee I am obligated not just to my shareholders, the company (partly Federal Government owned and my God,to stand on the side of truth at all times.

We must be governed by the resolutions of the board,which is the highest decision making body of the company. Mr Otubu is acting as an executive chairman which he is not and definitely not an emperor as he is attempting to be . When we do things like this then we are saying we have thrown caution, corporate and good governance out the window. When we get to that meeting I won't be a part of this fake and fabricated terms of reference . God forbid !

Above were the reasons I decided to send my earlier mail to you as against the earlier decision to await commencement of tomorrow's meeting

From: **Babor Egeregor** <[REDACTED]>
Date: Thu, Dec 28, 2023 at 8:21 PM
Subject: Re: 'Terms of Reference for Investigation Committee
To: [REDACTED], Tunji Olowolafe <[REDACTED]>
Cc: Alex A Okoh <[REDACTED]>, Simon Ani <[REDACTED]>, Tinuade Sanda
<[REDACTED]>

Dr-(Chairman Investigation Committee)

I feel I should urgently raise my objections on the email you sent to us which had an email trail from Mr.Dere Otubu highlighting what he (otubu) referred as "Terms of Reference".

I actually wanted to await the commencement of the meeting tomorrow before raising my concerns; but thought against that position as this pertains to falsehood and outright miscommunication of what we discussed at the board meeting. Hence this mail.

It might interest you to know that this supposed Terms of Reference emanating from Mr.Otubu is at best his sole idea and completely at variance with the board resolution asking us to investigate the CLO and the allegations of ghost workers as raised by the MD..

I am therefore at a loss to Mr.Otubu's reference to investigation of any other parties outside of the board resolution. Also recall, that Mr. Otubu had earlier made moves to kill / cover up this matter by reaching out to George Etomi as captured in Mr Etomi,s mail to us all. I also recall that Mr.Otubu confirmed at the last board meeting that he was conflicted and me and your good self vehemently denied being conflicted in any way. Hence the Committee cannot in all good conscience accept a terms of reference solely crafted by him from whatever source that didn't emanate from our board meeting.

At best other parties can be invited to testify if and when the need arises.

These extraneous allegations against persons not discussed nor named in our very detailed and extended meeting now being introduced into this otherwise simple matter is at best kicking the can down the road. Ultimately the truth will prevail.

Please kindly consider my concerns and take appropriate measures to allow us abide by the board resolution on this subject matter.

Thanks and kindest regards

Babor

DR. TUNJI OLOWOLAFE'S RESPONSE TO CONCERNS OVER UNILATERAL EXPANSION OF TERMS OF REFERENCE

From: **Tunji Olowolafe** <[REDACTED]>

Date: Thu, Dec 28, 2023 at 11:00 PM

Subject: Re: 'Terms of Reference for Investigation Committee

To: Babor E. Ere or <[REDACTED]>

Cc: d [REDACTED], Alex A Okoh <[REDACTED]>, Simon Ani <[REDACTED]>, Tinuade Sanda <[REDACTED]>

Dear Babor

I am sure there is a misunderstanding

I sent to all members of HR committee a memo sent to me by Chairman Eko disco

When we meet tomorrow, we will deliberate on how we intend to handle the assignment from the board

I am not in a position to comment further

Kind regards

Tunji Olowolafe

FOLLOWING COMMITTEE'S IMPASSE ON COMPLYING WITH THE C'O'S FAIRLY AND PROMPTING AND THE RESULTANT MEDIA ESCALATION AND STAFF/UNION AGITATIONS DERE OTUBU THREATENED DR. TINUADE SANDA

HE ACKNOWLEDGED CALLS FROM WHISTLE BLOWERS AND BAD PRESS BUT REFUSED TO ACKNOWLEDGE THAT THE TRIGGER IS CONNECTED TO THE FAILURE OF THE BOARD UNDER HIS COMPROMISED LEADERSHIP THEN MANDATES THE MD TO WAVE THE WAND TO DISPEL ARISING CONSEQUENCES

From: Dere Otubu <[REDACTED]>
Sent: Sunday, 14 Januar 2024 21:25
To: Tinuade Sanda <[REDACTED]>; Tunji Olowolafe <[REDACTED]>; Charles Momoh <[REDACTED]>; Babor Egeregor <[REDACTED]>; Simon Ani <[REDACTED]>
Subject: Saharareporters Publication on Ghost workers

WARNING: This is an External Email! Do not click on any link or attachment unless you recognize the sender and know the content is safe.

Dear MD,

I acknowledge receipt of your message about the information in Sahara Reporters relating to the petition on Ghost Workers.

Kindly note that as MD your primary responsibility is to protect the company from attacks such as this.

Recall that we have been under unprecedented assault from whistle blowers, the Union and the press since the matter came up.

You are kindly instructed to take action and protect the integrity and image of the company, the directors, shareholders and all stakeholders from such attacks.

As a company, we will only be guided by our corporate decision making structure led by the Board which will not allow itself to be intimidated or blackmailed by these negative actions.

Kindly show leadership and competence and treat this matter as extremely important and urgent. The Board will take all necessary action to protect the company if Management fails to do its job.

Regards

Dere Otubu
Chairman EKEDP

THE MD, DR. TINUADE RESPONDED BY RESTATING HER FIDELITY TO CORPORATE GOVERNANCE CRISIS MANAGEMENT AND ALSO URGED DERE OTUBU TO HONOURABLY STOP DUPLICITOUS OUTLOOK TOWARDS THE STAFF AND THE UNION BY FOLLOWING THE RULES OF THE COMPANY

----- Forwarded message -----

From: **Tinuade Sanda** <tinuade.sanda@ekedp.com>

Date: Mon, Jan 15, 2024 at 4:14 PM

Subject: RE: Saharareporters Publication on Ghost workers

To: Dere Otubu <[REDACTED]>

Cc: Tunji Olowolafe <[REDACTED]>, Charles Momoh <[REDACTED]>, Babor

Egeregor <[REDACTED]>, Simon Ani <[REDACTED]>

Good afternoon, Chairman,

Thank you for your below mail, and trusting this email meets you well.

As the MD, I have at all times taken steps to ensure the protection of the Company's integrity and brand, which was why, I initiated the ghost workers queries in the first place after I was alerted by a whistle blower within the Company and did some investigations:

(A) On 27th Nov, when the email from a "Third Eye" was sent to the Board, I immediately forwarded the email to JP Attueyi to trace it and unravel the source. Unfortunately, the email was traced to an IP address in US.

(B) On Friday, 12th, when another email was received from a whistleblower claiming himself/herself to be a staff, I requested JP to do a similar search, and he has now requested the originating email which I will forward to him shortly.

(C) I discreetly and carefully managed the Vice Chairman of NERC when he reached out on the matter to avoid any outburst or unwanted action from NERC.

(D) On 10th Jan, when I received the letter from NUEE, I immediately forwarded it to the Board and sought guidance on what response to provide or how to deal with the matter, and I am yet to get guidance in this regard.

(E) On Friday the 12th, I also shared with the Board, the Head Corporate Comms' report that Sahara Reporters reached out to him the night before but again, you told me you would revert, and you never got back to me.

(F) I have internally managed several staff who have come into my office at different times requesting updates and justice on the matter without escalating this to the Board as my automatic reflex instinct is always to defend and protect our Company.

There can be no doubt whatsoever of my understanding of the MD's role and my consistent defence of the Company at all times, whether in crises such as the present matter or in relation to NERC or any other party. I always protect the integrity and image of the company at all times and continue to do so unflinchingly.

However, it is clear that the staff are anxious to know how the matter will be investigated and decided. This has been their clamour since this matter was escalated to me in November 2023.

There is a feeling of resentment amongst Staff at the way the Company handled previous instance of job abandonment for relatively small amounts, yet here, a senior officer has been accused on a similar issue, and for much larger sums of money, yet no visible actions. There is a strong and growing perception of injustice and double standards.

NEXT STEPS:

I note the following from your below mail :-

“You are kindly instructed to take action and protect the integrity and image of the company, the directors, shareholders, and all stakeholders from such attacks.”

My recommendation to “*protect the Company from such attacks*” would be that Chapter 10 of the Company’s Conditions of Service (CoS) should be applied. Please note that Paragraph 10, page 40 (New CoS) and page 38 (Old CoS) state that *an employee may be interdicted from his/her duty if he is suspected to have committed an offence which under this chapter attracts dismissal as the penalty, provided that disciplinary proceedings have been or are being instituted against him*”.

This would send a clear message to all staff and external observers that the Company does not have double standards, that the same process that has been applied to junior staff in the past is being applied today to senior staff, Etc. This will go a long way to assuage and pacify feelings which will give the time needed for the HR Committee to complete their investigation and submit their report to the Board.

You would agree with me, Sir, that this is not an operational matter, hence, authority on matters such as this clearly lies with the Board.

Therefore, I kindly await your further directives, sir(s).

Best Regards,

BEYOND THE AGT. DG OF THE BPE'S PRINCIPLED OBJECTIONS, CLEARLY DR. TINUADE SANDA, MESSRS. BABOR EGREGOR AND SIMON ANI CONTINUOUSLY REGISTERED THEIR RESERVATIONS AT SUPPRESSING THE COMPANY RULES AND UNEQUAL TREATMENT OF STAFF

SIMON ANI WAS IRKED WHEN HE WROTE AS FOLLOWS:

----- Forwarded message -----

From: **Simon Ani** <[REDACTED]>
Date: Sat, Feb 3, 2024 at 11:00 AM
Subject: Re: NOTICE OF THE 51ST BOARD OF DIRECTORS MEETING (EMERGENCY) OF EKO ELECTRICITY DISTRIBUTION PLC (EKEDP)
To: Dere Otubu <[REDACTED]>
Cc: Charles Momoh <[REDACTED]>, Tunji Olowolafe <[REDACTED]>, Babor Egeregor <[REDACTED]>, Tinuade Sanda <[REDACTED]>, [REDACTED] <[REDACTED]>, Ihuoma Chukwuka <[REDACTED]>, Ochuwa Dirisu <[REDACTED]>, funke hussain <[REDACTED]>

Good Morning Chairman,

I was surprised and appalled to wake up this morning to see the below mail calling an emergency Board meeting to deliberate on the special HR Investigation committee's report, for the following reasons :-

1. Our Committee are yet to meet and review a report which I believe is a draft only submitted in the last day or so,
How can we call a Board meeting to deliberate on a report which is yet to be finalized and submitted ?
Except if the outcome has already been decided and these meetings are all only a smokescreen ?
Is this the message we really want to send out to the many interested observers of this matter Sir ?
2. The person at the center of the allegations being investigated has recused herself from the company's affairs, in lieu of invoking the Company's CoS disciplinary measures, interdictment, Etc.,
In this context, her recusal from the Company's Affairs should be absolute, so how can you now copy this person openly in a Board Meeting to discuss the allegations against her ?
3. I think the correct protocol, which we have followed as long as I have been a Director, is that we copy the DG of BPE, I do not recall multiple persons at BPE being copied into any previous calls for meetings or Notices, Etc.,
Why are we now deviating from this protocol ?
4. I thought there are rules governing how to call Meetings, even Emergency Meetings, certain time needs to be given, Etc.,
Why are we now waiving our own constituted rules ?

The above are formal thoughts occurring to me,

In addition, on a practical level, how do you think it looks to the outside world, that the HR Meeting to review the 1st draft of their investigation report is called for 2 PM today, then at midnight last night, an E-mail goes out calling for an Emergency Board Meeting to review the Committee's report at 3 PM today ?

Even to the most disinterested observer, don't you think we are sending a clear signal that this whole process is contrived, that the desired outcome has already been decided . . .

And this after so many warning signals from the NLC, from NERC, Etc . . .

Please Sir, recall the call for an Emergency Board Meeting, allow the Committee to do their work and submit their report to The Board, circulate the report to the Board Members, then call for the Board meeting allowing sufficient time for the report to be digested,

At least let us pretend that we are observing minimum due process and governance protocols

Lastly, please recall my earlier mail where I cautioned against actions which may damage our Company, Individual Shareholders will take steps to safeguard their investments,

Thank you and Best regards

Simon