

MINUTES OF THE 6TH MEETING OF THE SIXTH NATIONAL STAKEHOLDERS WORKING GROUP (NSWG) HELD ON THURSDAY, 9TH MAY 2025

The National Stakeholders Working Group (NSWG) met on May 9, 2025, both virtually and at the Sun Haven Hotel in Umuahia, Abia State.

Attendance

S/N	Name	Designation
1.	Sen. George Akume CON	Chairman
2.	Amb. Matthew Sunday Adoli MFR	Representative of North-Central Zone
3.	Prof. Abubakar Mu'azu	Representative of North-East Zone
4.	Barr. Musa Abdullahi Lawan	Representative of North-West Zone
5.	Chief Israel Ikechukwu Ikwuegbu	Representative of the South-East Zone
6.	Dr. Stephen Leo Akpan	Representative of South-South Zone
7.	Dr. Erisa Danladi Sarki	Representative of the Civil Society
8.	Dr. Ngurunbur Lovette Ononuga	Representative of FIRS
9.	Mr. Dele Ayanleke	Representative of Miners Association, Nig.
10.	Engr. Nkechi Isigwe	Representative of Women/Geo-Scientists
11.	Dr. Orji Ogbonnaya Orji	Executive Secretary/CEO

Apologies

1.	Mr. Gwueke Ajaifia	Representative (OPTS)
2.	Mr. Olasupo Abdel-Jeleel Taiwo	Representative of South-West Zone

Absent

1.	Comrade Williams Akporeha	Representative of NUPENG
2.	Representative of NNPC	

Observer

1.	His Excellency, Pieter Leenknecht	Ambassador of Belgium to Nigeria
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NEITI Staff in Attendance

❖	Mrs Jane Onwumere	Director Legal Services
❖	Mrs. Sadiya Gashinbaki	Team Leader, Legal Services

REFERENCE: NSWG/01/2025	
1	1.0 OPENING: The Meeting commenced at 11:10 am with the rendition of the First
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3	2.0 REVIEW AND ADOPTION OF THE AGENDA
4	NSWG Members reviewed the agenda. Barr. Musa Abdullahi Lawan, representative of the
5	
6	North-west geopolitical zone, noted that an additional item on the review of key issues from
7	
8	the Management Retreat needed to be included. The NSWG unanimously agreed to include
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10	this as Agenda Item 7 before the Chairman called for its adoption.
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12	Chief I. Ikwuegbu, South-east zonal Representative, moved a motion for the adoption of the
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14	agenda, and was seconded by Engr. Nkechi Isigwe, representative of Gender and Geo-
15	
16	scientists
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18	2.1 TIMELY CIRCULATION OF BOARD DOCUMENTS
19	Prof. Abubakar Mu'azu, North East Zonal Representative, emphasised the need for timely
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21	circulation of Board documents before meetings, citing the voluminous nature of materials.
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23	In response, the Executive Secretary noted that relevant documents are routinely uploaded to
24	
25	the designated communication platforms but assured the Board of improved access and
26	
27	circulation going forward.
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29	3.0 CHAIRMAN'S OPENING REMARKS
30	The meeting commenced with remarks by the NSWG Chairman, the Secretary to the
31	
32	Government of the Federation (SGF), Senator George Akume Ambassador. He congratulated
33	
34	the Executive Governor of Abia State, Dr. Alex Otti; the NEITI Executive Secretary, and the
35	
36	Secretariat for sustaining momentum and successfully coordinating the retreat.
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38	3.1 GOODWILL MESSAGE FROM THE BELGIAN AMBASSADOR
39	Ambassador Pieter Leenknecht, the Belgian Ambassador to Nigeria, delivered brief remarks,
40	
41	expressing regret for not being able to attend the retreat physically due to other official
42	
43	engagements. He expressed hope that the sessions had been fruitful and reiterated his keen
44	
45	interest in NEITI's discussions on Nigeria's energy transition, a matter of strategic
46	
47	importance to Belgium. He noted that energy transition remains a significant global challenge
48	
49	and acknowledged Nigeria's vulnerability to external shocks due to its reliance on fossil fuels,
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51	citing recent inflation and declining oil prices as examples. The Ambassador commended
52	
53	NEITI and the NSWG for proactive steps in addressing these issues and expressed interest in
54	
55	the retreat's final report. The Executive Secretary, on behalf of the NSWG and NEITI
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57	Secretariat, thanked the Belgian Ambassador for his consistent support and engagement.
58	

33	3.2 INTRODUCTION OF FIRS REPRESENTATIVE AND REVENUE UPDATE
34	The Executive Secretary briefed the Board on recent engagements with the Executive
35	Chairman of the Federal Inland Revenue Service (FIRS), Dr. Zacch Adedeji, regarding the
36	absence of participation of the Service on the Board. He informed members that FIRS in
37	response has nominated Dr. Ngurunbur Lovette Ononuga, a highly competent professional
38	whose inclusion brings a wealth of experience and enhances gender representation on the
39	Board. The Executive Secretary also noted that 2 nominations were initially received but that
40	has been addressed. Dr. Ononuga introduced herself, thanked the Executive Secretary for his
41	professionalism in resolving the dual nominations without controversy, and expressed her
42	honour at being appointed to the Board. She assured members of her commitment to
43	contributing to NEITI's work.
44	4.0 MINUTES OF LAST MEETING
45	The minutes of the meeting held on 12 December 2024 were reviewed, and members
46	highlighted their comments, observations, and corrections.
474	Representative of the South-east geopolitical zone, moved a motion for the adoption
8	of the minutes, and Representative of Civil Society, seconded the motion, subject to
49	corrections.
50	Corrections and follow-ups noted from the previous minutes:
51	➤ Page 273: Noted ongoing plans to engage state-level stakeholders.
52	➤ Page 291: Correction -"Eastern Obolo" is the correct location, not "Ikot Abasi,
53	Akwa Ibom".
54	➤ Page 394: A recommendation on the said page will be moved forward as part of
55	the Board's resolutions.
56	4.1 MATTERS ARISING
57	Matters arising from the minutes were reviewed as follows:
58	4.1.1 Absence of the FIRS Representative
59	The Executive Secretary welcomed the FIRS Representative to the meeting as the
60	newly appointed representative of the Federal Inland Revenue Service (FIRS).
61	He appreciated the nomination as he believed she would make a good addition to the
62	NSWG. Dr. Ononuga was invited to introduce herself. She expressed appreciation
63	and stated her willingness to contribute meaningfully to the work of the NSWG. The
64	NSWG acknowledged the nomination of Dr. Ononuga to represent FIRS and
65	welcomed her on board.

66	4.3 NEITI Staff Promotions
67	The Executive Secretary stated that a report on staff promotions is expected to be
68	presented to the Board by the Human Resources and Ethics Committee later in the
69	meeting. It was noted that the report on staff secondments should have been included
70	under staff-related matters arising. This will be addressed in subsequent meetings.
71	4.4 Stakeholder Constituency Engagement
72	It was noted that introductory letters were still pending and should be expedited.
73	Representative of Gender/Geo-Scientist emphasised the importance of
74	acknowledging inputs from all constituencies, particularly at the sub-national.
75	4.5 2025 Budget
76	The Executive Secretary informed the NSWG that as at the date of reporting, only two (2)
77	months' overhead releases have been received. He further noted the releases were made based
78	on the 2024 budget, and not the 2025 budgetary provisions causing a deficit.
79	The issue of staffing zonal offices was also discussed, and the Executive Secretary
80	responded that efforts will be made to include provisions for zonal offices in the
81	2026 budget.
82	Representative of the North- central zone enquired if donors earmark funds for NEITI and
83	what the typical annual amounts are. The Executive Secretary responded that donor agencies
84	do not provide fixed or earmarked funding; instead, they manage their disbursements, which
85	is why government commitment remains crucial. He noted that NEITI received support from
86	the Ford Foundation, with funds held in a dedicated CBN account. Expenditures are strictly
87	tied to the energy transition project, in line with the agreed Terms of Reference and approved
88	activities.
89	Representative of South-east geopolitical zone suggested the need for a long-term
90	solution to NEITI's funding challenges. He proposed that NEITI explore the
91	possibility of becoming financially independent by positioning itself as a revenue-
92	generating agency, similar to FIRS or CBN.
93	5.0 Executive Secretary's Status Updates
94	5.1 Introduction
95	The Executive Secretary welcomed NSWG members to his hometown, Umuahia, Abia State,
96	and expressed appreciation to the Executive Governor of the State, Alex Otti for the warm
97	reception. He noted that the meeting provided an opportunity to reflect on progress, report
98	achievements, and realign NEITI's vision under the EITI framework.

99	5.1.2 Four Years of Strategic Stewardship (2021–2025)
100	He reported that he marked his fourth anniversary in office on 19 February 2025, recalling
101	NEITI’s transformation from an institution plagued by funding crises, weak governance, and
102	eroded trust to one that is now institutionally stronger, strategically focused, and
103	operationally resilient. He credited past and present NSWG Boards for their support.
104	5.1.3 Institutional Transformation
105	NEITI reconstituted the 5 th and 6 th NSWG, secured a permanent office after 20 years in rented
106	spaces, recruited 70 young professionals, and expanded its structure from four to seven
107	directorates. Operational systems were modernized with ICT upgrades, vehicles, a new Data
108	Centre, reliable power supply, improved Staff welfare, while trust with the global EITI and
109	stakeholders was restored through stronger advocacy, research, and communication.
110	5.1.4 Key Milestones in 2025
111	Despite funding constraints, NEITI prepared for the 2024 EITI Reports, advanced the Data
112	Centre project, produced two policy briefs (tax governance and sub-national debt
113	sustainability), and developed a policy alert on oil and gas asset divestments. Stakeholder
114	mapping tools were rolled out, HR and Governance Manuals reviewed, staff promotions
115	conducted, and security systems upgraded. Pre-validation consultations were also held with
116	the EITI Secretariat ahead of Nigeria’s 2026 validation.
117	5.1. 5 Strengthening Global EITI Leadership
118	NEITI sustained active global engagement, participating in the EITI Board meeting in
119	Arusha, Tanzania, and bilateral consultations on Nigeria’s 2026 validation roadmap. Nigeria
120	contributed to global working groups on energy transition, SOEs, and commodity trading,
121	reinforcing its leadership role.
122	5.1.6 Key Outcomes from the Arusha Board Meeting
123	The Board adopted a new outcome-based validation methodology and mandated disclosures
124	on energy transition, critical minerals, and emissions. It reinforced contract disclosure, civic
125	space protections, and civil society engagement. Nigeria was commended for reforms in
126	beneficial ownership transparency and its Data Centre initiative.
127	5.1.7 2025 A Year of Continuity and Completion
128	The Executive Secretary emphasized that NEITI would consolidate progress and complete
129	key initiatives in 2025, including publishing the 2024 Industry Reports, operationalizing the
130	Data Centre, upgrading NEITI House, delivering research and policy advisories, and
131	strengthening capacity-building and stakeholder engagement. NEITI would also support

131	TUGAR's anti-corruption coordination efforts and advocate performance-based incentives.
132	5.1.8 Challenges
133	He highlighted delays in budget releases and financial constraints limiting workplan
134	execution. He also reported orchestrated blackmail attempts by fictitious Civil Society
135	Organizations misusing FOI requests to intimidate NEITI, alongside petitions based on false
136	claims about revenue recoveries. NEITI has reported these threats and reaffirmed its
137	commitment to protecting institutional integrity.
138	He concluded his report by urging the NSWG to view 2025 not only as the end of a leadership
139	cycle but as the start of NEITI's next evolution.
140	5.2.0 COMMENTS ON THE EXECUTIVE SECRETARY'S REPORT
141	5.2.1 Human Resources and Staffing: The Civil Society Representative, sought
142	clarification on NEITI's current staffing profile.
143	The Representative of the South-south geopolitical zone requested for a comprehensive
144	staff list be disaggregated by state of origin.
145	5.2.2 Budget, Finance, and Asset Management: Representative of the North-West
146	geopolitical zone commended the Secretariat's progress but expressed concern that only two
147	financial releases had been made in the past five months despite an approved budget. He
148	urged the creation or maintenance of an asset register to document institutional achievements
149	and enhance transparency. The Representative of the South-south geopolitical zone
150	requested details of NEITI's current financial position, including assets, liabilities, the status
151	of the World Bank grant, and information on the engagement of Independent Administrators
152	covering the selection process and supporting documents submitted to the Board for approval.
153	5.2.3 Civil Society Engagement and Civic Space
154	➤ The Representative of the South-east geopolitical zone proposed that the NSWG, through
155	its CSO representative, should compile and maintain a verified list of credible CSOs to
156	curb the increasing number of frivolous petitions from unverified groups.
157	➤ The Representative of FIRS recommended establishing a CSO registration portal on the
158	NEITI website. She cited the FIRS model, which includes maintaining a central database
159	of accredited representatives, conducting due diligence, and screening organisations to
160	confirm CAC registration, valid TINs, and lawful operations.
161	➤ The Miners Association of Nigeria stressed the need for NEITI to develop strategies to
162	protect itself against blackmail, undue pressure from certain CSOs, and misuse of the
163	Freedom of Information Act.

164	➤ The Representative of the North-east zone observed the need to avoid restrictions on the
165	civic space, particularly the academia and credible CSOs. He categorised CSOs into
166	NGFs (Non-Governmental Families), family-led groups with limited transparency and
167	properly Registered NGOs, legally registered at the state or federal level, often
168	community-based. He supported the due diligence framework proposed by the FIRS
169	Representative but cautioned that even registered CSOs could engage in frivolous
170	activities. He also advised strengthening public information access, noting that
171	completion of the NEITI Data Centre would aid this effort.
172	➤ The FIRS Representative requested clarification on the commencement date of the Data
173	Centre project, and whether its progress had been affected by delays in budgetary
174	releases.
175	➤ Representative of the North-central geopolitical zone emphasised that all executive
176	appointments in a democratic system should have defined tenures, with removal based
177	solely on non-performance or dereliction of duty.
178	➤ It was noted that all communication to the Secretariat should be routed through the
179	Executive Secretary for proper coordination.
180	➤ The Representative of Civil Society raised concerns about incorporating remedial
181	measures for host communities at the pre-qualification stage of extractive projects.
182	5.2.4 RESPONSE FROM THE EXECUTIVE SECRETARY TO COMMENTS
183	ON HIS REPORT
184	The Executive Secretary responded to questions and comments from his Status report as
185	follows:
186	➤ On security of tenure, he explained that federal appointments fall into two categories:
187	those requiring National Assembly confirmation, which have constitutionally secured
188	tenure, such as the Code of Conduct Bureau, INEC, and the Federal Civil Service
189	Commission and those without security of tenure, appointed and removed at the
190	President's discretion. NEITI, he noted, has consistently advocated for measures that
191	prevent leadership vacuums, regardless of category, especially as it's tied to EITI
192	validation and Nigeria must comply to laid down requirements as a member.
192	➤ On staffing, the Executive Secretary reported that NEITI currently has 103 employees,
193	with full details covering names, qualifications, designations, gender, grade levels, states
194	of origin, and dates of first appointment publicly available on the NEITI website. Staff
195	represent all states of the federation except Taraba.

196	➤ Addressing remarks about civil society organisations (CSOs), the Executive Secretary
197	characterised certain recent criticisms by CSOs as unfounded and indicative of a lack of
198	understanding of NEITI's work. While noting the tendency of some groups to act without
199	accountability, he emphasised the need for caution to protect the organisation's
200	reputation. He also confirmed that blackmail attempts and threats have been
201	reported, and NEITI remains committed to defending its integrity.
202	➤ In addition, he informed the Board that NEITI is conducting three research studies, one
203	ongoing and two yet to commence. Two of these, prepared in-house by the Policy,
204	Planning and Strategy Department, are policy briefs soon to be released. One brief
205	examines the cost of borrowing and debt servicing by state governments, the implications
206	of FAAC allocations and instant deductions, and contrasts financially strained states with
207	those investing in infrastructure and generating substantial IGR. These briefs when
208	completed will be shared with relevant policy makers and key stakeholders to inform
210	policy decisions, in line with EITI's call for stronger internal resource mobilisation at the
211	state level.
212	➤ On the Energy Transition project, the Executive Secretary clarified that it is funded by
213	the Ford Foundation with \$100,000.00 managed directly by the Foundation and domiciled
214	in the Central Bank of Nigeria. NEITI's role is limited to facilitating project activities,
215	including negotiating travel support for participants, an arrangement secured in this
216	instance, unlike with some past donor programmes
217	➤ On Procurement for NEITI Industry Audits, he noted that Board approvals related to the
218	terms of reference for consultancy work are obtained from the Board, while the actual
219	selection and engagement of consultants are handled through the Bureau of Public
220	Procurement.
221	➤ He confirmed that NEITI maintains a comprehensive asset register under the Finance and
222	Accounts Department and operates a functional CSO portal.
223	➤ On the Data Centre Project conceived in 2022 upon his assumption of office, he recounted
224	that the World Bank initially committed \$300,000.00. Following the 2023 elections and
225	discussions with the Minister of Finance, the project was incorporated into the national
226	budget, securing funding in the 2024 budget with potential allocations in 2025. However,
227	he cautioned that timely fund releases remain a challenge.
228	➤ The Executive Secretary clarified that the bid rounds observations and report
229	communicating recommendations were still at an early stage. While NEITI continues to

230	follow up with NUPRC, the plan is to capture required information processes in the
231	NEITI industry Audits
232	➤ On NEITI audited Financial Statements, he confirmed that the organisation's audited
233	financial statements are up to date, with the 2024 audit ongoing. Upon completion, these
234	statements are transmitted to the Public Accounts Committee of the National Assembly,
235	the Auditor-General for the Federation.
236	6.0 Stakeholder Constituency Reports
237	6.1.1 Civil Society (CSO)
238	The Representative of the Civil Society stated that the CSO constituency contributed to
239	the NEITI Work Plan but was not formally informed of the final approved version. She
240	called for improved communication and timely feedback to stakeholders. She also
241	highlighted CSO-led capacity-building sessions held in November and December 2024 on
242	EITI implementation and shrinking civic space. In addition, she emphasized the need to
243	revalidate and update the database of extractive sector CSOs to improve coordination and
244	communication.
243	6.1.2 Exit of observer from the meeting
244	Ambassador Pieter Leenknecht of the Belgian Embassy who attended the meeting as an
245	observer was excused to attend to another engagement. He briefly commented on the EITI
246	Validation Action Plan and indicated his willingness to revisit the matter at a later date.
247	6.1.3 Companies and Industry Constituency
248	The Miners Association of Nigeria, reported that a planned stakeholders' meeting was
249	postponed due to logistical challenges but would be rescheduled. He noted that the over
250	₦6 billion revenue announced by the Ministry of Solid Minerals was largely driven by
233	increased fees rather than higher production and cautioned that rising fees were adversely
234	affecting indigenous operators. He advocated for a more inclusive fiscal regime and
236	reaffirmed the constituency's commitment to supporting NEITI and the Industry Audits.
235	In response to questions on local content, he noted that enforcement rests with the relevant
236	regulatory agencies. The Gender representative added that local content provisions
237	currently apply mainly to the oil and gas sector, although efforts are underway to extend
238	similar principles to other sectors.
239	6.1.4 Nigerian National Petroleum Company Limited (NNPCL)
240	The Executive Secretary informed the Board that the NNPCL representative had been
241	reassigned and proposed that letters be sent to request the nomination of a new

242	representative and to appreciate the outgoing representative, Mr. Umar Ajia. He further
243	noted that a congratulatory letter had already been sent to the new GCEO of NNPC.
244	6.1.5 Federal Inland Revenue Service (FIRS)
245	The Representative of the FIRS reported that FIRS exceeded its 2024 revenue target,
246	collecting ₦21.7 trillion against a target of ₦18 trillion. She also reported that ₦6.11
246	trillion was collected in the first quarter of 2025, representing 97% of the quarterly target,
247	with non-oil revenue accounting for 73% of collections. She attributed the performance to
248	tax reforms, digitalisation, and data-driven administration and requested that the NSWG
249	formally congratulate the FIRS Executive Chairman on the passage of four revenue-
250	related bills.
250	6.1.6 Women in the Extractive Sector The
251	Gender representative noted funding challenges affecting planned activities. Members
252	stressed the need for structured reporting arrangements. The Executive Secretary recalled
253	that the NSWG had previously adopted a constituency reporting template and undertook to
254	recirculate it.
255	6.1.7 Zonal Constituency Reports
256	Zonal Representatives reported on stakeholder engagements and highlighted the need for
257	formal introductions to State Governors and key stakeholders to facilitate effective
258	engagement. Members also reported challenges relating to environmental disputes, limited
259	access to stakeholders, and insufficient sensitisation on EITI processes.
260	During deliberations, the representative of the Miners Association of Nigeria expressed
261	concern over the low participation of mining companies in the Companies Forum. The
262	Executive Secretary clarified that while the Forum is primarily an industry platform,
262	arrangements would be made for a broader policy engagement involving Zonal
263	Representatives and industry stakeholders on EITI implementation issues.
264	7.0 REPORT OF THE NSWG COMMITTEES:
265	7.1 REPORT OF THE CIVIL SOCIETY STEERING COMMITTEE REPORT
266	Dr. Erisa Danladi, Representative of the Civil Society and Chair of the Civil Society Steering
267	Committee reported that the CSSC held the first quarter meeting of 2025 virtually, with
268	participation from members and the Strategic Think Tank. She reported that key discussions
269	included the HEDA petition on IOCs' divestments and related environmental impacts, draft
270	MoU between NEITI and the National Human Rights Commission (NHRC) to protect the

271	extractive civic space, progress on implementing corrective actions from the EITI validation
272	report and capacity-building opportunities for the civil society constituency.
273	➤ HEDA Petition - She reported that the Executive Secretary briefed the CSSC Meeting,
274	notifying them that all agencies contacted regarding the HEDA petition had responded,
275	adding that NEITI welcomed the petition as it raised constructive, issue-based
276	recommendations on expanding NEITI's role in addressing divestments, environmental
277	remediation, reclamation, and decommissioning. The petition's constructive
278	recommendations have informed part of the review of the Terms of Reference for the
279	relevant Audit process for 2024.
280	➤ MoU with NHRC -The Representative of the Civil Society also reported that the draft
281	Memorandum of Understanding (MoU) with the National Human Rights Commission
282	(NHRC) had been finalised by the Committee and was ready for signing.
283	➤ NEITI Civil Society Protocol -She reported that the Committee also reviewed the NEITI
284	Civil Society Protocol, previously presented at the November 2024 Roundtable, and
285	adopted it in principle pending the incorporation of final comments.
286	The CSO Representative informed the NSWG that to address identified capacity gaps, an
287	Ad-Hoc Committee of civil society was constituted to conduct a gap analysis and recommend
288	capacity building interventions for civil society actors in the extractive sector. A list of
289	members of the committee was included in the report.
290	Prayers
291	Following the presentation of her report, the Committee invited the NSWG to consider and
292	approve.
293	➤ Ratification and approval of the NEITI/NHRC MoU for signing.
294	➤ Formal adoption, ratification, and approval of the NEITI Civil Society Protocol to guide
295	civil society engagement in Nigeria's extractive sector.
296	Resolution
297	After deliberation on the report, the NSWG noted the report and approved the following:
298	➤ <i>The NSWG approved the NEITI/NHRC MoU for signing.</i>
299	➤ <i>The NSWG approved the NEITI Civil Society Protocol subject to finalisation of the</i>
300	<i>protocol as a framework for guiding civil society engagement in Nigeria's extractive</i>
301	<i>sector.</i>

302	<i>Prof. Abubakar Muazu, Representative of the North-east geopolitical zone moved a motion</i>
303	<i>for the adoption of the resolution, and Barr Abdullahi Lawan, Representative of the North-</i>
304	<i>west geopolitical zone seconded the motion.</i>
305	7.2 CONSIDERATION AND APPROVAL OF BOARD MEMOS
306	7.2.1. APPROVAL OF NEITI HUMAN RESOURCES MANUAL
307	The Executive Secretary presented the memo, briefing the NSWG on the review of the NEITI
308	Human Resources (HR) Manual, originally developed and approved in 2011. He explained
309	that the revision was undertaken in line with the 2021 Revised Public Service Rules, the EITI
310	Code of Conduct, and best HR practices. The review involved the Human Resources and
311	Administration Department, a consultant, sister agencies, the Senior Management Team, and
312	the NSWG Human Resources and Ethics Committee.
313	He stated that the revised Manual provides a framework for fair, transparent, and accountable
314	management of human resources, covering key areas such as:
315	✓ Employment terms, recruitment, and promotion processes.
316	✓ Code of conduct, ethics, and anti-corruption principles.
317	✓ Working conditions, compensation, and benefits.
318	✓ Performance management, training, and development.
319	✓ Grievance and disciplinary procedures.
320	✓ Social media and public representation guidelines.
321	The Executive Secretary further clarified that the manual was developed for the Secretariat,
323	while a separate document will be prepared to address NSWG activities.
324	Prayer
325	The NSWG was invited to approve the revised NEITI Human Resources Manual for
326	implementation.
327	➤ The Representative of the North-central geopolitical zone emphasized the need to
328	develop a manual for the NSWG, given the expectations regarding its inputs towards
329	guiding the EITI Processed in Nigeria.
330	<i>Resolution: The Board observed that the review of the Manual was long overdue and</i>
331	<i>emphasised the need to align it with relevant regulations and best practices. After</i>
332	<i>deliberations, the NSWG approved the revised Manual. Dr. Erisa Danladi, Civil Society</i>
333	<i>Representative, moved a motion to adopt the decision, which was seconded by Mr. Dele</i>
334	<i>Ayanleke, Representative of the Miners Association of Nigeria.</i>
335	7.3 APPROVAL OF 2024/2025 STAFF PROMOTION ASSESSMENT EXERCISE

336	Chief Israel Ikwuegbu, Committee Chair of the Human Resources & Ethics Committee of
337	the NSWG, presented the report on the completion of the 2024/2025 NEITI Senior Staff
338	Promotion Assessment Exercise, conducted in line with the NSWG approvals of 18 th July
339	and 10 th December 2024, the NEITI Human Resources Manual (Section 3.9) and Public
340	Service Rules (Section 8).
341	He reported that all eligible senior staff who met the mandatory service period and
342	demonstrated satisfactory performance and good conduct participated in the written
346	examinations and oral interviews. Annual appraisals and individual contributions to NEITI's
347	mandate were reviewed. All candidates scored at least 60% overall. The positions are
348	available within the approved organisational structure and are fully funded in the 2025
349	Personnel Budget.
350	Prayers
351	The NSWG was invited to approve the report of the HR & Ethics Committee. The Eight (8)
352	staff members across four cadres that emerged successful after the competitive, transparent
353	and merit-based process recommended for promotion were as follows;
354	➤ Deputy Director (SGL 16) → Director (SGL 17) – 2 staff
355	➤ Assistant Director (SGL 15) → Deputy Director (SGL 16) – 3 staff
356	➤ Team Leader (SGL 14) → Assistant Director (SGL 15) – 2 staff
357	➤ Senior Officer II (SGL 10) → Senior Officer I (SGL 12) – 1 staff
358	Resolutions
359	<i>After deliberations, the NSWG unanimously approved the report of the HR & Ethics</i>
360	<i>Committee and endorsed the promotion of eight (8) staff across four cadres as follows:</i>
361	Deputy Director (SGL 16) → Director (SGL 17):
362	➤ Fatima Ciroma
363	➤ Obiageli Onuorah
364	Assistant Director (SGL 15) → Deputy Director (SGL 16):
365	➤ Christopher Ochonu
366	➤ Anthony George
367	➤ Bukola Joseph
368	Team Leader (SGL 14) → Assistant Director (SGL 15):
369	➤ Musa Abdullahi
370	➤ Bosede Oguntuberu Adewale
371	Senior Officer II (SGL 10) → Senior Officer I (SGL 12):

372	➤ Bolanle Alamu
373	<i>Prof Abubakar Muazu, Representative of the North West geopolitical zone, moved the</i>
374	<i>motion to adopt the approval of Staff Promotions, and Mr Dele Ayanleke, Representative</i>
376	<i>of the Miners Association, seconded the motion.</i>
377	7.4 APPROVAL OF NEITI 2024 INDUSTRY AUDITS
378	The Executive Secretary presented a report seeking NSWG approval to commence the 2024
379	Oil & Gas and Solid Minerals Industry Audit cycle in line with the 2023 EITI Standard and
380	the NEITI Act 2007.
381	Preparatory work completed for both sectors included:
382	➤ Terms of Reference for engaging the Independent Administrators (IA)
383	➤ Draft Materiality for 2024 Audits
384	➤ Draft NSWG Data Quality and Assurance Procedure & Assessment Framework
385	➤ Updated Data Collection Templates (2024)
386	➤ Scoping Study Report (2024)
387	➤ Draft Project Reporting Framework
388	➤ Inception Report
389	The data quality frameworks for both sectors are designed to ensure accuracy, reliability, and
390	completeness of financial data on payments by extractive companies and receipts by
391	government agencies, covering taxes, royalties, bonuses, penalties, and other revenue
393	streams.
394	Prayers
395	The NSWG was invited to;
396	➤ Deliberate on the above-listed documents as presented and give approval for the purpose
397	of conducting the 2024 Industry Audit cycle for both the Oil & Gas and the Solid
398	Minerals sector in Nigeria.
399	➤ Note and approve action taken by NEITI in respect of the query submitted by the CSOs
400	with regard to divestment issues by the IOCs in Nigeria seeking NSWG consideration
401	and endorsement of NEITI's response.
402	Resolution: After extensive deliberations, the NSWG approved the following;
403	➤ <i>All preparatory documents for the 2024 Industry Audit cycle for both Oil & Gas and</i>
404	<i>Solid Minerals sectors as presented.</i>
405	➤ <i>Noted and approved NEITI's actions and recommendations arising from its</i> <i>observatory role in the NUPRC Licensing Round.</i>

411	➤ <i>Noted and endorsed NEITI's response to the CSO query on IOC divestment processes.</i>
412	➤ <i>Directed engagement with NUPRC based on recommendations.</i>
413	<i>Dr Lovette Ononuga, Representative of the FIRS moved the motion to adopt the approvals</i>
414	<i>and Dr. Erisa Danladi, CSO Representative seconded the motion.</i>
415	7.5 NEITI REPORT ON NUPRC LICENSING PROCESS COMPLIANCE WITH
416	EITI REQUIREMENT 2.2
417	The Executive Secretary presented NEITI's monitoring report on the 2024 NUPRC Licensing
418	Round, combined with the 2022–2023 Mini Bid Round, covering 31 oil blocks. Strengths
419	noted included diverse evaluation teams, robust digital submissions, and strict conflict-of-
420	interest protocols. Challenges included delayed disclosure of results, absence of weighted
421	scoring metrics, incomplete bidder submissions, and non-disclosure of beneficial ownership
422	data, with implications for transparency and compliance under EITI standards.
423	Prayer
424	The NSWG was invited to approve the publication of the Pre-Qualification and Technical
425	Bid Evaluation Monitoring Reports on the NEITI website; engage NUPRC to publish pre-
426	qualified bidders and beneficial ownership data, adopt weighted scoring, and address
427	disclosure delays; and endorse recommendations on training, automated result systems, and
428	academic partnerships.
429	➤ The CSO Representative raised concerns about host community safeguards at the pre-
430	qualification stage, the Executive Secretary clarified these would be addressed at the
431	diligence stages.
432	7.6 APPROVAL OF EXPANDED NEITI INDUSTRY REPORTING SCOPE TO
433	ALIGN WITH THE 2023 EITI STANDARD AND ENERGY TRANSITION
434	REQUIREMENTS – WITH SPECIAL ATTENTION TO IOC DIVESTMENTS,
435	ENVIRONMENTAL DISCLOSURES, AND HOST COMMUNITY IMPACTS
436	Following the NSWG's decision to produce a report after the retreat highlighting key issues
437	and recommendations on energy transition and the need to incorporate same to the scope of
438	2024 industry audits, the Executive Secretary presented a memo highlighting discussions on
439	energy transition in Nigeria and recommendations towards expanding the scope of 2024
440	NEITI industry audits in alignment with the new requirements of 2023 EITI Standard and
441	Nigeria's energy transition goals. The memo further highlighted disclosures on IOC
442	divestments, environmental impacts, host community development, and climate-related
443	metrics. The proposal seeks NSWG approval to begin implementation with the 2024 reports,

444	positioning NEITI as a leader in inclusive and transparent energy transition governance. This
445	direction will reposition NEITI as a global leader in energy transition governance, deepen
446	accountability, and secure Nigeria's economic, environmental, and social interests in a
447	changing energy future
448	Prayer
449	The NSWG was invited to approve and adopt this expanded reporting framework and to
450	authorize the implementation of the above measures beginning with the 2024 NEITI industry
451	reports.
452	Resolution: <i>After extensive deliberations, the NSWG approved the report;</i>
453	<i>Engr. Nkechi Isigwe, Gender Representative moved the motion to adopt the approval and</i>
454	<i>Prof Abubakar Mu'azu, Prof Abubakar Muazu, Representative of the North-east</i>
455	<i>geopolitical zone seconded the motion.</i>
456	8.0 AOB
457	8.1 NEITI Staff Promotions Process
458	The Representative of the South-east geopolitical zone and Chairman of the Human
459	Resources & Ethics Committee observed that in the course of the promotions exercise, the
460	committee had reason to believe that NEITI has a crop of very brilliant and dedicated staff
461	members, which was demonstrated during the oral interview. He commended the Executive
462	Secretary and staff of NEITI for their commitment.
463	8.2 Outstanding payments to the Human Resources & Ethics Committee
464	The Chairman of the Committee urged the Secretariat to ensure that the unpaid
465	allowances are prioritised and addressed.
466	8.3 Venue for Next NSWG Meeting
467	The NSWG agreed that the Executive Secretary should suggest a meeting venue for the next
468	NSWG meeting and communicate with NSWG members. Lessons from the Abia meetings
469	on logistics should be carefully managed better next time, with an understanding of the needs
470	of NSWG members.
471	9.0 CLOSING
472	Amb Matthew Sunday Adoli MFR, representative of the North-central geopolitical
473	zone thanked all members for their contributions to the meeting and called for the
474	adjournment of the meeting.
475	<i>Dr. Erisa Danladi, moved a motion to adjourn the meeting and Barr. Musa A. Lawan</i>
476	<i>seconded the motion. The meeting ended at 7:10 pm.</i>

MATTERS ARISING FROM THE MINUTES	
1.	Update on NNPC Representation on the Board
2.	Stakeholder Constituency Engagements The Secretariat to provide update on introductory letters to Executive Governors of the 36 States of the Federation.
3.	2025 Budget Constraints The Secretariat to provide update on Budget releases
4.	Engagement with the OPTS Update on broader policy meeting between the OPTS and the Board
5.	CSO Due Diligence and Registration CSO Representative to compile a verified list of credible CSOs, with Secretariat support for a CSO registration platform.
6.	MoU between NEITI and NHRC Secretariat to finalise and sign the Memorandum of Understanding with NHRC.
7.	NEITI Civil Society Protocol Secretariat to incorporate final comments into the Civil Society Protocol and circulate to stakeholders.
8.	NUPRC Licensing Round Recommendations Secretariat to follow up with NUPRC on disclosure, beneficial ownership, scoring metrics, and safeguards, and report progress to the NSWG.
9.	Next Meeting Venue & Logistics The Executive Secretary to propose the venue for the next NSWG meeting and ensure improved logistics arrangements.

SIGNED:


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Orji Ogbonnaya Orji Ph.D
Executive Secretary


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Jane O. Onwumere
Director Legal Services