



Major Energies Marketers
Association of Nigeria

PROFILE

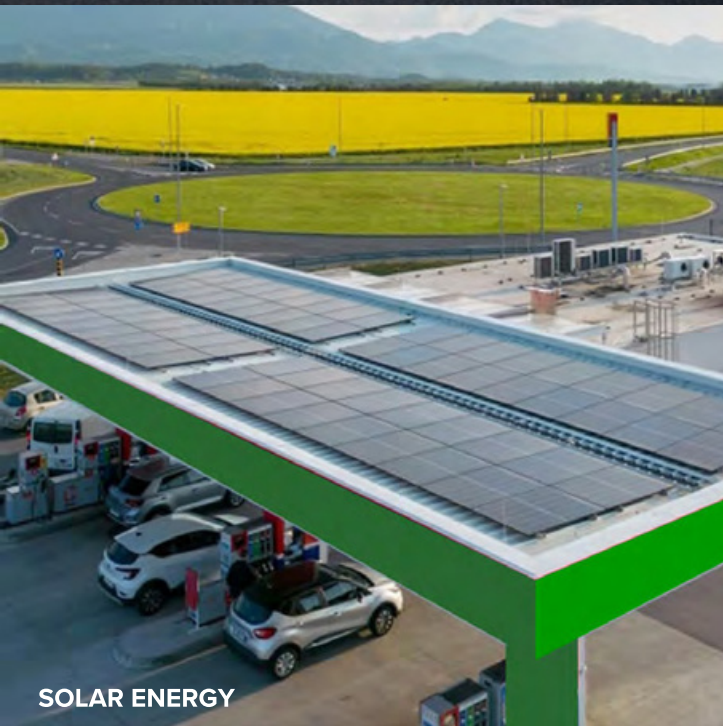
OUR ADVOCACY COVERS



PETROL & GASOIL



BIOFUELS



SOLAR ENERGY



GAS

BETTER TOGETHER



BETTER TOGETHER

www.memam.org.ng



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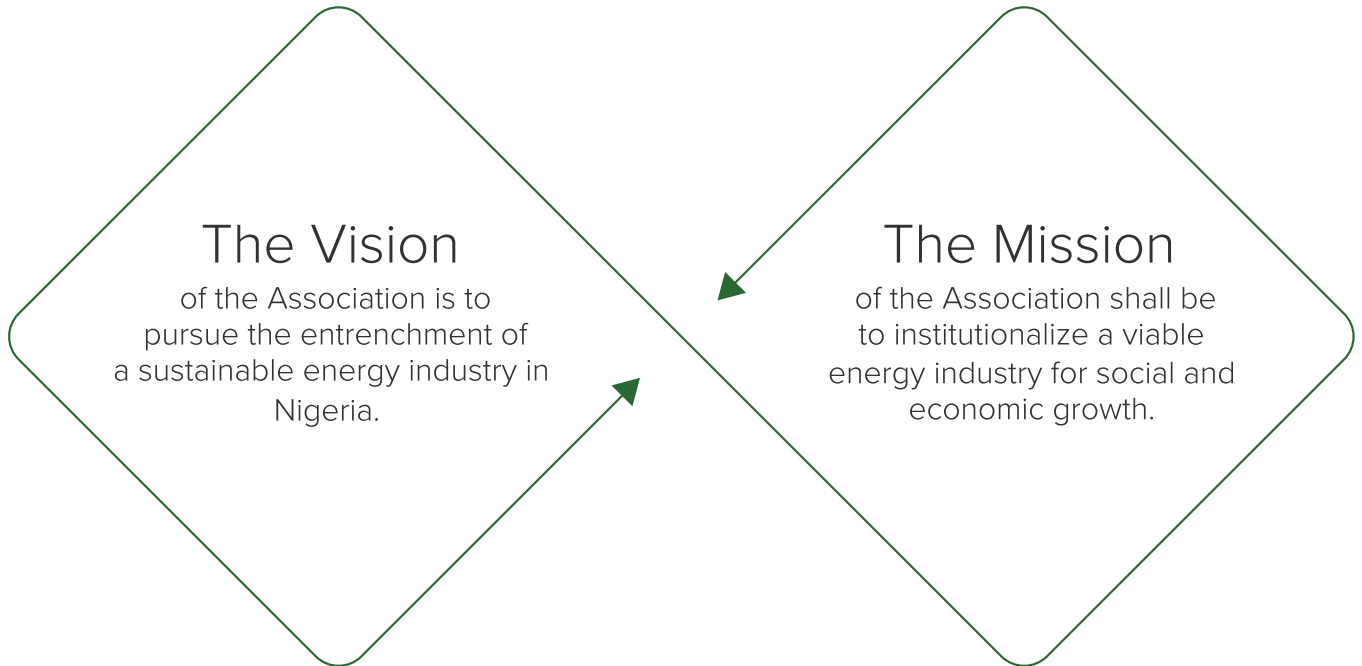
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WHO WE ARE?



CORE VALUES

Safety - Professionalism - Integrity - Transparency

2006

Incorporated by the CAC, MEMAN was created with 6 founding members:

- African Petroleum Plc (now Ardova Plc)
- Chevron/Texaco (now MRS Oil Nigeria Plc)
- Conoil Plc
- Mobil Oil Nigeria Plc (now 11 Plc)
- Oando Plc (now NNPC Retail Limited)
- Total Nigeria Plc (now TotalEnergies Marketing Nigeria Plc)





MEMAN EXECUTIVE COMMITTEE



Managing Director
Mr. Huub Stokman
Chairman, MEMAN
Member, MEMAN Board of Trustees



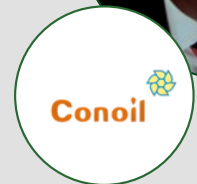
Acting Managing Director/Chief Executive Officer:
Engr. Osagie Ogedegbe



Managing Director:
Dr. Abiola Babatunde-Ojo



Acting Managing Director:
Mr. Peter Akhigbe



Managing Director/Chief Executive Officer:
Mr. Marco Storari



Managing Director:
Mr. Wilfried Konde



MEMAN MEMBERS



STORAGE

MEMAN Apapa Depots Storage Capacity All Products

All Product Storage Capacity
443.27 kt

Calabar

5 PMS tanks of 31M litres
1 AGO tank totaling 6.3M litres

MEMAN PHC Storage Depot Capacity

PMS	AGO	ATK
74 kt	30 kt	13 kt

Oghara

3 PMS tanks of 10M litres each
1 AGO tank of 11.5M litres

MEMAN OWNED / MEMAN OPERATED JETTIES

ASPM

- 13.5 M draft; able to berth 55 kt vessels
- Connected to 220 kt gasoline and 80kt gasoil storage depots 800,000 l/hr discharge capacity
- Connection to Alapata product receipt facility via sub-sea pipeline

NRL, Conoil / NPA (Magcoba)

- 8.2 M draft; able to berth 20 kt vessels

PETROL TANKERS

- > 4,623 petrol tankers

STATIONS

Close to 3,000 filling stations spread across all 36 states in Nigeria

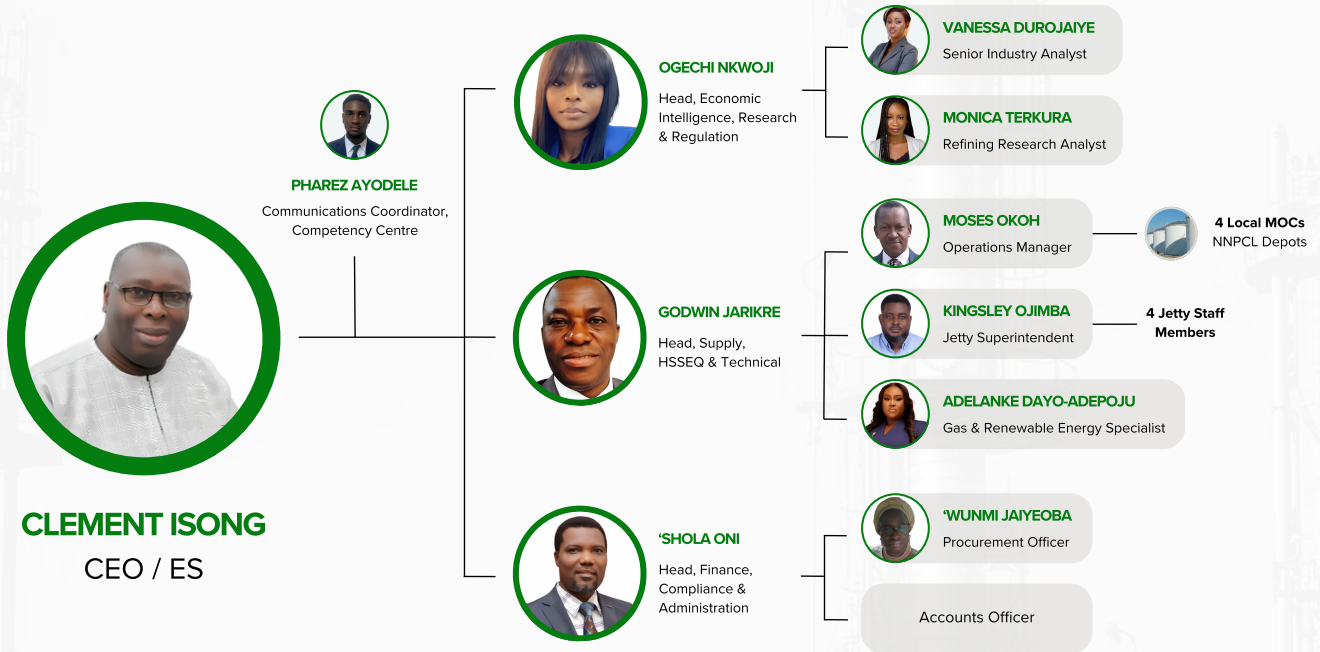
GOVERNMENT OWNED / MEMAN OPERATED JETTY

NPSC (Apapa)

- 3 berths, linked to a network of pipelines and depots.
- 9m draft; able to berth 30 kt vessels



ORGANOGRAM



MEMAN COMMITTEES

- Apapa Operations
- Chemists
- HSSEQ
- Supply / Import

- Executive Committee
- Aviation
- Engineering & Renewables
- Legal & Government Policy
- Transport

- Advisory Board
- Budget & Internal Governance
- Gas
- Lubricants

OUR ROLE



An accredited body representing the collective interests of members of the Major Energies Marketers Association of Nigeria.

Address and manage key stakeholder relations to ensure informed decisions relating to energies sectors are made.

Collaborate with legal regulatory agencies such as NMDPRA, NOSDRA, SON, FRSC etc to promote and champion safe practices in the distribution and marketing of petroleum products and other alternative sources of energy in Nigeria.

Shipping coordination at Apapa Jetty: Receipt on behalf of MEMAN members.

Contribute to policy formulation in the refining, distribution and marketing of petroleum products and other alternative sources of energies in Nigeria.

MEMAN COMMITTEES

1

Health, Safety, Security, Environment and Quality (HSSEQ)

Head Supply, HSSEQ & Technical

To collaborate with NMDPRA, SON and other legal regulatory agencies to ensure MEMAN facilities operate safely and adhere to best practices in the management of member's assets.

To lead industry development on HSSEQ norms and strategies.

2

Aviation

Head Supply, HSSEQ & Technical

To collaborate with NMDPRA, SON and other legal regulatory agencies to provide excellent operational leadership and self-regulate members in compliance to the required defined standards in depots.

3

Budget & Internal Governance

Head Finance Compliance & Administration

To support the downstream energy industry for economic and financial sustainability of MEMAN members.

4

Chemists

Head Supply, HSSEQ & Technical

To coordinate recertification and monitor the integrity of MEMAN members product quality.

5

Engineering

Head Supply, HSSEQ & Technical

To improve MEMAN operational efficiency through technology, metrology and innovation.

6

Gas

Head Supply, HSSEQ & Technical

To collaborate among members as well as with the Government Gas sector and business stakeholders to move MEMAN members' gas (LPG & CNG) business forward and contribute to the development of the Nigerian Gas sector.

7

Legal & Government Policy

Head Economic Intelligence Research & Regulation

To ensure MEMAN understands and complies with its own governing document, relevant laws and requirements of prevailing regulatory bodies

Engagement with the National Assembly and the federal government to ensure that laws affecting the downstream operations are conducive for MEMAN members.

7

8

Lubricants

Head Supply, HSSEQ & Technical

To collaborate among members as well as with the Government and business stakeholders to move MEMAN members' lubricants business forward and contribute to the development of the Nigerian Lubricants sector.

9

Operations

Head Supply, HSSEQ & Technical

To collaborate with NMDPRA, SON and other legal regulatory agencies to provide excellent operational leadership and self-regulate members in compliance to the required defined standards in depots.

10

Renewables

Head Supply, HSSEQ & Technical

To develop and coordinate MEMAN's renewable energy strategy and pilot projects.

11

Retail Network Operations

Head Supply, HSSEQ & Technical

To provide strategic direction, oversight, and recommendations related to the network operations within MEMAN.

12

Supply / Import

Head Supply, HSSEQ & Technical

To increase product supply and product allocation at Bath Coastal and NPSC depots.

Effective utilization of the Apapa Jetty.

To promote supply synergy among MEMAN members.

13

Transport

Head Supply, HSSEQ & Technical

To collaborate with the NMDPRA, SON, FRSC and other legal regulatory agencies to provide excellent leadership in transport and logistics and self-regulate members in compliance with the required defined standards in transport and logistics.

14

Advisory Board

Executive Secretary

Serves a crucial role in providing guidance, support, and expertise to help the association achieve its mission and objectives.

15

Executive Committee

Executive Secretary

To lead the development and evolution of the energies sectors.

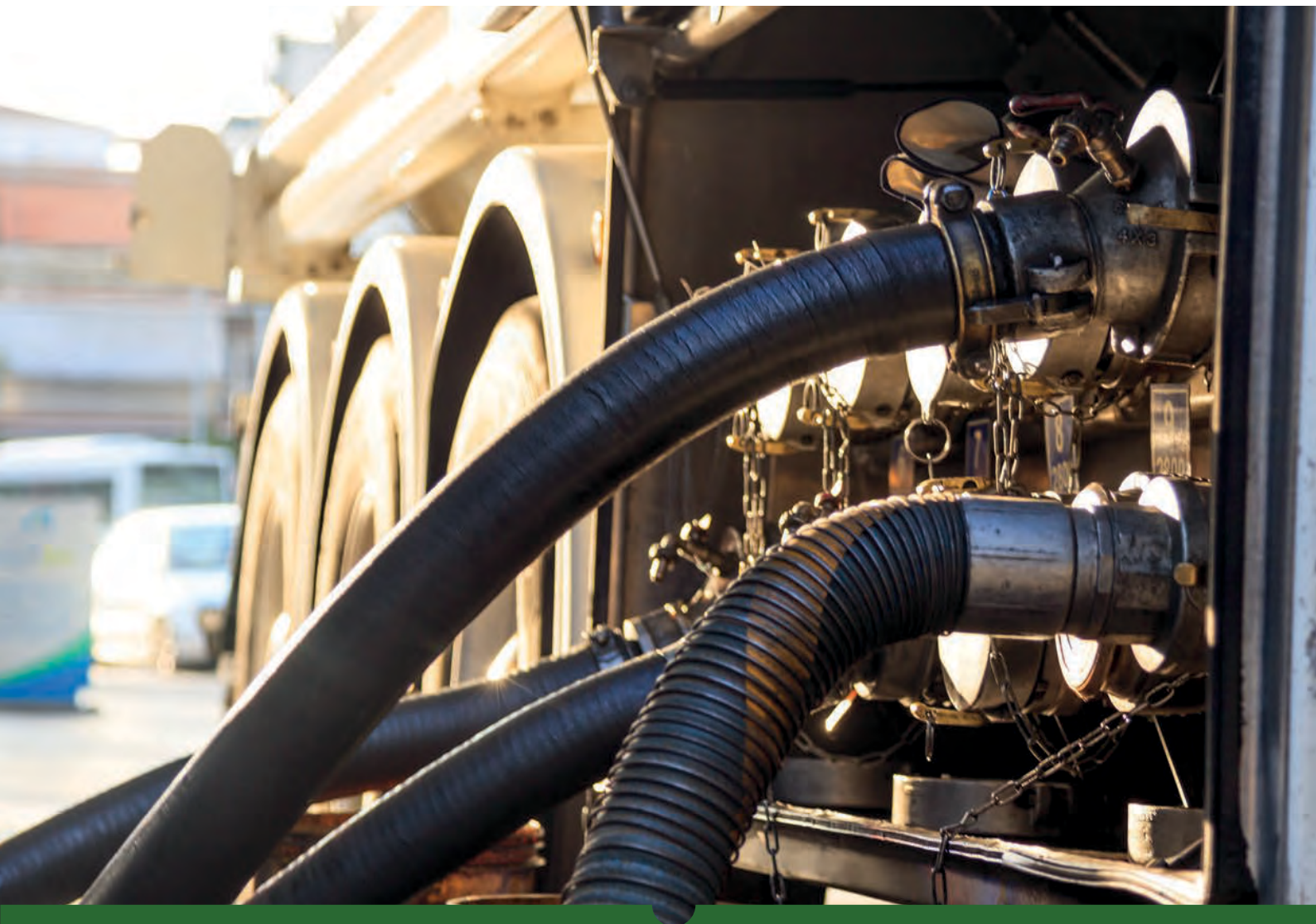
To promote and institutionalize the sustainability of the energies sectors.



MEMAN IN INDUSTRY

MEMAN'S ROLE AT THE NPSC APAPA JETTY:

1. Collaborate with NPSC, NMDPRA and other government agencies in the forward planning and safe delivery of petroleum products to the jetty.
2. Verifying the quality and quantity of products.
3. Sequencing of product receipt among all MEMAN members and its partners based on their stock level and pipeline configuration.
4. Joint audit and risk assessments.
5. Monitoring of upgrades and improvements.
6. HSSEQ standards setting and technical trainings.
7. Monitoring of discharge/receipt process to ensure safe custody transfer of products.
8. Collation of marketers' product stock position for the industry, for the purpose of planning.
9. Maintenance/Repair of MEMAN-owned assets within the facility.
10. Coordinating cargo inspection by NMDPRA, Navy and surveyors for prompt approvals.
11. Monitoring of vessel berthing.
12. Participate in tanker programming, drawing up vessel berthing sequence based on jetty position and pipelines configuration in conjunction with NTL.



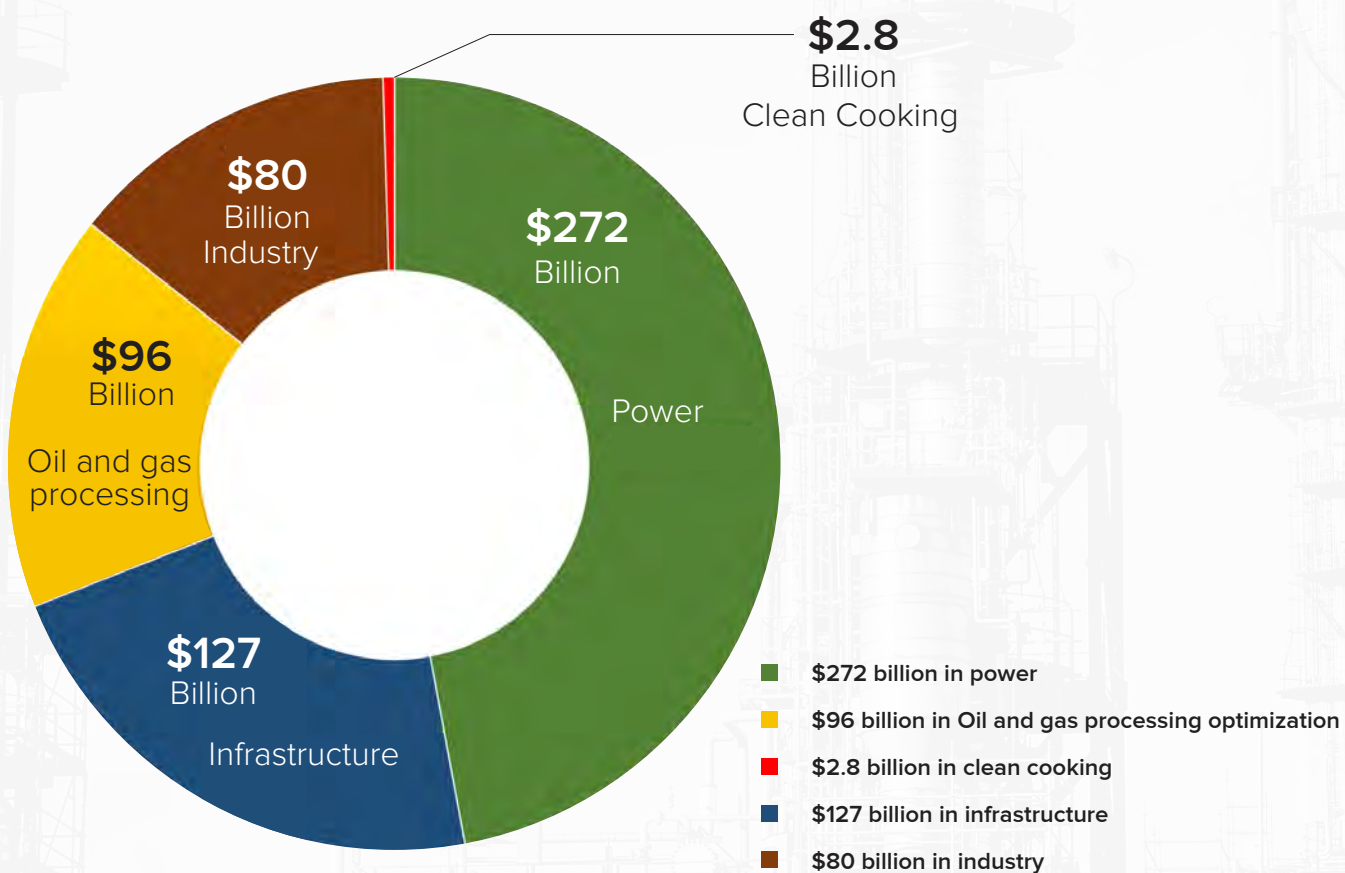
MEMAN IN INDUSTRY

INDUSTRY SUSTAINABILITY

The NMDPRA Industry Sustainability Initiative (NISI)

MEMAN, unwavering in its commitment to sustainability, proudly endorses the NMDPRA Industry Sustainability Initiative (NISI). NISI is meticulously designed to align with the Global Sustainability Development Goals (SDG 3 – Good Health and Well-Being, SDG 7 - Affordable and Clean Energy, SDG 8 - Decent Work and Economic Growth, SDG 9 - Industry, Innovation, and Infrastructure, SDG 11 - Sustainable Cities and Communities, SDG 13 - Climate Action, SDG 16 - Peace, Justice, and Strong Institutions, SDG 17 - Partnerships for the Goals). It forms the foundation of MEMAN's resolve to reduce emissions, enhance health and well-being, ensure affordable and clean energy, and promote safety and responsible economic growth.

This initiative aims to create over \$575 billion in capital investment opportunities for Nigeria through the decarbonization of operations. The investment opportunities are highlighted sector by sector:



Achieving these targets requires a strong government commitment and collaboration with the private sector, using technological innovation. The NMDPRA and the Nigerian Government are encouraged to harness funding opportunities for gas projects from international financiers dealing with agriculture.

The importance of developing and including young people in the decarbonization drive is emphasized, as they are expected to play a major role in implementing the initiatives in the future.



MEMAN IN INDUSTRY

INDUSTRY SUSTAINABILITY

MEMAN's Approach

Sustainability has been a longstanding commitment for MEMAN, evident in our unwavering focus on safety across facilities, secure transportation, employee and community health, and environmental protection. Additionally, MEMAN has a history of prioritizing operational efficiency and the quality of our products and services. Building on these foundations, we are intensifying our efforts by placing additional emphasis on innovation and automation technology to reduce costs and product losses along the supply chain. This includes a specific focus on the use and commercialization of alternative energies such as solar energy at our filling stations, as well as gas (CNG) to replace AGO in our distribution systems (trucks) and depots.

MEMAN's advocacy position is founded on three pillars, addressing key aspects of sustainability and progress in the energy industry:

Health, Safety, Security, Environment & Quality (HSSEQ)

Health: Prioritizing employee well-being is fundamental to a sustainable approach. Healthy employees contribute to a productive and resilient workforce. Regular health check-ups, wellness programs, and access to healthcare facilities can enhance the overall health of the workforce. Healthy employees are likely to have higher morale, increased job satisfaction, and are more likely to stay with the organization, contributing to long-term sustainability.

Safety: Rigorous safety protocols demonstrate a strong commitment to preventing workplace accidents and injuries. This includes conducting joint cluster drills to test emergency preparedness and response effectiveness across operations, as well as ongoing safety advocacy to reinforce best practices and promote awareness across the industry. Regular training sessions help maintain a safety-conscious culture, ensuring employees are aware of potential hazards and equipped to mitigate risks. Beyond being a legal requirement, a strong focus on safety also supports sustainability by minimizing operational disruptions, reducing incident-related costs, and fostering a culture of care and responsibility.

Security: Ensuring the security of assets is crucial for operational continuity, safeguarding investments and the host community. Security measures also extend to the protection of sensitive information, intellectual property, and other critical assets. By preventing theft, vandalism, or unauthorized access, organizations can maintain a stable operational environment and trust of the host community, supporting long-term sustainability.



Environment: Compliance with environmental regulations demonstrates a commitment to sustainable practices and social responsibility. Proactive measures to prevent environmental damage, such as pollution control, waste reduction, and resource efficiency, contribute to long-term environmental sustainability. Responding effectively to emergencies, such as spills or accidents, minimizes negative impacts on ecosystems and communities, reinforcing the organization's commitment to environmental protection. The comprehensive integration of health, safety, security, and environmental protection reflects a holistic approach to sustainability. Prevention of incidents and accidents not only protects human life and assets but also avoids legal and financial consequences that can impact the organization's long-term viability. Sustainable practices in these areas contribute to positive corporate reputation, stakeholder trust, and the overall resilience of the organization in the face of evolving challenges. The HSSE pillar, when approached comprehensively, contributes significantly to the overall sustainability of an organization by safeguarding the well-being of employees, ensuring operational safety, securing assets, and protecting the environment. This integrated approach aligns with responsible and ethical business practices, fostering long-term viability and resilience.





MEMAN IN INDUSTRY

INDUSTRY SUSTAINABILITY



2. Equitable Recompense for All Stakeholders

Customers: Continuously searching and finding the balance between quality service/value rendition and affordability for the benefit of the customer is at the forefront of MEMAN's commitment. Equitable recompense for customers translates to fair and affordable energy prices. Customers must get the exact value for what they have spent. A litre should be a litre. This ensures access to energy for all, contributing to social equity and meeting the basic needs of individuals and businesses. Affordable energy prices also promote economic sustainability for customers, enabling them to thrive and contribute to the overall economic development of the country. The introduction and commercialization of biofuels like ethanol are a good way to reduce costs. The energy industry needs to prepare the infrastructure for the use of biofuels.

Employees: Fair compensation for employees in the industry ensures a motivated and skilled workforce. It fosters a positive work environment, contributing to the long-term stability and sustainability of the industry. Employees are crucial for maintaining industry standards, compliance, and overall governance.

Investors: Investors seek returns on their investments. Equitable recompense ensures that they receive fair and consistent returns maintaining investor confidence. Fair compensation fosters a stable investment climate, attracting more investors and capital for industry development. Sustainable returns for investors contribute to the financial health of the industry, enabling it to grow and adapt to changing market conditions.

Service Providers / Suppliers: Fair compensation for service providers and suppliers ensures a reliable and quality supply chain. This fosters long-term partnerships and encourages innovation and efficiency in delivering services and products to the industry. A sustainable relationship with suppliers contributes to the resilience of the industry, reducing the risk of disruption in the supply chain.

Local Community: Equitable recompense for the local community involves fair compensation for land use, employment opportunities, and community development projects. It contributes to social sustainability by promoting community well-being, reducing inequalities, and fostering positive relationships between the industry and the community. A positive relationship with the local community helps in obtaining and maintaining the social license to operate, crucial for the industry's ongoing presence and success.

Government: Government involvement in the energy industry extends to various aspects, primarily through regulatory measures. Equitable compensation necessitates acknowledging the costs associated with implementing and enforcing these regulations. This encompasses expenses related to monitoring industry activities, ensuring compliance with safety standards, and overseeing environmental impact assessments.

Taxation and royalties are commonly collected by governments from energy companies. Achieving equitable compensation requires a fair and transparent taxation system that strikes a balance between government revenue needs and the industry's profitability. Clear guidelines for royalty payments, tied to resource extraction, also play a crucial role in ensuring fairness.

The development of energy infrastructure, including pipelines and transmission facilities, often requires substantial investment. Governments may contribute to or directly invest in these projects to foster industry growth. Equitable compensation entails fair cost-sharing arrangements, ensuring that the government receives a reasonable return on its investments.

Addressing the social impact of energy projects on local communities is another facet of equitable compensation. Governments can seek compensation by allocating funds for community development programs, job creation, and environmental conservation initiatives. Collaborative efforts between the industry and the government ensure that these initiatives align with broader societal interests.

Governments investing in research and development projects related to energy technologies and sustainability is also part of the equitable compensation landscape. Recognizing and supporting these initiatives, with active industry participation, contribute to advancements in clean energy and efficiency.

Ensuring a stable and secure energy supply is a paramount concern for governments. Equitable compensation may involve collaborative efforts with the industry to enhance energy security and resilience. This includes investments in diversified energy sources, grid modernization, and contingency planning to address potential disruptions.

The energy industry is a significant contributor to employment. Equitable compensation involves working with the government on initiatives promoting job creation and skill development within the sector. Supporting workforce training programs ensures a skilled and sustainable labour force for the industry.

Public-private partnerships between the government and the energy industry can be a vehicle for equitable compensation. These partnerships often entail joint investments in projects, with shared risks and rewards, fostering a mutually beneficial relationship.

Transparent reporting of financial transactions, tax payments, and other contributions to the government is integral to equitable compensation. Open and accountable business practices play a crucial role in building trust and ensuring that compensation aligns with regulatory requirements.

3. Innovation for Continuous Improvements

Leveraging Advanced Technologies: Utilizing advanced technologies allows MEMAN to enhance operational efficiency and reduce environmental impact. Adoption of smart technologies, automation, and data analytics can lead to optimized processes, improved resource utilization, and increased overall efficiency. Continuous monitoring and integration of emerging technologies contribute to the industry's adaptability and resilience in a rapidly changing landscape.

Adopting Best Practices: Incorporating best practices ensures that MEMAN aligns with industry standards and regulations. Benchmarking against best practices facilitates the identification of areas for improvement, leading to enhanced



MEMAN IN INDUSTRY

INDUSTRY SUSTAINABILITY

performance and sustainability. Continuous improvement through the adoption of best practices supports a culture of excellence and ongoing development within the organization.

Fostering a Culture of Innovation: A culture of innovation encourages employees to generate and implement creative solutions. It supports a proactive approach to problem-solving, driving continuous improvements in processes, products, and services. Employee engagement in innovation fosters a dynamic and adaptive organizational culture, critical for addressing evolving challenges in the energy industry.

Improving Operational Efficiency: Innovation in operational processes enhances efficiency, reducing waste and resource consumption. Streamlining workflows and optimizing logistics contribute to cost savings and overall sustainability. In addition, MEMAN is already transitioning from diesel-powered trucks to CNG-powered trucks, further strengthening efforts to reduce emissions and improve fuel efficiency across operations. Improved operational efficiency supports the long-term viability of the industry by ensuring competitiveness in the market and minimizing environmental impact.

Enhancing Product Quality: Innovation in product quality ensures that the industry delivers reliable and sustainable energy products to its customers. High-quality products contribute to customer satisfaction, brand loyalty, and a positive industry reputation. Continuous improvements in product quality also support the industry's commitment to responsible business practices and ethical standards.

Reducing Costs and Minimizing Product Losses: Innovations aimed at cost reduction contribute to the financial sustainability of the industry. Strategies to minimize product losses, such as leak detection technologies and efficient storage solutions, align with environmental sustainability goals. Cost-efficient operations and minimized losses contribute to the overall resilience and profitability of the industry.

Exploring and Commercializing Alternative Energy Sources: The exploration of alternative energy sources aligns with the industry's commitment to sustainability and reduced environmental impact. Commercializing alternatives like solar energy, biofuels and compressed natural gas (CNG) demonstrates a forward-thinking approach to energy production. Diversifying energy sources contributes to the resilience of the energy industry in the face of changing market dynamics with increasing costs of energy and the demand for sustainable energy solutions.

The integration of innovation for continuous improvements across various aspects ensures a comprehensive approach to sustainability. Technological advancements, best practices, and alternative energy sources are interconnected components contributing to MEMAN's long-term success. MEMAN's 5-year sustainability targets further provide a clear framework that guides how the association and its members operate, ensuring that decisions and initiatives are aligned with defined environmental, operational, and industry-wide goals. By embracing innovation within this structured outlook, MEMAN positions itself as a proactive and adaptable player in the energy industry, aligning with global goals and sector-specific initiatives.

The sustainability pillar of "Innovation for Continuous Improvements" highlights MEMAN's commitment to staying at the forefront of the energy industry by embracing technology, fostering a culture of innovation, and exploring sustainable alternatives. This approach not only enhances the organization's operational efficiency but also contributes to its resilience and long-term success in a rapidly evolving energy landscape.

The holistic approach of equitable recompense for all stakeholders fosters a sense of shared ownership and commitment to the industry's success. When all stakeholders are fairly compensated, it promotes a sustainable and symbiotic relationship that is crucial for the long-term viability and resilience of the downstream energy industry. Sustainability in this context is not just about environmental factors but extends to the economic, social, and governance aspects, creating a balanced and enduring ecosystem.

MEMAN remains steadfast in its commitment to sustainability, aligning with global goals and actively participating in sector-specific initiatives. By focusing on HSSEQ, equitable recompense, continuous innovation, and its defined 5-year sustainability roadmap, MEMAN aims to contribute significantly to long-term success and responsible practices in the energy industry.





MEMAN HSSEQ POLICY

HSSEQ CREDENTIALS



MEMAN members consider Health, Safety, Security, Environmental Protection and Quality (HSSEQ) as one of its core values as highlighted in the MEMAN HSSEQ Charter. The Charter has included as one of its guiding principles to comply with all the applicable laws, codes of practice, standards, guidelines, regulations of the Federal Republic of Nigeria and the NMDPRA; using the best practices and processes to guarantee the integrity of our installations and assets.



The constant collaboration with all legal regulatory agencies such as NMDPRA, NOSDRA, SON, FRSC, and State agencies, in creating organized efforts and procedures in maintaining health, safety, and security of the environment and the workplace.



The introduction of the MEMAN Minimum Safety Standards policy document for petroleum depots which includes the Safe-to-Load (STL) industry document with which all MEMAN members and downstream players currently comply at their respective depots.



The requirement of the MEMAN Minimum Safety Standards policy document ensures safe operations and the availability of assets for use which will ensure that such assets will continue to take products from refineries when required.

Please refer to the Appendix A for additional information on MEMAN's safety standards



MEMAN DIVERSITY, EQUITY, AND INCLUSION (DEI)

MEMAN in her commitment to shaping the future of the energy sector, integrates global best practices for diversity, equity, and inclusion (DEI) as part of her operational values. We actively promote inclusive practices within the energy industry, advocating for gender balance, innovation, and strategic growth in alignment with the principles of the 30% Club, which sets standards for enhancing gender diversity at the leadership level. MEMAN advocates for a more inclusive environment where women have equal opportunities to excel in leadership roles.

MEMAN's DEI Objectives and Guidelines:

- Championing Women in Leadership
- Voluntary Action for Change
- Business Case for Gender Diversity
- Fostering Inclusive Cultures
- Engagement of Male and Female Leaders

DEI Best Practices in MEMAN:

- Setting Measurable Targets: Similar to the 30% Club's guidelines, MEMAN encourages stakeholders to set clear and measurable targets for gender diversity within boards, executive teams, and across the workforce.
- Transparent Reporting: MEMAN emphasizes the importance of transparency in DEI progress, encouraging companies to report their gender diversity metrics regularly, promoting accountability within the energy sector.
- Sponsorship and Mentorship Programs: MEMAN is dedicated to fostering mentorship opportunities for women in energy. These initiatives are designed to equip women with the necessary support to ascend to leadership roles, providing access to mentorship and sponsorship networks.
- Leadership Development Initiatives: MEMAN is committed to ensuring that leadership development programs within the energy sector are inclusive, empowering women to advance into senior roles.
- Closing the Gender Pay Gap: In line with international benchmarks, MEMAN supports initiatives aimed at addressing pay inequalities and removing barriers to women's career progression, creating a more equitable work environment.

MEMAN's DEI Benchmarks:

- 30% Representation Benchmark
- Flexible work environments that support work-life balance
- Diversity in Recruitment



MEMAN COMPETENCY CENTRE



The Competency Centre serves as a central hub for excellence, innovation, and strategic growth within the energy sector, with a focus on alternative energies such as gas (LPG and CNG), solar energy, and ethanol. It aims to enhance operational efficiency, foster research and development, and build robust partnerships to drive the evolution of the energy industry. This centre provides cutting-edge solutions, training, and support to industry stakeholders, ensuring they are well-equipped to navigate the complexities of the global energy landscape.

KEY FUNCTIONS AND OBJECTIVES

1. Training and Development:

- o The Competency Centre offers comprehensive training programs to develop the skills and knowledge of professionals within the energy sector. These programs cover a wide range of topics, including technical skills, regulatory compliance, safety protocols, and sustainability practices related to LPG, CNG, solar energy, and ethanol.
- o Partnerships with academic institutions and industry experts enable the centre to provide state-of-the-art training, ensuring that participants stay ahead of industry trends and technological advancements.

2. Research and Innovation:

- o The centre is a hub for research and innovation, promoting the development of new technologies and processes that enhance efficiency and reduce environmental impact.
- o Collaborative research projects with universities, research institutions, and industry players are a cornerstone of the centre's activities, driving forward the frontiers of knowledge in Nigeria's energy sector.



3. Industry Support and Consultancy:

- o Offering consultancy services to energy companies, the Competency Centre provides expert advice on best practices, regulatory compliance, and strategic planning.
- o Support services include project management, technical



MEMAN COMPETENCY CENTRE

support, and process optimization, helping companies streamline operations and achieve their strategic goals within the market.

4. Sustainability and Environmental Stewardship:

- o The centre is dedicated to promoting sustainable practices within the Nigerian energy sector. This includes the development and implementation of renewable energy projects, energy efficiency initiatives, and environmental conservation programs.
- o By focusing on sustainability, the Competency Centre helps ensure that Nigeria's energy sector contributes positively to environmental goals and climate change mitigation.

STRATEGIC IMPORTANCE

The Competency Centre is strategically positioned to address the current and future challenges of Nigeria's energy sector. Key strategic benefits include:

- o **Capacity Building:** By equipping energy professionals with the necessary skills and knowledge, the centre helps to build a highly competent workforce that can drive the industry forward.
- o **Innovation Driver:** Through its research and development activities, the centre fosters innovation, helping the energy industry to stay competitive and responsive to changing market dynamics.
- o **Regulatory Compliance:** The centre provides essential support in navigating Nigeria's regulatory frameworks, ensuring that companies remain compliant with local and international standards.
- o **Sustainable Development:** By promoting sustainable practices, the centre plays a critical role in aligning the energy sector with global environmental goals, thereby enhancing its long-term viability.

KNOWLEDGE SHARING AND COMMUNITY ENGAGEMENT

1. Workshops and Seminars:

- o The Competency Centre organizes regular workshops and seminars aimed at disseminating knowledge and best practices within energy sector. These events bring together industry professionals, academics, policymakers, and other stakeholders to share insights, discuss challenges, and explore opportunities.
- o Topics covered in these events range from technical advancements and regulatory updates to sustainability initiatives and market trends in LPG, CNG, solar energy, and ethanol.



2. Publications and Resources:

- o The centre produces a wide range of publications, including research reports, white papers, case studies, industry analyses, and of course the competency centre series, a recurring content series focused on educating the public about alternative energies. These resources provide valuable insights into the latest developments and trends in alternative energies.
- o An extensive library of books, journals, and digital resources is available to industry professionals, researchers, and students, supporting continuous learning and professional development.

3. Online Platform:

- o The MEMAN website has been developed to facilitate knowledge sharing and collaboration among industry stakeholders. This website includes a repository of resources that can be accessed by registered members.
- o The Competency Centre also hosts webinars and virtual events, enabling broader participation and engagement from individuals and organizations across Nigeria and globally.

COLLABORATION AND NETWORKING

1. Industry Partnerships:

- o The Competency Centre actively seeks to build partnerships with leading energy companies, research institutions, and industry associations. These partnerships enable the centre to leverage a wide range of expertise and resources, enhancing its capacity to deliver high-quality training, research, and consultancy services.
- o The Competency Centre partners include; Argus Media, Energy Institute, Interswitch, NNPC Retail Limited, Oil Trading & Logistics, U.S. Grains Council and Viisau Limited.



MEMAN COMPETENCY CENTRE

2. Stakeholder Engagement:

- o Effective stakeholder engagement is a key priority for the Competency Centre. This involves regular communication and collaboration with a diverse range of stakeholders, including government agencies, regulatory bodies, industry associations, community groups, and advocacy organizations in Nigeria.
- o Stakeholder engagement activities include consultations, workshops, and public forums aimed at gathering input, sharing information, and building consensus on key issues affecting the energy sector.



3. Networking Opportunities:

- o The Competency Centre provides numerous opportunities for networking and collaboration among industry professionals. These include networking events and industry conferences focused on specific areas of Nigeria's energy sector.
- o By fostering a strong network of professionals, the centre helps facilitate the exchange of ideas, the sharing of best practices, and the development of collaborative solutions to industry challenges.



IMPACT ON THE NIGERIAN ENERGY INDUSTRY

1. Enhancing Competitiveness:

- o By providing high-quality training and development programs, the Competency Centre helps enhance the competitiveness of Nigeria's energy sector. Professionals equipped with the latest knowledge and skills are better positioned to drive innovation, improve efficiency, and deliver high-quality services.
- o The centre's focus on research and innovation also contributes to the development of new technologies and processes that can enhance operational performance and reduce costs within the Nigerian energy sector.

2. Promoting Sustainability:

- o The Competency Centre's emphasis on sustainability helps align the Nigerian energy sector with global environmental goals. By promoting projects related to LPG, CNG, solar energy, and ethanol, the centre contributes to the reduction of greenhouse gas emissions and the conservation of natural resources.
- o Educational and awareness programs aimed at promoting sustainability help build a culture of environmental stewardship within energy sector.

3. Supporting Policy Development:

- o Through its research and stakeholder engagement activities, the Competency Centre provides valuable input into the development of energy policies and regulations in Nigeria. The centre's expertise and insights help inform policy decisions, ensuring they are based on sound evidence and best practices.
- o The centre also plays a role in advocating for policies that support the growth and development of Nigeria's energy sector, including incentives for renewable energy projects, funding for research and development, and regulations that promote energy efficiency.

FUTURE DIRECTIONS

1. Expansion of Services:

- o The Competency Centre plans to expand its range of services to meet the evolving needs of the energy sector. This includes the development of new training programs, the introduction of advanced research capabilities, and the expansion of consultancy services to cover emerging areas such as digitalization and cybersecurity.
- o Plans are also underway to enhance the centre's online presence, providing more interactive experiences and expanding its reach to a global audience.

2. Increased Collaboration:

- o The centre aims to strengthen its collaboration with international partners, leveraging global expertise and resources to address local challenges. This includes building partnerships with leading global research institutions, industry associations, and multinational energy companies.
- o Collaborative efforts will focus on addressing key challenges



MEMAN COMPETENCY CENTRE

such as climate change, energy transition, and the integration of renewable energy sources into Nigeria's energy mix.

3. Enhanced Impact Measurement:

- o To ensure its activities deliver the desired impact, the Competency Centre will implement a robust impact measurement framework. This framework will track the outcomes of training programs, research projects, and consultancy services, providing valuable feedback for continuous improvement.
- o Regular impact assessments will help identify areas for

enhancement, ensuring the centre continues to deliver high-value services that meet the needs of Nigeria's energy sector.

The Competency Centre is a cornerstone of the industry's efforts to drive excellence, innovation, and sustainability in the energy sector. Through its comprehensive range of services, the centre provides critical support to industry professionals, researchers, and stakeholders, helping build a resilient and competitive energy sector. As the energy landscape continues to evolve, the Competency Centre will play a vital role in ensuring that Nigeria's energy sector is well-prepared to meet future challenges and seize new opportunities.



ALTERNATIVE ENERGIES

NUMBER OF SOLARISED MEMAN MEMBERS' RETAIL STATIONS

Total Number- 340

The objective of having a solarised station is to enhance sustainability and reduce the environmental impact by utilizing renewable energy.

Reduce Carbon Footprint: By generating electricity from solar power, the station minimises reliance on fossil fuels, lowering greenhouse gas emissions and contributing to a cleaner

environment.

Energy Cost Savings: Solar power provides a cost-effective alternative to traditional energy sources, leading to significant long-term savings on electricity bills for the station.

Energy Independence: Solarisation increases the station's energy self-sufficiency, reducing dependency on the grid and ensuring a more stable and reliable power supply.



A solar-powered service station in Lagos



Solar home solutions



Other solar home solutions



A CNG Service Station





APPENDIX A

Compendium of Best Practices: Trainings, Workshops, Webinars and Standards





INDUSTRY TRAININGS/WORKSHOPS & WEBINARS



Trainings

- Worksite Safety Training
- Logistics & Transport Management Training Operational Safety Training
- Marine Terminal Operation Management
- Joint Inspection Group (JIG) Training
- Tank farm Operations, Planning & Scheduling
- Fire Prevention & Protection
- Safety Management System
- Retail Safety Training for Station Managers/Supervisors
- Depot Operatives Training Transport Training for Truck Drivers



Workshops

- Labour Laws Workshop
- Truck Renewal Workshop in Collaboration with NARTO
- The Nigerian Petroleum Downstream Industry and ARDA Virtual Workshop
- Corporate Government Workshop
- FCCPC Workshop
- Competency Center E10 Technical Workshop
- Basics of Solar PV Systems



Webinars

- The Nigerian Downstream Consultative Summit in Collaboration with OTL Africa
- Introduction to Autogas and the Evolving Price of PMS
- Operational Safety in the Retail CNG sector
- Ethanol as a Biofuel
- Lubricant Quality and Counterfeiting Mitigations
- Energy Transition through Solar Energy
- Optimising the Nigeria Oil and Gas Industry
- Introduction to Electric Vehicles
- Driving the Energy Transition: CNG Conversion
- Improving Safe Transportation of Petroleum Products
- MEMAN and DAPPMAN Industry HSE Webinar



INDUSTRY TRAININGS/WORKSHOPS & WEBINARS





INDUSTRY SELF-REGULATION

Self-regulation is an internal mechanism that helps organizations engage in and promote behaviour that is mindful, deliberate, and considerate. MEMAN believes that adopting the principle of self-regulation in the operational activities of its members is essential to strengthening accountability and responsible industry practices.

MEMAN members have deliberately committed to strengthening their self-regulatory culture by putting in place internal policies, processes, and communication systems that encourage both management and staff to consistently demonstrate exemplary Health, Safety, Security, Environment & Quality (HSSEQ) practices and culture.

To sustain operational excellence among downstream players, especially major marketers, MEMAN members are adopting the principle and practice of self-regulation in line with international best practices aimed at advancing operational efficiency and safety within Nigeria's energy sector.

The members of the Major Energies Marketers Association of Nigeria (MEMAN) are spearheading this self-regulatory agenda, mandating the deployment of both human and technological expertise to improve operations across depot activities, the logistics value chain, product distribution and delivery, and MEMAN members' retail outlets. Key recommendations proposed by MEMAN members include the installation of advanced tracking devices for product distribution, delivery, receipt, and storage at depots and retail outlets. These systems enhance safety, product and brand integrity, accountability, and overall service quality to customers, reflecting how technological advancement has transformed global business operations.

MEMAN members are also bridging knowledge gaps in innovative downstream management practices through structured workforce training and capacity-building initiatives. These industry recommendations, referred to as the Minimum MEMAN Standards, are aligned with the Standards Organisation of Nigeria (SON) and the Nigerian Midstream and Downstream Petroleum Regulatory Authority (NMDPRA) regulations, while also meeting relevant international standards. Other elements of MEMAN's self-regulation agenda, initiated in 2018, include the Minimum Safe-To-Load (STL) checklist adopted by the Federal Road Safety Corps (FRSC). This checklist is currently deployed across petroleum depots, with compliance actively monitored by the FRSC.

In addition, most MEMAN depots are equipped with automatic shutdown systems that prevent spills during product reception from jetties, liquid and hydrocarbon vapour detection systems for bund walls, and overfill protection alarm systems installed in storage tanks to prevent fire outbreaks and other environmentally hazardous incidents. MEMAN also conducts pump integrity checks for its members, with reports submitted directly to respective CEOs for prompt action.



MEMAN members' advocacy for the industry's operational standards includes stricter adherence to safety measures that protect lives, assets, and the environment. The association is currently fine-tuning an operational manual designed to highlight key principles and procedures for the operation of all hydrocarbon storage terminals.

To sustain its self-regulated operational principles, MEMAN members are collaborating with Federal and State regulatory bodies to carry out periodic audits of member facilities to evaluate compliance with Health, Safety, Security, Environment, and Quality (HSSEQ) standards, as well as other industry operational requirements.

Gaps identified during these audits, if any, are addressed through timely corrective actions to ensure sustained compliance and continuous improvement.

MEMAN's operational excellence drive enables its members, including 11 Plc, Ardova Plc, Conoil Plc, MRS Oil Nigeria Plc, NPC Retail Limited, and TotalEnergies Marketing Nigeria Plc, to consolidate their operational efficiency by upholding a high-performing, best-in-class working culture with distinctive business capacity and capabilities that other petroleum marketers can aspire to. This, in turn, supports long-term industry sustainability.



INDUSTRY SELF-REGULATION

PUMP INTEGRITY CHECKS





MEMAN DEPOT STANDARDS





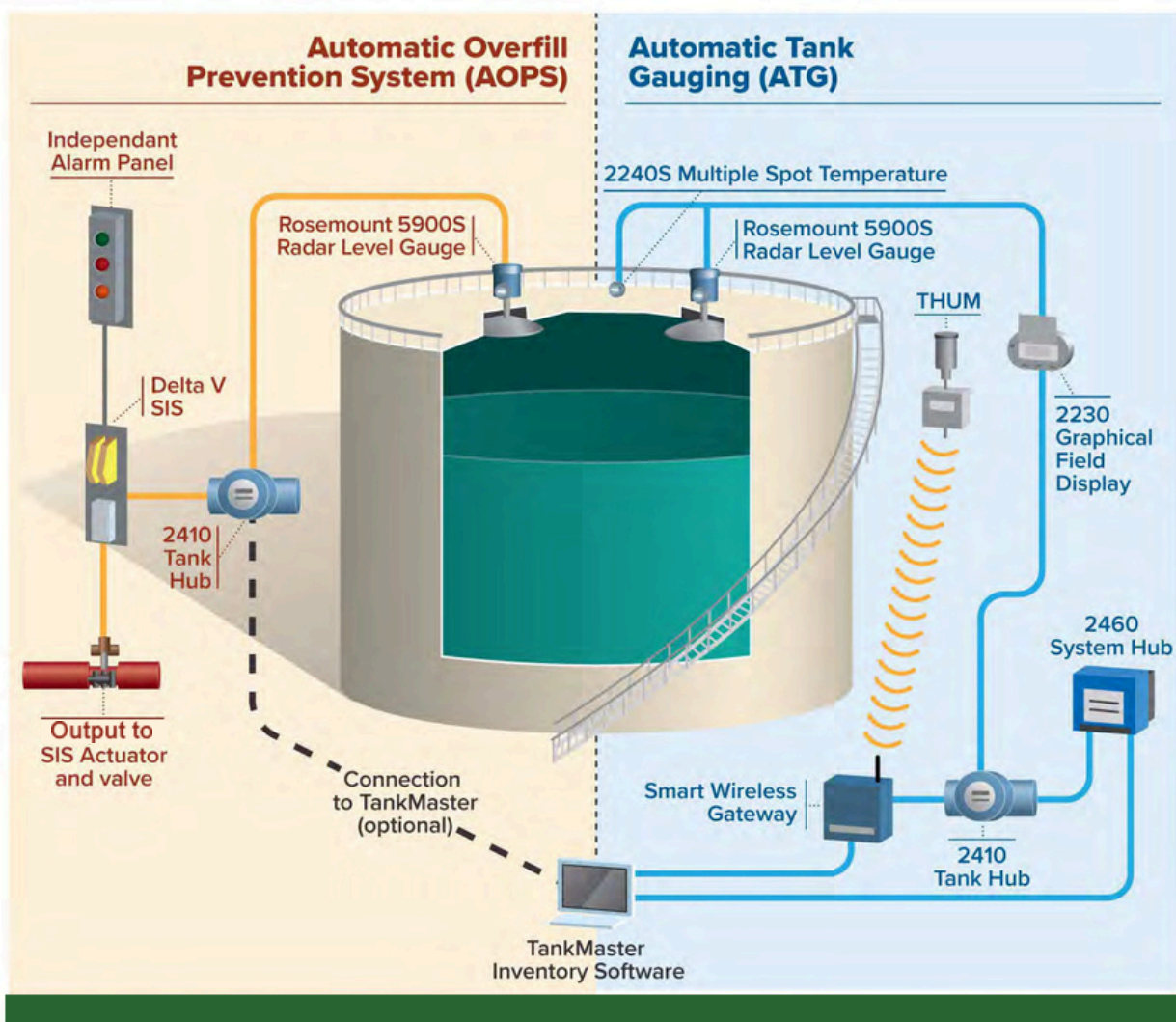
MEMAN DEPOT STANDARDS



There are several benchmarks for measuring logistics efficiencies of depots. However, what is important is the presence of and adherence to minimum regulatory standards, international best practices and the application of technology, to enhance safety and prevent pollution at a standard depot.

Some key standards that must be present at a depot include, but are not limited to:

- Vapour and liquid hydrocarbon detectors;
- Provision of explosimeters;
- Monitoring wells;
- Automatic Tank Gauging (ATG);
- Catholically protected underground pipelines



To ensure compliance with regulatory standards and international best practices, MEMAN developed the Depot Minimum Standards in 2019 and continues to work closely with NMDPRA, NOSDRA, and relevant State Agencies to prevent environmental degradation and protect assets.

MEMAN has also introduced Minimum Safe Work Procedures to standardize safe operations across depots and strengthen HSSEQ compliance. In line with sustainability goals, MEMAN members are currently upgrading their facilities to improve safety, efficiency, and environmental performance.



MEMAN DEPOT STANDARDS

DEPOT CHECKLIST

1- General

2- Documentation

3- Storage tanks

4- Pump house

5- Loading gantry

6- Laboratory

7- Depot safety

8- Oil water separator





SAFE DISTRIBUTION

IBADAN TRUCK DRIVING SCHOOL

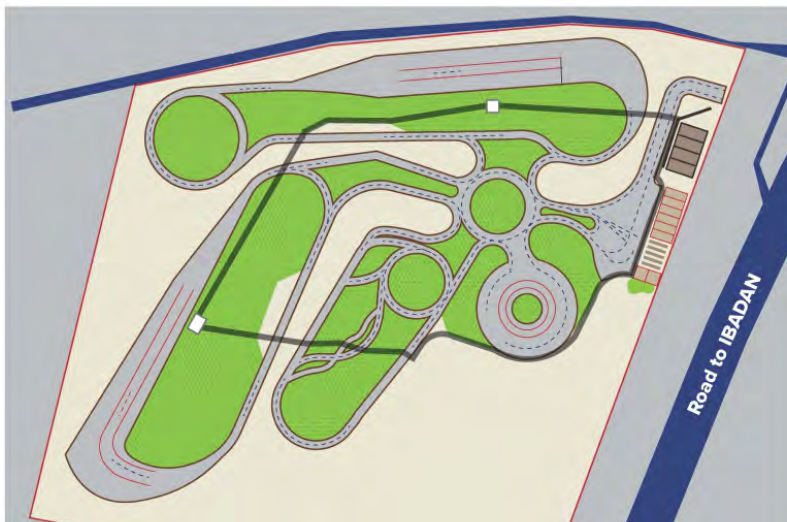
In order to address the rising cases of truck accidents and conceive a way of improving road transport safety in the downstream. MEMAN has partnered with the FRSC and other key stakeholders to come up with a 'Truck Renewal Plan' as a way of injecting modern trucks equipped with the latest safety measure.

As part of MEMAN's Self-Regulation approach, MEMAN has engaged with technical integrity centres in Port Harcourt, Ikorodu, Abuja, Kano and a MEMAN member owned facility in Ibadan, to check annually the integrity of trucks working for MEMAN.

MEMAN is in constant collaboration with NMDPRA, FRSC, SON, Federal Ministry of Works, NARTO, PTD and other key stakeholders to ensure the safety transport of petroleum products on our roads.



THE TRACK CENTRE, IBADAN TRUCK DRIVING SCHOOL



Status

1. Construction commenced in March 2015
2. Fence work completed
3. Admin building & trucks hanger at completion state
4. Construction of the centre in collaboration with E&P

- To provide a world class training facility that will exposed trainees to practical and high techniques of defensive driving
- 17 hectares
- 3km of Tracks
- 4 Driving Tracks
- 5 Trucks
- 1 Administrative Building, Classrooms, auditorium and car park
- 1 Truck hanger with a pit, 1 Mechanical workshop and 1 Fuel dump for trucks

SAFE DISTRIBUTION





MEMAN STATION STANDARDS

GENERAL COMPONENTS

A bird's-eye view of a typical retail facility



LAYOUT OF A TYPICAL RETAIL STATION

- Nigeria currently has approximately 30,000 retail stations – nationwide.
- Originally, filling stations were owned and operated by International Oil Companies (IOCs).
- Over time the number of stations has grown with the majority now being built and owned by Nigerians.
- The investment in filling stations involves more than just the physical building and the installation of pumps; filling stations must be upgraded to meet new standards. Modern technology needs to be adopted to protect the customer and offer a higher quality of customer service.
- MEMAN is in constant collaboration with NMDPRA, NOSDRA, Weights & Measures and other key stakeholders, to help develop, implement and execute policies to ensure the pump integrity and the control of pollution at our stations.



MEMAN STATION STANDARDS

GENERAL COMPONENTS

Sales area: Main Identification Display



MAIN IDENTIFICATION DISPLAY

- MID should be installed away from overhead electrical lines.
- MID should feature adequate protection from impact using grass islands and crash barriers.
- MID price units must display "Petrol", "Diesel", and "Kerosene".
- MID should feature service module for station specification.



MEMAN STATION STANDARDS

GENERAL COMPONENTS

Sales area: Canopy, Forecourt and Pump island



FORECOURT CANOPY

The need for the opening to storage tanks, offset fill points, pipework and dispensers to be in the open air does not prevent the location of a canopy over a filling station forecourt, provided that the dimensions of the canopy do not adversely affect the ventilation of, or access to, the equipment.

Canopy materials should not be combustible and should have a surface spread of flame characteristics not inferior to class E of EN 13501-1.

Fire Classification of construction products and building elements. Classification using test data from reaction to fire tests or equivalent.

ILLUMINATION

Station lighting must be spaced and designed such that underneath of the sales canopy is fully visible during night operations.

PUMP ISLAND

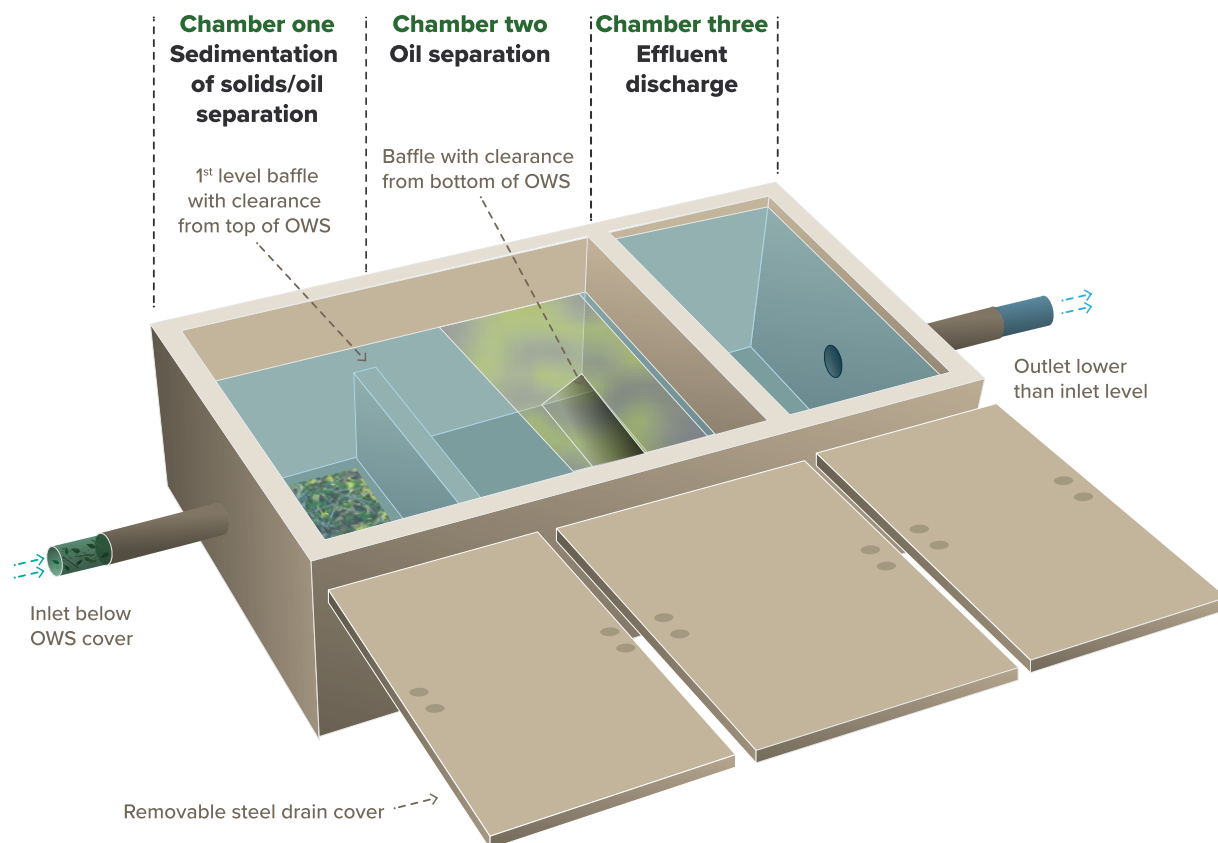
Pump island orientation should allow for easy entrance to, and exit from the station.

Pump protection must be designed to adequately deform upon impact instead of being rigid to the point where it poses a threat to human life.

MEMAN STATION STANDARDS

GENERAL COMPONENTS

Sales area: Drainages



DRAINAGES

Area	Contamination possible	Risk ranking	Surface quality	Drainage routing
Tanker stand area	Yes	High	Impermeable	Via separator
Under the canopy	Yes	High	Impermeable	Via separator
Vehicle wash entrance and exit	Yes	Normal	Impermeable	Via separator
Perimeter roads	Yes	Normal	Impermeable	Via sewer
Car parking	Unlikely	Low	Permeable	Surface water drains
Site access and egress	Unlikely	Low	Permeable	Surface water drains

Consideration should be given to environmental risk during planning of drainage facilities. Drainage systems and oil/water separators should be installed and located so they will prevent the drainage of vehicle fuel spillages, or water contaminated with vehicle fuel, from entering water courses, groundwater, public drains or sewers or from otherwise escaping the filling station. The design of the drainage system should take account of the soluble fraction/content of the fuels intended to be handled. Water draining from

car wash facilities should not pass through the OWS, as detergent inhibits oil separation. Clean water from roofs and canopies should also not be routed through OWS but may be discharged directly into surface water sewers or public drains.



MEMAN STATION STANDARDS

GENERAL COMPONENTS

Tank farm: tanks



UNDERGROUND STORAGE TANKS

- It is recommended that double-skin tanks are used with the application of EN 13160-7 Leak Detection Systems.
- Tanks can be either steel, glass reinforced plastic or steel-GRP composite material.
- Single shell tanks are to be buried in a reinforced concrete vault for secondary containment purposes.
- Observation wells should be a minimum of 100 mm diameter and should be designed to allow percolation of water and fuels through slots in a well wall. Adequate maintenance if lid seals is essential as wells create a direct pathway to groundwater.

MEMAN STATION STANDARDS

GENERAL COMPONENTS

Tank farm: vents



VENT LINES

- Vents are to be designed to allow air to be drawn into the tank as liquid is dispensed and as an emergency pressure release during product discharge.
- Vent pipes should extend to a height greater than the maximum liquid level in any road tanker likely to deliver petrol to the associated tanks, and in any event should not be less than 4 m above ground level.
- The vent discharge point should not be within 3 m in any direction of opening windows or any other building opening.



MEMAN STATION STANDARDS

GENERAL COMPONENTS

Tank farm: piping



PIPING

- Steel GFR (Glass Reinforced Plastic), polyethylene and composites including combinations of other plastic or metals are materials used for pipework
- Conductive and non-conductive system should not be mixed in single installations.
- There must be no isolated conductive elements within a pipe system. Conductive system should be bonded to site earthing systems and tested for electrical continuity.
- When steel is used, all pipework should be provided with a durable protective coating or secondary containment.
- Because of the risks of leaks, joints in pipework should be kept to a minimum.
- It may be necessary to provide additional protection to contain a potentially large-scale spillage during tanker delivery. Containment can be in the form of drainage grids, gullies, kerb or even drip trays for smaller spills.



MEMAN STATION STANDARDS

GENERAL COMPONENTS

Tank farm: UST Covers



UST COVER COLOR CODING

- Blue for PMS with alphanumerical lable
- Yellow for AGO with alphanumerical label
- Green for DPK with alphanumerical label

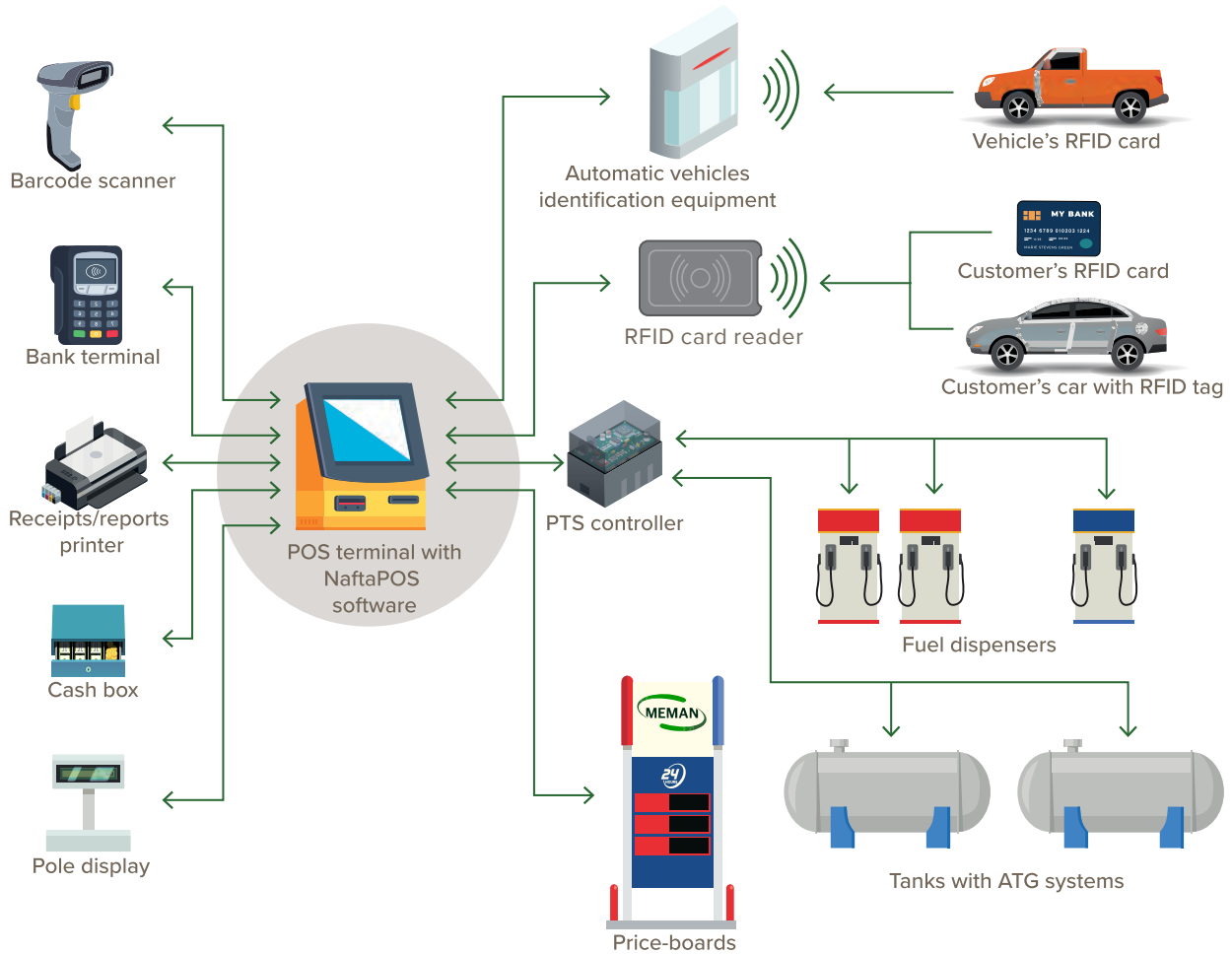
Decommissioned tanks will maintain the color code of the most recent product stored in the tank and will have the words "OUT OF USE" stenciled in red font boldly on the tank cover.

All tanks shall be connected to a single earth chamber which serves as a connection point during product discharge. Earth chambers shall come with default white plastic furse covers or be finished in reflective white glass paint if cover is metal.

MEMAN STATION STANDARDS

GENERAL COMPONENTS

ATG, Controller ET AL



- Varying levels of automation are depicted here.
- At a minimum, standard stations will feature automatic tank gauging.
- At a minimum, mega stations will feature forecourt controller (configured for remote monitoring) and automatic tank gauging.

MEMAN STATION STANDARDS

GENERAL COMPONENTS

LPG SKID Tank



Condition/criterion	Required capacity & distances
Skid Tank Capacity	5 MT
Distance between above ground LPG skid tank & LPG dispenser	5 m
Distance between skid tank & fuel dispenser	5 m
Distance between skid tank & underground storage tank	5 m
Distance between skid tank & public building	5 m
Distance from LPG tank to building boundary	5 m
Distance between LPG dispenser & UST	5 m
Distance between LPG dispenser & building boundary	5 m
Distance between LPG dispenser & highway	5 m
Distance between skid tank & building boundary	Permission is to be sought from NMDPRA



MEMAN STATION STANDARDS

GENERAL COMPONENTS

Others: Buildings



SALES BUILDINGS

- Sales buildings house the control point for the dispensers and usually limited consumer goods.
- Sales buildings situated within 4m of dispensers or storage tank fill points should be constructed to a 30 minutes fire resisting standard. Sales buildings over 4m from dispensers or tank fill point should generally be constructed in non-combustible materials.
- Where the sales building forms part of a large building, an alternative to providing fire resisting construction would be to provide an alternative means of escape from the building, remote from the dispensers or fill points.

CONVENIENCE STORE

- Generally, a building of 60 Sq.m or more, intended for use as a shop for customer goods may attract to the filling station large numbers of customers not associated with vehicle fuel sales.
- The design of stores and pay point should take account of the tasks which staff have to carry out and additional pay points and trained attendants may be required where the size and activities at the site could adversely affect the ability of staff to control the forecourt.
- Stores should be located such that the activities of customers will not affect fuel sales operations.





APPENDIX B

Profile





MEMAN COMMITTEES PROFILE

COMMITTEE CHAIRPERSONS



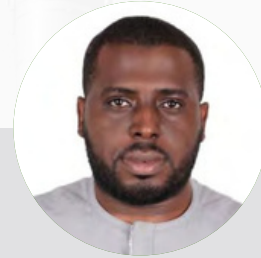
CHAIRMAN, BUDGET & INTERNAL GOVERNANCE COMMITTEE MEMAN

Richard Babatunde Zaccheaus (B.Sc., ACA)

Richard Babatunde Zaccheaus is a professional accountant with about 15 years working experience. He holds B.Sc. in Business Administration from the University of Ilorin and came out one of the top in his class.

He is a member of the Institute of Chartered Accountants of Nigeria (ICAN). Babatunde started his career at Mobil Oil Nigeria Plc. (MON) now 11 Plc as Treasury Officer. He then moved to Forte Oil Plc., now Ardova Plc, where he held several positions like Team Lead, Financial Operations, Treasury and Investments and Manager, Fleet & Distribution. He is presently Manager, Business Assurance and Compliance, reporting to the board of Ardova Plc.

Babatunde has attended several trainings which include Budget and Budgetary Controls, Treasury Management for Corporate and Change Management.



CHAIRMAN, ENGINEERING COMMITTEE MEMAN

Abdulrazaq Suleiman

Engr Abdulrazaq is an experience Engineering Manager with proven expertise in Projects and Maintenance Management in the Downstream Oil and Gas Industry. His accumulated years of work experience cuts across team leadership roles in Terminal, Aviation, Retail, Lubricant and LPG. He holds a Bachelor's degree in Mechanic Engineering from the University of Sunderland, UK Abdulrazaq started his career with MRS Group as a Maintenance Engineer responsible for developing and coordinating Engineering and Maintenance activities of MRS Oil terminal. He subsequently became the Project Engineer overseeing all terminal expansion projects and leading the mechanical team in a 50 million litres per annum fully automated fuel terminal and lubricant plant project. He held this position until 2020 when he was appointed Group Head or Project and Maintenance overseeing all MRS Group project and maintenance activities across the country.

Abdulrazaq has attended several executive developmental programs, workshop, and training on Tank construction, pipeline terminal management and many more.



CHAIRMAN, SUPPLY / IMPORT COMMITTEE MEMAN

Rabi Abdulmutalib

A professional Engineer, with over twenty-four years' experience in Upstream and Downstream operations both locally and internationally, Mr. Rabi holds a bachelor's degree in Chemical Engineering from Ahmadu Bello University Zaria. He started his career in 1998 as a Project Engineer with an Oil Servicing firm. He joined the then Total Nigeria Plc in May 2003 as a Technical buyer. He worked as SAP Administrator, Lube Plant Manager, Projects Manager and General Manager (Health, Safety, Environment and Quality). He was appointed General Manager Operations in September 2018.



MEMAN COMMITTEES PROFILE

COMMITTEE CHAIRPERSONS



CHAIRMAN, LUBRICANTS COMMITTEE MEMAN

Sir Stephen Nkachuku Ezendiokwere

A Chartered Chemist by training, a Tribologist and Lubrication Engineer by occupation with over three decades of sound and proven knowledge in all segments of lubricant and lubricant applications both as seasoned sales practitioner, expert in machinery lubrication and coach. He is indeed a professional with very vast experience in this his chosen field of endeavour.

Currently, he is the Manager, Commercial Lubricant Sales and Field Engineering Services, 11 PLC (Formerly Mobil Oil Nigeria Plc). He is therefore the anchor point in the planning and executions of various technical service programs of 11 Plc across major end users of 11 PLC lubricants and greases in diverse business sectors and industries. Generally providing support and guidance in optimal application of lubricants and greases which ultimately aims at helping to manage costs associated with lubrication and in promoting proactive and preventive maintenance practices toward asset reliability improvements.

Sir Steve holds a Bachelor of Science degree (B. Sc.) in Industrial Chemistry and and a Master of Business Administration Degree (MBA) in Marketing Management. He is a Certified Maintenance Reliability Professional (CMRP) and belongs to a number of professional bodies such as Institute of Chartered Chemists of Nigeria (ICCON), Society for Maintenance and Reliability Professionals (SMRP), Society of Tribologists and Lubrication Engineers (STLE), Institute of Management Consultants (IMC) and Center for Productivity (CeProd).

A Rotary International Paul Harris Fellow (PHF), a Noble Knight of Saint Christopher (KSC), Anglican Communion; a distinguished Rotarian and past President, Rotary Club of Tincan Island, Rotary International District 9110, Fellow, Institute of Management Consultants (FIMC), Fellow, Centre for Productivity (FCP) and Distinguished Fellow, Professional Excellence Foundation of Nigeria (DFPEFON).

Sir Steve is married to Lady Justina Ezendiokwere and blessed with adorable handsome and beautiful children.



CHAIRMAN, LEGAL & GOVERNMENT POLICY COMMITTEE MEMAN

Christian Olumayowa Meseko, M.CIoD, FCIS

Christian Olumayowa Meseko is a seasoned corporate lawyer, governance professional, and policy adviser with over 20 years' experience across Nigeria's energy, manufacturing, real estate, and regulated sectors. He currently serves as Company Secretary/Legal Adviser at 11 Plc (formerly Mobil Oil Nigeria Plc), providing strategic legal, regulatory, and governance advisory services to the Board and executive management.

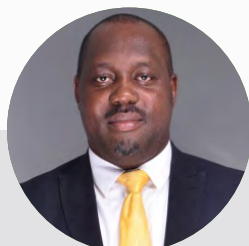
As Chairman of MEMAN's Legal & Government Policies Committee, Mr. Meseko leads industry engagement on regulatory reform, government relations, and legal policy development, contributing to the advancement of a stable, transparent, and commercially viable downstream and midstream energy sector.

He is a Fellow of the Institute of Chartered Secretaries and Administrators of Nigeria (ICSAN), a Member of the Chartered Institute of Directors (CIoD), a Member of Society for Corporate Governance Nigeria, a Member of Nigeria Bar Association and an Associate of the Chartered Institute of Arbitrators (UK). Mr. Meseko is actively involved in national corporate governance initiatives and energy-sector policy discourse.



MEMAN COMMITTEES PROFILE

COMMITTEE CHAIRPERSONS



CHAIRMAN, HSSEQ COMMITTEE MEMAN

Gabriel Orukpe

Gabriel Orukpe is a certified Electrical & Instrumentation Engineer and a safety professional with over 18 years' experience in the Oil and Gas sector (Upstream and Downstream). A graduate of Electrical / Electronics Engineering (B. Eng. Elect/Elect) from the University of Maiduguri, registered member of Nigerian Society of Engineers (NSE) and professional Safety institutions, local and international.

He is the Chairman of MEMAN HSSEQ committee and current General Manager EHSSQ & Govt. Relations at ARDOVA Plc. He has worked on numerous key projects in the industry at different capacities as Project Manager, Project Engineer and Field services Engineer while at MAKON Group Ltd, an Oil & Gas servicing company.



CHAIRMAN, RETAIL NETWORK OPERATIONS COMMITTEE MEMAN

Abdullahi Umar

A graduate of Bayero University, Kano with an MBA from University of Maiduguri. He has acquired experience of about 25 years in the Downstream Sector of the Petroleum Industry. He started his Career in Port Harcourt, Rivers State managing the Industrial clients of TotalEnergies Marketing Nigeria Plc. like Nigerian LNG, Michelin, Schlumberger etc. He later moved to the Retail Business to manage Total Stations in many parts of the North and the South West both as a Retail Executive, Retail Trainer and Retail Controller.

He was appointed as Area Manager for Kano Region in 2012 and Later Served as the Distribution Manager (In charge of Transport and Logistics).

In 2018, he appointed as the Territorial Sales Manager (North) in charge of the Company's business in the whole of Northern Region with the FCT. Also he handled the Government Relations activities as part of the role.

He was appointed as General Manager (Retail and Cards) for TEMN Plc in 2021 responsible for the Retail Business of TotalEnergies Marketing with over 500 Stations.

Umar has been trained in many parts of the world (France, Spain, Austria, South Africa, Tunisia, Kenya, Cameroon and many others) to develop his competence on Sales, Logistics and Leadership.

An Alumni of Lagos Business School through his certification on Senior Management Program (SMP 62) and he is the President of Advance Management Program (AMP 40) Class.



MEMAN COMMITTEES PROFILE

COMMITTEE CHAIRPERSONS



CHAIRMAN, AVIATION COMMITTEE MEMAN

Mufutau Oyewale Abd-Salam

Engr. Abd-Salam Mufutau Oyewale is a seasoned Engineer with over 26 years of practical hands-on experience mostly in the Oil and Gas industry. He is a graduate of Electrical and Electronics Engineering from Obafemi Awolowo University, Ile-Ife. He also has a Master of Science Degree in Electrical and Electronics and a Master of Business Administration Degree both from the University of Lagos.

Engr. Abd-Salam Mufutau started his career in 1996 in a multinational company as Trainee Engineer / Terminal Operator and rose to become Terminal Manager, District Logistics Manager, Distribution and Logistics Training Manager.

He joined TotalEnergies Marketing Nigeria Plc in December 2011 as Fleet Manager and he is currently serving as the manager of Joint User Hydrant Installation (JUHI) at Muritala Mohammed International Airport, Ikeja, Lagos.

He is a member of several professional bodies including the Council for the Regulation of Engineering in Nigeria (COREN), the Nigeria Society of Engineers (NSE) and Project Management Co.UK. He is also an associate member of the Chartered Institute of Supply Chain Management and the Institute of Warehousing and Materials Management. Furthermore, he is a member of Joint Inspection Group (JIG). JIG is the World-Leading Organization for the Development of Aviation Supply Standards covering the entire Aviation Fuels supply chain from the Refinery to the wings of Aircrafts.

Engr. Abd-Salam Mufutau has participated in several management / professional workshops and trainings.



CHAIRMAN, TRANSPORT COMMITTEE MEMAN

Okechukwu Osuagwu

Mr Okechukwu Osuagwu is a seasoned supply chain professional with over 20 years' experience in the Downstream Oil and Gas sector. He has distinguished himself in retail sales, aviation sales, lubricant sales, terminal operations and now he is in the transport and distribution operations department. Currently, he is acting as Head, Supply and Distribution at Conoil Plc. Prior to joining Conoil Plc, he worked in Nigerian Breweries Plc where he held various managerial positions for 7 years. He holds a Master of Business Administration Degree in Marketing and a Post Graduate Diploma in Logistics and Supply Chain Management. He is a Fellow of The Institute of Management Consultants of Nigeria and member of the African Centre for Supply Chain. He holds several certifications in Logistics and Supply Chain management. A leader and mentor, he plays active roles in the organisation of masterclasses, workshops and seminars in and for various professional bodies.



MEMAN COMMITTEES PROFILE

COMMITTEE CHAIRPERSONS



CHAIRMAN, GAS COMMITTEE MEMAN

Dr. Ayotunde Adewoye (Ph.D, MBA)

Dr. Adewoye has over thirty years experience in the downstream sector of the Nigerian Petroleum Industry, He has held several leadership roles with Mobil Oil Nigeria plc (now 11plc), OVH Energy marketing and NNPC Retail Limited and made significant contributions in Sales, Technology, Customer Service and Transportation Safety. He has served both at National and Regional levels.

He holds a Doctorate Degree in Mechanical Engineering and is an Alumnus of the University of Cambridge, Obafemi Awolowo University, Nexford University and Lagos Business School. He has also attended leadership courses in several globally rated institutions.



CHAIRMAN, CHEMISTS COMMITTEE MEMAN

Shaire Omotejowho

Shaire Omotejowho is the Plant Chemist of NNPC Retail Ltd (NRL). She graduated with a major in Chemistry from Delta State University, Abraka in 2001 and a master's degree in Natural Resources Management from the University of Lagos in 2017. She possesses 17 years of practical experience in Quality Control and Quality Assurance in the Oil and Gas sector. She is well grounded and possesses in-depth knowledge of petroleum products refining processes, testing, handling, safety, and custody transfer, a knowledge she has imparted to both internal and external stakeholders via training and awareness campaigns. She is an IRCA/CQI (International Register of Certificated Auditors/ Chartered Quality Institute) certified internal auditor, a part of the team that championed the implementation of an Integrated Management System in both Oando Plc. and OVH Energy Marketing Ltd. She has been well trained and has certifications in the latest ISO 9001:2015, ISO 1400:2015, ISO 45001: 2018 Quality, Environment and Occupational Health Management Systems. She also possesses training/certificates in advanced Petroleum Products Analysis, Business Process Management as well as other related training courses. She is a member of ASTM International, an international standards organization that develops and publishes voluntary consensus technical standards for a wide range of materials, products, systems, and services. She is one of the Nigeria delegates in the Standard Alliance Project (ANSI & USAID working on the harmonization of petroleum products in West Africa. She is A fellow of the Institute Of Strategic Management Nigeria (ISMN).



MEMAN MANAGEMENT



EXECUTIVE SECRETARY

Clement Isong

Mr. Clement Isong retired from the TotalEnergies Group in June 2017, after 29 years of service, having held the position of Deputy Vice President for Southern Africa. In October 2017, he joined the Major Energies Marketers Association of Nigeria (MEMAN) as Chief Operating Officer. He later assumed the role of Executive Secretary and Chief Executive Officer in April 2018, and by November 2020, he was appointed to the MEMAN Board of Trustees.

From 2013 to 2017, Mr. Isong was based in Johannesburg, where his responsibilities as Deputy Vice President for the TotalEnergies Group involved the strategic development of affiliates across Southern Africa. In this capacity, he served as a vital link between the Head Office in Paris and Total's downstream affiliates in Southern Africa, including operations in South Africa, Mozambique, Malawi, Zimbabwe, and Zambia.

Between 2009 and 2013, while based in Paris as Head of Sustainable Development for the Africa Middle East Division, Mr. Isong oversaw the TotalEnergies Group's sustainable development initiatives across 54 countries in the region. Prior to this, from 2006 to 2009, he led Total Malawi as Managing Director, where he successfully facilitated the acquisition and integration of Mobil Malawi into Total Malawi. During this period, he also served as Chairman of Petroleum Importers Limited, working closely with the Government of Malawi to reform the country's petroleum import system.

Throughout his tenure at Total Nigeria (now TotalEnergies Marketing Nigeria Plc), Mr. Isong held various strategic roles, including General Manager of Administration, General Manager of Strategy, Regional Manager for the Midwestern Region, and Company Secretary/Legal Adviser.

As Executive Secretary and CEO of MEMAN, Mr. Isong is responsible for leading the association's engagement with government and key stakeholders, with the goal of building and institutionalizing a sustainable energy downstream industry in Nigeria. He is driven by a strong commitment to implementing sustainable systems and business models that foster the development and growth of the downstream oil industry in both Nigeria and Africa as a whole.



TECHNICAL & OPERATIONS TEAM



HEAD SUPPLY, HSSEQ & TECHNICAL

Godwin Jarikre

A professional Engineer with over 30 years in the downstream industry. He holds a Bachelor's degree in Chemical Engineering from the University of Benin. Godwin Jarikre started his career at Total Nigeria Plc as the LPG installation Sales Representative in 1991. He then worked as the Lubricants Engineer and Lubricants Engineer Head, supervising 6 regional Lubricants Engineers.

He also worked as the Lubricant Plant Manager and later the Apapa Hydrocarbon Depot Manager before being appointed as the Country Depots Manager, supervising Total Hydrocarbons storage depots and aviation depots throughout the country. He retired from Total Nigeria Plc in 2018 and joined MEMAN in the same year as Head Supply, HSSEQ and Technical.

Godwin has attended several local and international technical trainings in LPG, lubricants sales, lubricants blending and depot management.



GAS & RENEWABLE ENERGY SPECIALIST

Adelanke Dayo-Adepoju

Adelanke Dayo-Adepoju is a seasoned professional with nearly a decade of experience in the energy sector (Gas, Power and Renewables). She holds a Bachelor of Science in Electrical Engineering from the University of Oklahoma, U.S.A. and is a Registered Member of the Council for the Regulation of Engineering in Nigeria (COREN). Her foray into the energy sector began as an Engineer in Nigeria's largest independent power solutions provider, Viathan Engineering.

She has served in various roles acquiring cogent experience in power generation and distribution, operations of virtual pipeline (CNG) distribution and development of compression natural gas stations.

Adelanke also worked as a Sales and Marketing professional at Axxela, the largest private midstream natural gas distributor in Nigeria, contributing to sustaining revenue growth, relationship management with diverse stakeholders and developing new expansion opportunities using industry best practices. She currently works at Major Energies Marketers Association of Nigeria (MEMAN) as a Gas and Renewable Energy Specialist. Her strengths include opportunity identification and stakeholder management.



OPERATIONS MANAGER

Moses Okoh, MNSE

Engineer Okoh Ikpe Moses holds a Bachelor of Engineering Degree (B. Eng) in Electrical & Electronics Engineering from Federal University of Agriculture, Makurdi and a Master of Science (M. Sc) in Production & Operations Management from University of Lagos. He is a member of professional bodies including Nigerian Society of Engineers (NSE), Council for Regulation of Engineering in Nigeria (COREN), and Institution of Safety Professionals of Nigeria (ISPON).

Prior to joining MEMAN, he worked for Fung Tai Engineering Co. Ltd at the reconstruction of NNPC Petroleum Jetties, Apapa, Lagos. In MEMAN, he rose through the ranks as a Jetty crew in 2002 to HSSEQ Officer in 2010. In May 2018, he was made the Jetty Manager, superintending over MEMAN's operations at NPSC Jetty, supervising 17 Jetty crew members. A position he held till December 2022. In January 2023, he was promoted to his present position as Operations Manager charged with the responsibility of monitoring MEMAN cargo reception & dispatch at all its footprints nationwide.

He authored the Jetty Standard Operating Procedure (SOP). He is currently participating in the review of MEMAN's Compendiums of Best Practices for Hydrocarbon Depot Equipment & Operation, Retail Station Construction Equipment & Safety Standards, Fuel Transportation Management, and Retail Safe Operations. Moses is happily married to Becky and blessed with three children.



JETTY SUPERINTENDENT

Kingsley Ojimba

Kingsley Nnaemeka Ojimba is an HSSEQ professional with a decade of hands-on experience. He holds a bachelor's degree in Electrical and Electronics Engineering from the Federal University of Technology Owerri (FUTO), a postgraduate degree in industrial safety and environment from the University of Petroleum and Energy Studies (UPES), India, and also an Executive MBA degree from Quantic School of Business and Technology, Washington DC, USA.

Kingsley has worked in various offshore and swamp locations within Escravos for 5 years. In May 2021, he joined MEMAN as the HSSEQ officer and currently the Jetty Superintendent since January 2023. He has been superintending over MEMAN operations at the NPSC jetty with significant optimization.



ECONOMIC ANALYSIS, STAKEHOLDER MANAGEMENT & COMMUNICATIONS TEAM



HEAD ECONOMIC INTELLIGENCE, RESEARCH & REGULATION

Ogechi M. Nkwoji,
B.SC, MBA, CPA, CiArb

Ogechi is a Certified Public Accountant with almost 20 years of experience, having worked for public and private companies. She graduated from Northeastern University in Boston, Massachusetts with a B.Sc. (Honors) in Accounting and Finance. Ogechi also has an MBA from the Lagos Business School.

As a C.P.A., Ogechi has worked for two of the former Big 4 Accounting Firms: Arthur Andersen LLP and Pricewaterhouse Coopers, both in Boston. She also spent time working as an Analyst at Bain & Company. Upon moving back to Nigeria, she worked in several managerial capacities at Total Nigeria Plc., before taking up her position at MEMAN in May 2018.

Married with three children, Ogechi has attended several management and professional training courses and spends her free time on her NGO geared towards improving the lives of women and children.



SENIOR INDUSTRY ANALYST

Vanessa Durojaiye

She holds a Higher National Diploma (HND) from Yaba College of Technology and a Bachelor's degree in Accounting from Ajayi Crowther University. She is currently running her MBA program at Ajayi Crowther University. She has over six years of professional experience across accounting, audit, and industry analysis.

She began her career as an auditor at OOB (Chartered Accountants) before joining the Major Energies Marketers Association of Nigeria (MEMAN) as an Accounts Officer. She later transitioned into the role of Industry Analyst and currently serves as a Senior Industry Analyst.

In her current role, she is involved in stakeholder mapping and engagement, government relations, identification and sharing of industry best practices, and the collation, analysis, and publication of data in collaboration with local and international partners. She conducts industry economic and margins analysis, prepares and evaluates business cases, and supports strategic decision-making. She also plays an active role in industry networking, building partnerships, and fostering collaborations across Nigeria's downstream energy sector.

In addition to her analytical responsibilities, she serves as the Media Committee Chairman, supporting strategic communications and public engagement on key industry issues.

She has attended several professional trainings and capacity-building programs that have strengthened her technical expertise and communication skills. She is married and blessed with two children.



REFINING RESEARCH ANALYST

Monica Iwuese Terkura

Monica Iwuese Terkura is an Environmental/Analytical Chemist with multidisciplinary experience in sustainability research, policy engagement, executive support, and the downstream energy industry. She is a Registered Member of the Royal Society of Chemistry (UK) and holds a Bachelor of Science in Chemistry from Ahmadu Bello University, Zaria. She is nearing completion of her doctoral research in Environmental/Analytical Chemistry, funded by a World Bank-supported Programme.

Her professional experience spans environmental compliance and Environmental Impact Assessment (EIA) support, research assistance, and public sector administration. Across these roles, she has contributed to structured documentation, reporting, and institutional coordination, developing a careful, methodical approach to analysis and the ability to operate effectively in sensitive regulatory and policy environments.

She currently works at Major Energies Marketers Association of Nigeria (MEMAN) as Refining Research Analyst, overseeing the Local Refining Desk and supporting MEMAN's engagement on local refining through research, monitoring, and information collation. She previously served as Executive Assistant to the Chief Executive Officer, providing executive coordination and support to senior leadership.

Monica is recognized for her analytical approach, independent mindset, and ability to address complex issues with discretion and professional judgement.



ECONOMIC ANALYSIS, STAKEHOLDER MANAGEMENT & COMMUNICATIONS TEAM



COMMUNICATIONS COORDINATOR, COMPETENCY CENTRE

Pharez Ayodele

Pharez is the Communications Coordinator of the MEMAN Competency Centre, where he oversees MEMAN's digital and communications presence, including its website, social media platforms, and online content. He is responsible for shaping digital strategy, coordinating stakeholder messaging, and ensuring clear, consistent communication across MEMAN's public-facing channels.

Within the Major Energies Marketers Association of Nigeria (MEMAN), Pharez supports the Competency Centre's mission to strengthen industry capacity through research, training, and policy engagement. He plays a key role in translating complex technical and regulatory issues into accessible communication for industry stakeholders, policymakers, the media, and the public.

Pharez studied Automotive Engineering at Elizade University and holds professional certifications in digital marketing from Google and HubSpot, combining technical expertise with modern digital communication skills. His work supports discussions around oil & gas, automation and renewable energy.

He is driven by a strong belief in science, logic, and innovation, with a passion for leveraging technology and communication to advance Nigeria's energy transition.



HEAD FINANCE, COMPLIANCE & ADMINISTRATION

Oni Olushola Raphael, HND, MBA, FCA

Olushola is a professional accountant with over 18 years working experience. He holds HND in Accounting from Federal Polytechnic Bida, Niger State and a Master in Business Administration & Finance from Ladoko Akintola University of Technology, Ogbomosho. He is a fellow of the Institute of Chartered Accountant of Nigeria (ICAN) and member of Nigerian Institute of Management (NIM).

Prior to joining MEMAN in March 2020, Olushola has worked with private companies as an Accountant and Auditor in International Audit firm - PKF Professional Services, Lagos. He had led an audit team on World Bank projects, manufacturing companies, oil marketing and service companies.

He is experienced in Financial Audit, Process Audit, Compliance Audit, Account Analysis, Account Reconciliation, and Investigation. Olushola has attended several trainings and workshops which include Managing Compliance and Legal Risks organised by Lagos Business School, Working and Managing Safety, Change Management, Risk base internal audit and Investigation etc. Happily married to Florence Iyabo Oni.





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