

# ANI CHARLES BASSEY-EYO

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## NON-EXECUTIVE DIRECTOR | SENIOR BOARD ADVISOR | SERIAL ENTREPRENEUR

STRATEGIC ADVISOR | KEYNOTE SPEAKER | CHANGE SPECIALIST | START-UP MENTOR INTERNATIONAL  
DEVELOPMENT EXPERT | FINANCE AND TREASURY EXPERT

Visionary business leader with expertise in the development and strategic growth of start-up enterprises in the not-for-profit, education, finance, consulting and tech sectors, coupled with an impressive operational background in corporate treasury, change, transformation and project leadership in tier-one finance environments. Now seeking to expand a portfolio career with the addition of a non-executive Board position in a dynamic UK, Nigerian, or international enterprise, or advisory boards of select global organisations.

- Leverages significant advantages of fast-growth prospects within the developing African market; identifies and matures new business opportunities that generate significant revenues and return on investment.
- Cultivates commercialisation, communication, relationship management and financial strategies at the most senior level for large international corporates; skilled Board level advisor with comprehensive knowledge of corporate governance, internal control requirements and strong stakeholder management skills
- Social entrepreneur with deep and broad interests in innovative finance, agriculture, education, and development projects at the grassroots level. Mentor and coach for all levels of professional experience, including senior and emerging leaders.
- Mentored and coached board members and senior executives to envision and effectively align disparate goals for shared prosperity and objectives. In particular, I have directed succession planning initiatives in owner-led businesses and enterprises

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## KEY AREAS OF EXPERTISE

LEADERSHIP	INTERNATIONAL DEVELOPMENT	OPERATIONS & TECHNOLOGY
<ul style="list-style-type: none"><li>□ Board Leadership &amp; Corporate Governance</li><li>□ Corporate Strategy</li><li>□ Financial Leadership</li></ul>	<ul style="list-style-type: none"><li>□ Policy &amp; Transformation in Agriculture and Education</li><li>□ Project Direction</li><li>□ Sustainability</li></ul>	<ul style="list-style-type: none"><li>• Human Capital &amp; Talent Management</li><li>• Marketing and Consumer Insight</li><li>• Change Management &amp; Technology</li></ul>

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## CURRENT NON-EXECUTIVE DIRECTOR EXPERIENCE (NED)

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### RETAIL SUPERMARKETS NIGERIA LIMITED — OWNERS OF SHOPRITE & FRESHMARK, NIGERIA

#### NON-EXECUTIVE DIRECTOR

APPOINTED MARCH 2025

Appointed as a Non-Executive Director with responsibility for financial oversight and risk governance at Nigeria's leading retail supermarket chain. Charged with reviewing financial reports, evaluating risk exposure, and ensuring compliance in a complex consumer market. Also responsible for aligning executive performance and operations with strategic growth objectives.

### PHLEX PAYMENT LIMITED, NIGERIA

#### INDEPENDENT NON-EXECUTIVE DIRECTOR

APPOINTED JULY 2023

Appointed as an independent director of a fast-growing Fintech/ Payment Solutions Provider to provide oversight in the institution of corporate governance, and risk management for the company. Also to support the alignment of business development to corporate governance.

**AXIOM LEARNING SOLUTIONS, NIGERIA AND UK****ADVISORY BOARD MEMBER****2018 - PRESENT**

Oversight focus includes Finance, Corporate Strategy and Business Development. Oversee and drive the execution of large-scale projects with management team, champions corporate governance and the scaling up of the business.

**LANI FOUNDATION, NIGERIA****TRUSTEE BOARD MEMBER****2012 – PRESENT**

Board of trustees member for a non-government organisation dedicated to improving the lives of vulnerable groups, especially women and children, through the provision of opportunities that foster development. Drives strategy, vision, funding and oversight of the finance and risk management processes.

**LANI FOUNDATION, NIGERIA****ACTING BOARD OF TRUSTEES CHAIR****2021 – PRESENT**

Acting in the capacity of Chair since the demise of the Founding Chairman. Driving corporate governance, business development and initiation of strategic partnerships on behalf of the foundation.

**SEHAI FOODS LIMITED, NIGERIA AND UK****BOARD MEMBER****2012 TO DATE**

Largely responsible for driving business development, partnerships and scale-up as this business is being transformed from a start-up status. Drive Financial governance and risk management, fostering knowledge transfer with internal and external stakeholders by championing mentoring and coaching of personnel

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**PREVIOUS NON-EXECUTIVE DIRECTOR EXPERIENCE (NED)**

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**TECHNICAL COMMITTEE****MEMBER ON THE NATIONAL POLICY ON THE REHABILITATION OF PERSONS WITH DISABILITIES, NIGERIA****2016 – 2017****ICD SUB-SAHARAN AFRICA INITIATIVE ON DISABILITIES, NIGERIA****LOCAL ORGANISING COMMITTEE CHAIR | CHAIRMAN OF STRATEGIC PARTNERSHIP TEAM****2014 – 2016**

Chairman of a Special Purpose Vehicle (SPV) / Consortium of 25 international and local partners, across public, private and third sectors, dedicated to developing a market approach to a social issue and implementing change in matters related to disability in conjunction with an international strategic partner, IASSID. Led a strategic partnership with the Government of Nigeria at national and sub-national levels. Visioned a strategy and implemented it with co-board members.

**HOLY TRINITY SWISS COTTAGE, UK****CAMPAIGN BOARD MEMBER****2013 – 2016**

Campaign Board Member for a North-West London charity, formed of multiple nationalities and backgrounds. Appointed member of the campaign fundraising board for a £multi -million project as well as the provision of strategic input and advice on key investment and funding decisions. Responsible for managing campaign agenda to specific focus groups.

**REBUILD CALABAR COALITION, NIGERIA****CO-FOUNDER AND CHAIR****2020 - 2021**

A strategic Public Private Partnership Coalition to rebuild the City of Calabar following the 2020 End SARS revolt which resulted in carnage and mass destruction. Jointly with co-founder conceptualised the coalition from idea on. Drove awareness and strategic partnerships with government, private sector and civil society to achieve the Coalition's objectives.

**UNICEF/ GPE/ FEDERAL MINISTRY OF EDUCATION COVID RESPONSE COMMITTEE FOR NATIONWIDE TEACHER TRAINING AND REMOTE LEARNING (Led by TEACHERS REGISTRATION COUNCIL OF NIGERIA)****2021 - 2022**

Member of the technical committee and responsible for the conceptualization and delivery of a COVID response to support nationwide teacher training and remote learning across Nigeria.

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## HIGHLIGHTS OF BOARD LEADERSHIP ROLES AND KEY CONSULTING BRIEFS

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Varied Board-level experience providing oversight in the audit committee, risk management and internal controls, recruitment and business development. This experience cuts across public, private and not-for-profit sectors. I have been also privileged to drive ideation and reform at national and sub-national panels and committees.

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Consulting experience includes providing Project Leadership and Direction on several large-scale projects including the following:

**Education:** Programme Manager for large-scale national education transformation initiatives, Subject Matter Expert on Disabilities in Education, Education Financing and Public-Private Partnerships/ Corporate Social Responsibility in Education.

**Banking and Financial Services:** Specialist on Capital Adequacy, Risk Management and Driving change across systems, processes and people, IFRS implementation

**Agriculture:** Project-led large-scale transformation reforms within the Apiculture value chain, IFAD-certified Financial Management expert.

**Tax:** Led sub-national and national capacity-building initiatives in tax audits, and transfer pricing. Highly skilled Tax trainer.

**Systems:** Programme lead for projects in tier-one global institutions across divisions and jurisdictions. Expert in Cards, Mortgages and Treasury change initiatives in the Banking ecosystem.

**Technology:** Driving use of technology in Agriculture and Education as concept and ideation lead

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## PROFESSIONAL CAREER EXPERIENCE & MILESTONES

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INDUCTED TO THE CHARTERED INSTITUTE OF DIRECTORS NIGERIA (CIoD NIGERIA)

JULY, 2025

### LANI GROUP, NIGERIA

#### BOARD DIRECTOR | PRINCIPAL | PORTFOLIO ENTREPRENEUR

2009 – PRESENT

Portfolio entrepreneur with varying business interests and investments in several business sectors, the sectors for business sector and investment include Education Technology (Axiom Learning Solutions Ltd, a business recently nominated as one of the companies to watch out for in Africa, by the London Stock Exchange Group). Other industry sectors include Professional Services and Taxation, Treasury and Advisory Services General merchandising and Agriculture (apiculture).

Key roles included corporate strategy, business development and oversight of Finance at the group level across all constituent entities. Play a significant role in project/ programme management and stakeholder engagement.

Responsible for providing strategic oversight for business development activities from idea on to conceptualisation and leading cross-entity teams to deliver unique products and services

- Responsible for and drive strong engagement with local regulators, stakeholders and global partners to commercialise business ideas and customer engagement.
- Entrepreneurial grassroots knowledge and local market business intelligence make me onboard and build people, systems and processes at scale, this has enabled a lot of successes and post-COVID recovery for the constituent businesses.
- Introduced the first micro retail pack of honey in Nigeria, supplied across the country, to enable low-income consumers to purchase food in smaller quantities. Generated a market-leading advantage and generic brand name within key trade markets.
- Conceptualised and spearheaded several large-scale change programmes that were adopted nationwide by the Nigerian government as part of the consulting services offered to the government. These have included large-scale teacher training (over 30,000 to date), and COVID response interventions in education, agriculture and media. Other large-scale interventions have been in building and mentoring entrepreneurs in the national ecosystem.

**THE ROYAL BANK OF SCOTLAND PLC, UK****CHANGE PROJECT MANAGER | SUBJECT MATTER EXPERT****2005 - 2009**

Initially managed the model change of chart of accounts across the RBS group and acted as the 'go-to' subject matter expert in hedging, risk, capital and treasury. Led multiple financial and technology group projects and worked extensively with the Finance Board, with accountability for a project team of ten.

- Headed the card workstream group project to provide enhanced clarity of reporting and identification of impairment across the group-wide credit card portfolio; reengineered processes and facilitated training of BAU teams.
- Steered key mortgage project that facilitated efficient internal and external reporting and improved liquidity and capital adequacy across the group; reengineered legacy systems at a granular level and enabled the reporting functionality to align with new mortgage lending requirements in relation to offshore and legacy mortgages.
- Jointly led business case for the implementation of a £200M Oracle financial system. The business case was well received by the Board, which enabled the adoption of key deliverables. This initiative substantially shortened the design and analysis phase to enable on-time and on-budget system delivery.

**BARCLAYS GROUP PLC, UK****CHANGE PROJECT CONSULTANT****2004 – 2005**

A key member of a small expert capital adequacy team hired to implement a capital adequacy legislation of statute, Basel II, and ensure compliance by 2005, in line with the EU directive for listed banks. Created and transformed robust reporting models that integrated with financial reporting to the Bank of England and FSA (Financial Services Authority).

**STOLT OFFSHORE INTERNATIONAL, UK****INTERIM TREASURY CONSULTANT****AUG 2003 – AUG 2004**

Parachuted in during a period of corporate crisis to inject treasury and cash expertise, drive liquidity management processes and control reporting across multiple stakeholders – banks, creditors, US filing legalisation and the Board.

- Created a robust and integrated cash flow, P&L and balance sheet process to ensure a strong and integrated financial reporting system to maximise liquidity efficiency.
- Transformed reporting structure and reduced weekly reporting cycles by three days; increased corporate relationships with banks and creditors, which helped to drive the business into a positive cash position and enabled the CRO (Chief Restructuring Officer) to drive restructure across the entire business.

These successes led the business to consolidate its liquidity management and remain a going concern and successfully recapitalize.

**POLO RALPH LAUREN, UK****GROUP TREASURY MANAGER****2001 – 2003**

Initially hired as UK Treasury Manager to control key treasury functions, including cash management, payments, funding, bank relationships and month-end reporting within the UK. Promoted to European group treasury role within 12 months following the introduction of US hedge accounting and SoX (Sarbanes-Oxley) regulations; delivered critical analysis and reporting from a treasury perspective to seven European countries. Reported to the European CFO with accountability for a senior finance and commercial team, more than £/\$0.5BN in FX exposures across Europe, and cash liquidity of >\$300M.

- Collaborated with Barclays to implement a pan-European in-house cash pooling structure, which maximised corporate interest rates.
- Built and mentored a team of 11 senior commercial and finance professionals across seven countries; transformed the treasury function (from Finance) into a fully functioning business unit. Established first-ever treasury board policies for European entities; increased visibility, created structure for roles and responsibilities, and improved liquidity across the European territory.
- Created and implemented a structured relationship management framework for banks and financiers enabling the development of a cash pooling function and latterly the establishment of treasury shared services in Switzerland.
- Introduced an effective and integrated cash flow, P&L and balance sheet reporting system, significantly improved efficiency in liquidity management.

**PEGASUS SOLUTIONS INC., UK****ACCOUNTANT, TREASURY OPERATIONS****2000 – 2001**

Hired during the tech boom to transform automation of financial control for real-time cash recordings on behalf of treasury operations for a market-leading software company. Additionally, accountable for weekly cash reporting, transfers, cash, and treasury management across the EMEA territory. Successfully implemented real-time cash reporting across 70% of approximately 1000 bank accounts and relationships globally.

**CORDIANT COMMUNICATIONS GROUP PLC, UK****JUL 1999 – DEC 1999 TREASURY ASSISTANT (CONTRACT)**

A key member of a project team to ensure Y2K compliance of treasury systems to protect financial structures and cash flows of approximately \$120M, affecting wider funds of more than \$200M. Implemented policies, alternatives and back-ups for IPs and BAU processes, with additional accountability for back office treasury functions.

<b>EDUCATION</b> Association of Chartered Certified Accountants, UK: FCCA, 2008; Qualified ACCA, 2000
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**Chartered Institute of Taxation, ACIT, 2006** | Institute of Chartered Accountants, ACA, 2006

**Association of Corporate Treasurers, UK: AMCT, 2004** | Institute of Management Consultancy, UK: AIMC, 2003 Post Graduate Diploma, International Tax Law, Queen Mary & West Field College, University of London, 2004 B.Sc. (Hons.), Accounting, 2.1, University of Hull, 1999

**Additional training:** RBS Know the Ropes Project Methodology, 2005 | Knowledge of PRINCE 2

<b>PUBLICATIONS</b>
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Country Editor for Nigeria Country Guide in International Treasurers Handbook and Asia Treasurers Handbook (JP Morgan and Association of Corporate Treasurers [UK])

Local and international speaker and author of articles (see [www.acb.ng](http://www.acb.ng))

see [www.ACB.ng](http://www.ACB.ng) for a selection of publications and public speaking engagements

<b>PERSONAL</b>
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Enjoys travelling. Keen cook and creator of gourmet cuisine. A personal mentor to highly skilled professionals. Motivational speaker.

Children's Rights Activist, interested in Innovative Financing for Education, Disabilities, and other social issues: these activities are well documented at [www.acb.ng](http://www.acb.ng)

Fluent in English and Efik; conversational French. Dual British / Nigerian passport holder.