



Office Address: 11 Yalinga Street  
Off Adetokunbo Ademola Crescent,  
Wuse 2, Abuja.  
Nigeria

Telephone • +234-810-744-0875

E-mail • info@17asus.com

Website • www.17asus.com

### **NIGERIAN CONTENT POLICY**

At 17 ASUS Resources Ltd., we are proud to be a Nigerian indigenous company dedicated to advancing Nigeria's socio-economic development by prioritizing Nigerian goods, services, and manpower in all our operations.

Our Nigerian Content Policy aligns with the Nigerian Content Development framework, ensuring that local industries, businesses, and citizens benefit from our projects. This policy is implemented across all sectors where 17 ASUS operates, including oil and gas, aviation, construction, logistics, electrification, medical supplies, and asset management.

We are committed to fostering local expertise, supporting indigenous businesses, and ensuring significant Nigerian stakeholder involvement in the planning, execution, and delivery of our services.

#### **Key Objectives of the Nigerian Content Policy:**

- **Maximize Participation:** Enhance the involvement of Nigerian manpower, businesses, and suppliers across all our sectors.
- **Build Local Capacity:** Foster knowledge transfer and build capabilities within Nigerian companies and the workforce.
- **Ensure Compliance:** Adhere to national regulations and local content guidelines, including the Nigerian Oil and Gas Industry Content Development Act (NOGICD) and other relevant frameworks.
- **Support Economic Growth:** Create job opportunities and promote the development of Nigerian suppliers and industries.

**Policy Application:** This policy applies to all services provided by 17 ASUS Resources Ltd. and encompasses all employees, contractors, vendors, and business partners involved in the supply of goods and services, except where specific expertise or services cannot be provided in Nigeria.

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#### **Nigerian Content Compliance**

17 ASUS Resources Ltd. is committed to adhering to Nigerian content requirements through the following principles:

- **Local Manpower Utilization:**
  - **Employment Quota:** Ensure that a significant proportion of our workforce (at least 70% in relevant sectors) are Nigerian citizens, in line with regulatory standards.
  - **Training and Development:** Invest in developing and upskilling Nigerian personnel through structured training programs, preparing them for critical roles across all sectors.
  - **Succession Planning:** Implement programs that prioritize the development of

Nigerian talent for leadership and key positions.

- **Knowledge Transfer and Capacity Building:**

- **Technical Training Programs:** Collaborate with educational institutions and training centers to upskill Nigerian workers in key industries such as oil and gas, construction, and logistics.
- **Technology Transfer:** Partner with international firms to transfer advanced technology, processes, and expertise to Nigerian companies and personnel, enabling them to become self-sufficient and globally competitive.
- **Research and Development (R&D):** Invest in R&D initiatives that foster indigenous solutions for challenges unique to Nigeria's industries.

- **Social and Economic Development:**

- **Creating Jobs:** Generate sustainable job opportunities for Nigerian citizens across all sectors, contributing to the long-term development of local skills and expertise.
- **Supporting Local Communities:** Engage with local communities to understand their needs and ensure our operations positively impact them through development projects, infrastructure support, and job creation.
- **Encouraging Local Investments:** Promote opportunities for Nigerian investors to participate in asset ownership and operation related to our projects, fostering shared prosperity.

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### Reporting and Compliance:

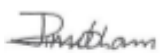
17 ASUS Resources Ltd. will:

- **Regular Audits:** Conduct periodic internal audits to evaluate compliance with Nigerian content requirements.
- **Transparent Reporting:** Provide transparent reporting to regulatory bodies, industry partners, and stakeholders regarding our Nigerian content performance.
- **Continuous Improvement:** Seek continual improvement in our Nigerian content practices by engaging with local industries and stakeholders to address evolving needs and opportunities.

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### Conclusion:

At 17 ASUS Resources Ltd., we believe that the future of Nigeria's industries depends on the strength of its people and businesses. Through our Nigerian Content Policy, we are dedicated to fostering local participation, supporting indigenous industries, and contributing to the nation's economic growth. This policy is central to our operations and guides our business decisions and partnerships across all sectors.



**Zuberu Jimoh**

Managing Director