

TEMPLARS

NIGERIA | GHANA

TEMPLARS
RESPONSIBLE
BUSINESS REPORT
2025

IMPACT WHERE IT MATTERS MOST

Engaging and supporting communities around us

www.templars-law.com



Contents

1. Introduction
2. Fair Justice Initiative: Rehabilitation of Incarcerated Individuals
3. Theatre for Change Project
4. Adopt-A-Prisoner: The Second Chance Justice Program
5. Women at Risk International Foundation (WARIF) 2025
6. Healthcare Initiatives: A Comprehensive Approach to Community Wellness
7. Grassroots Sports Development Initiative
8. Rize Event: Advancing Women-Led Innovation in Africa
9. Visit to Bethesda Home & School for the Blind
10. 2025 Philip C. Jessup Ghana Moot Court Competition
11. EnterpriseNGR & TEMPLARS: Strengthening Public Institutions and Building Future-Ready Talent
12. Nigerian Higher Education Foundation (NHEF) & TEMPLARS: Empowering Nigeria's Future Leaders
13. Experience TEMPLARS Ghana: Maiden Edition
14. Experience TEMPLARS Nigeria: Fourth Edition
15. TEMPLARS Legal Incubator Program
16. TEMPLARS' Green Initiative
17. TEMPLARS Pages of Possibilities
18. Looking Ahead: 2026 and Beyond



OGHOGHO AKPATA

MANAGING PARTNER



At TEMPLARS, we view the law as a bridge to equity and opportunity. In 2025, we made significant progress on our Corporate Social Responsibility by advancing education, legal empowerment and welfare in underserved communities through strategic partnerships. Rooted in integrity, compassion, service and a tradition of excellence, we remain committed to shaping a just, inclusive future, filled with possibilities, across Nigeria and Ghana”.

Introduction

At TEMPLARS, we believe that responsible business is not an adjunct to excellence; it is fundamental to it. Our 2025 Responsible Business Report reflects a year defined by intentional impact, sustained partnerships, and a deepened commitment to using our platform, people, and professional expertise to advance inclusive growth and social progress across Nigeria and Ghana.

In a rapidly evolving social, economic, and environmental landscape, we recognise that institutions of influence must do more than succeed commercially; they must contribute meaningfully to the communities and ecosystems within which they operate. Guided by this conviction, our Corporate Social Responsibility (CSR) initiatives in 2025 were designed to deliver measurable outcomes, strengthen institutions, and expand access to opportunity, particularly for young people, vulnerable groups, and future leaders.

This report captures the breadth of our interventions across education, access to justice, youth development, healthcare, gender advocacy, environmental sustainability, skills acquisition, and rehabilitation. From grassroots sports development and transformative education initiatives, to prison reform, legal incubation, talent development, and environmental stewardship, each program reflects a deliberate alignment between our values as a firm and the needs of the societies we serve.



Central to our approach is partnership—working collaboratively with credible institutions, foundations, public bodies, and communities to ensure that our efforts are sustainable, impactful, and responsive. Equally important is our belief in continuity. Many of the initiatives highlighted in this report are multi-year commitments, carefully nurtured to deliver long-term value rather than short-term intervention.

The 2025 Responsible Business Report is therefore not merely a record of activities; it is a statement of purpose. It affirms our belief that legal excellence and social responsibility are mutually reinforcing, and that enduring success is measured not only by the transactions we close, but by the lives we touch, the institutions we strengthen, and the future we help to shape.

\$750,000

Total Financial Commitment



2,300+ Professional Hours

Human Capital Investment

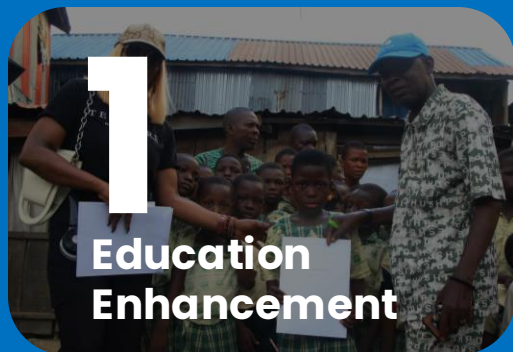


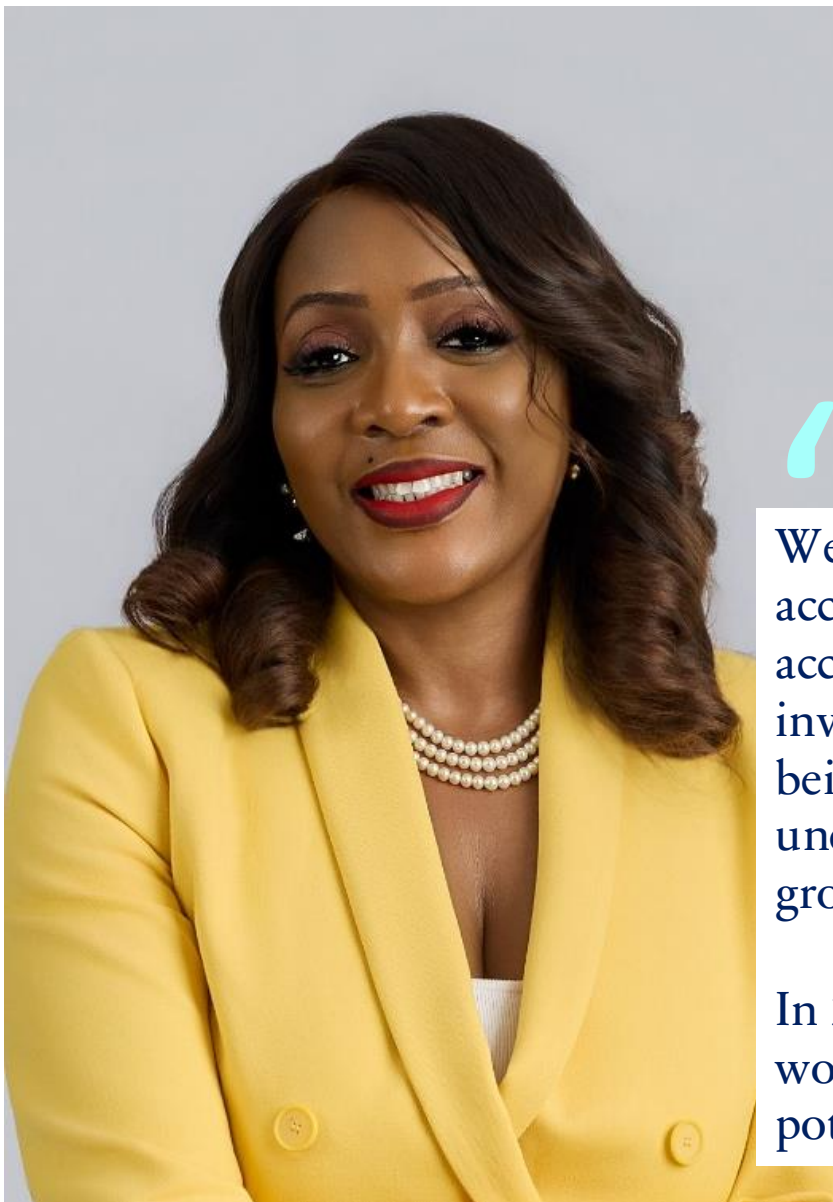
12,200

Individual Lives Touched



Strategic Focus Areas





Debisi Omole

CHIEF OPERATING OFFICER

“We believe sustainable progress begins with access; access to knowledge, access to healthcare, and access to opportunity. Through our continued investment in education and community well-being, we remain committed to equipping underserved communities with the tools to learn, grow, and lead.

In 2025, we deepened our focus on empowering women and girls with the hope of unlocking potentials that transform generations.”

Fair Justice Initiative: Rehabilitation of Incarcerated Individuals

As part of our mission to facilitate the successful reintegration of incarcerated individuals, TEMPLARS, under the Fair Justice Initiative (FJI), recently launched a vocational skills development program focused on high-demand technical expertise.

In collaboration with Prime Driving School, we conducted specialized Forklift Operations training at the Nsawam Medium Security Prison, Ghana. The cohort included 12 inmates—each within 3 to 6 months of completing their sentences—and three prison officers.

The curriculum bridged the gap between theory and practice, covering:

- *Safety Protocols: Rigorous standards for industrial environments.*
- *Operational Techniques: Hands-on maneuvering and load handling.*
- *Equipment Maintenance: Essential skills for long-term machinery care.*

The participating prison officers were included to ensure the program's sustainability, equipping them to oversee and support future forklift operations and internal training within the facility.

By providing inmates with certified, marketable technical skills, this initiative directly tackles the challenge of recidivism. We believe that by enhancing employability before release, we are not just providing a skill; we are providing a pathway to a stable, productive future.



Theatre for Change Project



Under the FJI, TEMPLARS—in collaboration with Image Bureau—is proud to have supported the production of “Beyond These Walls.” This original stage play was specifically written to explore the complex themes of stigma, personal transformation, and the trepidation of re-entering society.

In a unique collaborative effort, female inmates participated in every stage of production. Alongside professional actors who provided coaching in movement and expression, the inmates transformed rehearsals into a space for skill development and personal growth.

The project culminated in a powerful year-end performance. Before an audience of invited guests, the cast showcased remarkable dedication and teamwork, proving the profound impact of arts-based rehabilitation. By embracing storytelling as a tool for empowerment, “Beyond These Walls” provided more than just a creative outlet; it built the confidence and communication skills essential for life beyond the prison gates.

Adopt-A-Prisoner

Our commitment to advancing access to justice reached a defining moment in 2025, as we deepened and broadened the scope of our pro-bono intervention within Nigeria's correctional system. Beyond our longstanding engagement at the Male and Female Correctional Centre, Kirikiri, Apapa, which we continue to provide welfare and legal support to, this year marked a deliberate expansion of our work into new and underserved jurisdictions.

In Sokoto State, targeted legal interventions at the Sokoto State Correctional Centre led to the successful release of over seven inmates, many of whom had endured prolonged detention without meaningful legal representation. Through careful case review, sustained advocacy,

and strategic engagement with the justice system, we were able to secure their freedom, reaffirming our conviction that legal expertise must serve as a lifeline for individuals at the margins of the justice system.

Our 2025 outreach also expanded to cater to underage children undergoing custodial rehabilitation, as we extended legal support to residents of the Special Correctional Centre for Boys, Oregun, Lagos. This expansion reflects a conscious commitment to early intervention and child-centred justice, recognising that timely legal support can alter life trajectories and prevent the entrenchment of injustice at a formative stage.



Women at Risk International Foundation (WARIF) 2025

Our continued partnership with the Women at Risk International Foundation (WARIF) demonstrates an unwavering commitment to addressing crucial social challenges. For seven consecutive years, WARIF has been at the forefront of this movement in Nigeria through its annual advocacy campaign, the WARIF No Tolerance March. The march has become a beacon of hope, uniting individuals, communities and organisations under one powerful message: No Tolerance for Gender-Based Violence. Gender-based violence continues to cast a long shadow across communities in Nigeria, leaving many women and girls vulnerable and marginalised.

Building on the 2024 momentum, the 2025 WARIF No Tolerance March held across 18 cities worldwide, including Lagos, Abuja, Ibadan, Sokoto, Maiduguri, Zamfara, Accra, Nairobi, London, Northwest UK, Atlanta, New York, Houston, Minnesota, Paris, Philadelphia, Washington D.C and Frankfurt. More than 3,500 people marched in Lagos alone, with over 18 million others engaging digitally.

From November 25th (International Day for the Elimination of Violence Against Women) to December 10th (Human Rights Day), communities around the globe once again united in solidarity to spotlight the urgent need to end gender-based violence.

A central focus of the 2025 march was the promotion of zero tolerance for all forms of sexual violence, alongside advocacy for stronger prevention mechanisms, survivor-centred responses, and institutional accountability. Participants used the march to call for increased reporting of Sexual and Gender-Based Violence



incidents, the dismantling of harmful cultural norms, and improved access to medical, psychosocial, and legal support for survivors.

Through visible public engagement and coordinated messaging, the march helped reduce stigma surrounding sexual violence and encouraged open dialogue within communities.

The No Tolerance March also aligned with global efforts to combat gender-based violence, reflecting WARIF's commitment to international advocacy and the United Nations' broader agenda on women's rights and protection.

Supported by local and international partners, the march serves as both an educational platform and a rallying cry. It promotes awareness on prevention, underscores the importance of safe spaces and highlights the systemic barriers that must be dismantled to protect women and girls.

This collaboration extends far beyond public demonstrations. Through ongoing financial support and pro-bono legal services, TEMPLARS stands alongside WARIF in pursuing justice for survivors and preventing future violations. Our approach reflects a holistic commitment to community support, seamlessly combining advocacy, legal expertise, and direct action to drive meaningful social change.

Healthcare Initiatives: A Comprehensive Approach to Community Wellness

Our healthcare initiatives in 2025 maintained a strong focus on awareness, prevention, and meaningful community engagement. In the first quarter of the year, we further strengthened our partnership with the Marcelle Ruth Cancer Centre by supporting the annual Walk for Cancer: a flagship advocacy event dedicated to cancer awareness and early detection. The initiative drew participants from across Lagos State, combining collective physical activity with impactful health education and tangible support for individuals and families affected by cancer.

In parallel, our sustained collaboration with the Sickle Cell Foundation Nigeria (SCFN) continues to advance community wellness by addressing one of Nigeria's most pressing public-health challenges through prevention, education, and support for people living with sickle cell. SCFN delivers a wide range of interventions, including community outreach and sensitization, genotype screening, counselling, and health programs aimed at improving outcomes for people living with sickle cell, such as newborn screening support, and other targeted initiatives focused on reducing preventable complications.

Through this partnership, TEMPLARS supports SCFN's public awareness and community engagement efforts by actively participating in and sponsoring key initiatives, including sickle cell awareness walks and blood drive activities.

These engagements help dispel misconceptions, promote early testing, and strengthen support systems for affected individuals and families.

Together, these efforts reinforce our conviction that corporate social responsibility should extend beyond compliance to actively fostering healthier, more informed, and resilient communities.



Grassroots Sports Development Initiative

In 2025, TEMPLARS continued its longstanding partnership with the TEMPLARS Secondary School Boys' Cricket Tournament, an initiative that we have proudly supported for the past four years. The 2025 edition of the tournament was held from 13 to 17 May at the Edo State Cricket Association High Performance Centre, Ugbowo, Benin City.

The tournament promotes integrity, discipline, teamwork, and leadership among young male students, using sport as a powerful tool for character building and social development. Beyond participation, it served as a vital talent-identification and development platform for Edo State and Nigeria at large. Over the years, the competition has helped uncover and nurture exceptional young cricketers, several of whom have progressed to national teams and international representation.

Notably, six current members of Nigeria's National Senior Squad emerged from this tournament, underscoring its impact in strengthening Nigeria's cricket pipeline and expanding opportunities for young people to achieve sporting excellence.

Through this sustained investment, TEMPLARS reinforced its commitment to youth empowerment, social inclusion, and the long-term development of sports in Nigeria.



Rize Event: Advancing Women-Led Innovation in Africa

In September 2025, TEMPLARS hosted the Rize Event, a workshop organised by the Norwegian non-governmental organisation, Diversify, at the Firm's Lagos office. The session brought together stakeholders committed to advancing women-led innovation across Africa.

The workshop aligned closely with TEMPLARS' Responsible Business objectives, particularly in supporting inclusion, capacity building, and sustainable enterprise development. Approximately thirty (30) participants attended the session, including representatives of the Norwegian Embassy,

alongside entrepreneurs, ecosystem partners, and advocates for women-led innovation.

By providing its facilities and platform for this engagement, TEMPLARS supported cross-border collaboration and knowledge exchange, reinforcing the Firm's commitment to initiatives that promote economic participation and innovation-driven growth.



Visit to Bethesda Home & School for the Blind

On 14 November 2025, as part of TEMPLARS' Diversity & Inclusion efforts, delegates from the Firm visited Bethesda Home & School for the Blind. TEMPLARS has long championed diversity and inclusion, within the Firm and in the wider community, and this visit was a simple expression of that commitment: showing up, listening, and offering support where it matters.

The visit provided an opportunity for members of the Firm to engage directly with the students, understand their lived experiences, and appreciate both the challenges they face and the remarkable resilience they demonstrate daily. Through open and interactive conversations, the students shared their personal stories, aspirations, and ambitions for the future. Beyond anything else, what stayed with us was their openness, their confidence, and their clear vision for the future.

A key highlight of the visit was an interactive session titled "Knowing Your Rights." As a leading law firm, TEMPLARS recognises the critical role legal awareness plays in empowerment. During this session, the students were introduced to the fundamental rights of persons living with disabilities, with emphasis on dignity, equality, access to education, and protection under the law. The session was designed to be practical and accessible, empowering the students with knowledge that enables them to advocate for themselves and understand their place within society.

To support the school's learning and day-to-day needs, TEMPLARS donated five laptops, printers, umbrellas, food supplies, and study materials. The school's coordinator shared how timely the laptops were: he noted that some students had gained admission into universities even without laptops of their own, and that having these devices available will make a real difference as they prepare for university-level study, helping with assignments, applications, research, and everyday learning.

In a particularly meaningful moment, a member of the TEMPLARS team and an alumnus of Bethesda Home & School for the Blind, joined the session virtually to speak with the students. Though visually impaired, he shared a powerful reminder that disability is not inability.

He spoke warmly and personally about his journey, emphasizing that his condition has not limited his excellence or ambition, and has not prevented him from building a thriving career with a top-tier law firm like TEMPLARS. His message resonated with the students and they received it with visible excitement, because it came from someone who understood the school, the environment, and the journey first-hand.

The visit concluded on an inspiring note as the students proudly showcased beautifully handcrafted beaded bags produced for sale, highlighting their creativity, skill, and entrepreneurial spirit. Members of our team supported their efforts by purchasing some of the bags. They closed the session with a musical performance that filled the atmosphere with warmth and joy, leaving a lasting impression on the visiting team.



2025 Philip C. Jessup Ghana Moot Court Competition

Reflecting a steadfast dedication to nurturing young legal talent and elevating Ghana's profile in international advocacy, TEMPLARS served as the headline sponsor for the 2025 Philip C. Jessup Ghana Moot Court Competition. The event took place from January 28th to 31st, 2025, at the GIMPA Law Faculty.

The competition brought together seven Ghanaian universities to test their skills in legal research, oral advocacy, and teamwork through a simulated International Court of Justice proceeding. The participating institutions included:

- *Ghana Institute of Management and Public Administration (GIMPA)*
- *University of Ghana (UG)*
- *Kwame Nkrumah University of Science and Technology (KNUST)*
- *University of Cape Coast (UCC)*
- *University of Professional Studies, Accra (UPSA)*
- *MountCrest University College*
- *Wisconsin International University College*

The final round was presided over by a distinguished panel of judges, including His Lordship Dr. Ernest Owusu-Dapaa (Justice of the Court of Appeal), Funmi Iyayi (Partner, TEMPLARS Ghana), Joyce Bawah Mogtari (Special Aide to the President of Ghana), and Fredrick Abu-Bonsrah.

Beyond the prestige of the competition, TEMPLARS introduced several landmark incentives to support the participants:

- *The winning team earned the right to represent Ghana at the Jessup International Rounds in Washington, D.C.*
- *The winners received an automatic invitation to the maiden edition of Experience TEMPLARS in Ghana, while the Best Oralist from the Championship Match was awarded a prestigious internship with TEMPLARS Ghana.*
- *In a first for the competition in recent years, TEMPLARS introduced a cash prize, further reinforcing the firm's commitment to rewarding academic and professional excellence.*

By integrating mentorship, financial support, and international exposure, TEMPLARS continues to lead the way in shaping the next generation of legal practitioners in Ghana.



EnterpriseNGR & TEMPLARS: Strengthening Public Institutions and Building Future- Ready Talent



TEMPLARS is proud to be an active member of EnterpriseNGR, an independent policy and advocacy platform dedicated to advancing sustainable economic growth, institutional effectiveness, and human capital development in Nigeria. Through this partnership, TEMPLARS supports initiatives that strengthen both public sector capacity and private sector talent pipelines, reflecting our commitment to inclusive national development.

As part of this collaboration, TEMPLARS participates in the Leadership Enhancement and Development Program (LEAD-P), a joint initiative of EnterpriseNGR, the Office of the Head of the Civil Service of the Federation (OHCSF), and the AIG Foundation. The LEAD-P is designed to enhance leadership capabilities and operational effectiveness within Nigeria's public service.

Through structured internship placements in private sector organisations, selected civil servants gain practical exposure to performance-driven management practices, strategic decision-making, and organisational culture within high-performing institutions.

TEMPLARS supports this transformative effort by hosting LEAD-P interns and providing hands-on engagement, mentorship, and professional exposure. Our involvement aims to equip public sector professionals with practical leadership tools and insights that can be applied to improve service delivery, institutional responsiveness, and governance outcomes. This initiative underscores our belief in the value of cross-sector collaboration as a catalyst for institutional reform and sustainable impact.

In addition, TEMPLARS continues its partnership with EnterpriseNGR through the Youth of Enterprise (YOE) Program, a paid internship initiative focused on addressing youth unemployment and underemployment in Nigeria. The program connects talented Nigerian graduates with meaningful internship opportunities that bridge the gap between academic preparation and workplace readiness.

Through the YOE Program, TEMPLARS offers paid internship placements to outstanding university graduates who have completed the National Youth Service Corps (NYSC). These internships provide participants with hands-on experience within a professional legal environment, enabling them to develop critical skills, gain industry exposure, and build a strong foundation for long-term career growth.

Together, the LEAD-P and YOE programs reflect TEMPLARS' holistic approach to capacity building, strengthening public institutions while nurturing the next generation of professionals. By investing in leadership development, skills transfer, and mentorship across sectors, TEMPLARS reaffirms its commitment to corporate social responsibility, institutional strengthening, and the sustainable development of Nigeria's economy.

Nigerian Higher Education Foundation & TEMPLARS: Empowering Nigeria's Future Leaders

TEMPLARS' long-standing partnership with the Nigerian Higher Education Foundation (NHEF) reflects the Firm's sustained commitment to strengthening higher education and developing future leaders in Nigeria. Over the past ten years, this collaboration has supported initiatives aimed at equipping high-performing Nigerian students with the skills, exposure, and confidence required to succeed in professional and leadership roles.

NHEF is a higher education initiative supported by the MacArthur Foundation and focused on expanding the pipeline of well-educated Nigerians prepared for leadership at local and global levels. As part of this partnership, TEMPLARS offers paid internship placements to outstanding NHEF Scholars, selected from Nigerian universities based on academic excellence, leadership potential, and commitment to service.



Through these internships, Scholars gain practical, hands-on experience of professional life within a full-service commercial law firm. The placements are designed to bridge the gap between classroom learning and legal practice by exposing interns to the Firm's work culture, multidisciplinary legal practice, and performance expectations in a high-quality professional environment.

This experience complements the academic and leadership development support provided through the NHEF program.

The Firm's commitment to this partnership was further demonstrated at the 2025 NHEF Law Career Session in Lagos, where TEMPLARS Partner, Sesan Sulaiman, and Head of Human Resources, Ngozi Agada, participated as panelists. During the session, they shared practical insights on career readiness, professional development, workplace expectations, and long-term success within the legal profession.

At its core, this partnership reflects TEMPLARS' belief in the power of education to transform lives and societies. By investing in mentorship, exposure, and opportunity for the next generation of leaders, TEMPLARS is proud to support NHEF's mission to strengthen Nigerian universities and advance their role in the country's social, economic, and political development.





Femi Asante

PARTNER, PRO BONO / CSR



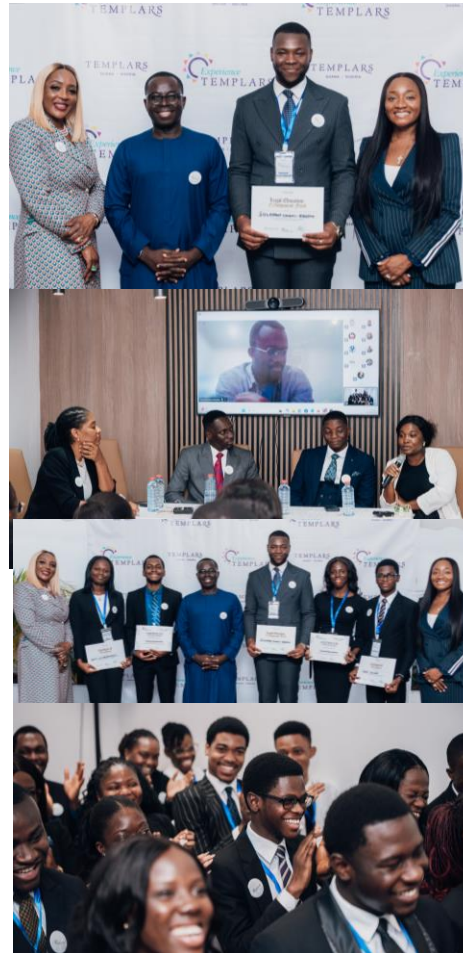
At TEMPLARS, we translate our standard of excellence into measurable social impact initiatives, ensuring that the possibilities of tomorrow are built on a foundation of sustainable responsibilities”.

Experience TEMPLARS Ghana: Maiden Edition

Building on the strong momentum of the Experience TEMPLARS program in Nigeria, TEMPLARS successfully launched the inaugural edition of Experience TEMPLARS Ghana, a first-of-its-kind initiative tailored for final-year and penultimate law students. The program was designed to offer real-world insight into contemporary legal practice, reflecting the realities and rigours of the profession.

For a maiden edition, response to the program was exceptional, with twenty-one (21) outstanding students selected from a highly competitive pool of applicants. The cohort represented some of Ghana's leading academic institutions, including the University of Ghana, Kwame Nkrumah University of Science and Technology (KNUST), Ghana Institute of Management and Public Administration (GIMPA), Lancaster University Ghana, and the University of Professional Studies, Accra (UPSA).

A standout moment was the debate session, where five shortlisted participants delivered thoughtful, compelling arguments. Solomon Omani-Mensah emerged as the overall winner, earning the TEMPLARS Legal Education Endowment Fund, along with an automatic offer of employment with the Firm. Betty Kyeremanteng and Andy Asare, the runners-up, secured internship opportunities with the Firm in recognition of their potential.



The launch marked a significant milestone in the Firm's legal mentorship efforts in Ghana. Participants benefited from engaging keynote sessions, interactive panel discussions, and a lively competitive debate that highlighted their intellectual depth and advocacy skills. Throughout the program, students interacted closely with TEMPLARS subject-matter experts, gaining practical insights into legal practice, refining their communication skills, and exploring diverse career pathways within the profession.

The maiden edition delivered standout impact, with participant feedback affirming its relevance, quality and value, and it has set the standard for what comes next. Building on that momentum, Experience TEMPLARS Ghana 2.0 is already taking shape, promising to be bigger, bolder and more immersive, with an expanded program, richer learning opportunities and deeper professional engagement.

Experience TEMPLARS Nigeria: Fourth Edition

On Thursday, 26 June 2025, TEMPLARS Lagos office came alive as Experience TEMPLARS returned for its fourth edition. What began as an open day has evolved into a highly sought after platform for emerging legal talents, and industry blueprint across Africa’s legal market. The 2025 edition proved this once again with over 700 applications received from aspiring lawyers across the 6 geo-political zones in Nigeria, reflecting a significant increase from previous years.

Fifty (50) exceptional candidates were selected for a full day of immersive learning, meaningful engagement, and career shaping experiences. Experience TEMPLARS is the Firm’s open day initiative, purposefully designed to offer law students and graduates an authentic glimpse into life at a leading commercial law firm. Through a carefully curated mix of mentorship conversations, panel sessions, office tours, and structured networking sessions, the program continues to inspire excellence, build capacity, and prepare participants for the demands of modern legal practice.

Participants took part in rich and candid sessions led by senior lawyers of the Firm, who shared insights that went far beyond academic theory.

Discussions explored career development pathways, the realities of legal practice, work life integration, and the ethical standards that define professional responsibility in a contemporary law firm. These conversations offered a realistic and well-rounded view of professional life, helping participants confidently bridge the gap between the classroom and practice.





A standout feature of the 2025 edition was the introduction of a British Parliamentary–style debate competition, marking another exciting first for Experience TEMPLARS. The year also recorded several historic milestones: it was the first time participants competed in joint teams, the first time a joint team emerged as the overall winner, and the first time two women tied for first place. The debate centred on contemporary global trade issues and tested participants’ analytical depth, advocacy skills, and commercial awareness, while fostering thoughtful discourse on the evolving global economic order.

The competition delivered remarkable outcomes. Onyinye Madubugwu and Betty Elikwu emerged as joint overall winners and became recipients of the expanded TEMPLARS Legal Education Endowment Fund, which covers full tuition, educational supplies, and living expenses at the Nigerian Law School, alongside an automatic offer of employment with the Firm. Michael Agu, the first runner-up, was also recognised for his exceptional performance and received the TEMPLARS Legal Education Endowment Fund, together with an internship opportunity. These outcomes reflect the Firm’s commitment to identifying and supporting high-potential legal talent, as evidenced by David Odeh, the first recipient of the Fund and letter of employment, who is now a full-time Associate with the Firm.



Beyond the physical event, Experience TEMPLARS 4.0 achieved impressive digital reach. Through live streaming, over 5,000 students across Africa joined the program remotely, significantly extending its impact. The 2025 edition also featured a special session spotlighting TEMPLARS All Stars, giving participants a closer look at excellence, growth, and career progression within the Firm.

The journey is far from over. Something bigger is coming. Experience TEMPLARS 5.0 is set to deliver even greater innovation, deeper engagement, and expanded opportunities for aspiring legal professionals across Nigeria.

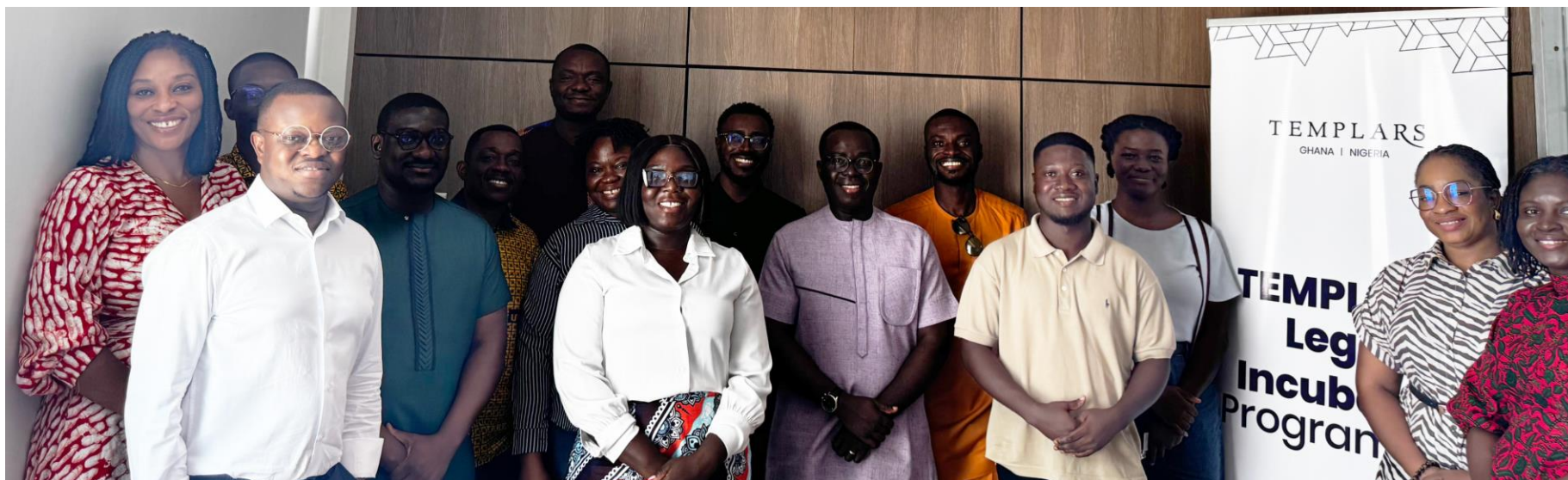
TEMPLARS Legal Incubator Program, Accra

Driven by our commitment to entrepreneurship and legal excellence, TEMPLARS officially launched its inaugural Legal Incubator Program in Ghana. We are proud to welcome five (5) SMEs representing the Agri-Tech, Renewable Energy, Food Processing, and Transport-Tech sectors.

This one-year initiative provides pro-bono legal counsel, strategic business structuring, and specialized workshops designed to help SMEs scale sustainably and attract investment—services that are often out of reach for

businesses in their initial phases. During the maiden edition, our experts led sessions on Essential Regulatory Compliance and Investment Readiness, equipping these founders with the practical tools needed to navigate the Ghanaian market.

This initiative emphasizes our role as a key driver of SME growth and innovation within the Ghanaian private sector.



TEMPLARS' Green Initiative

TEMPLARS' Green Initiative (TGI) is our practical way of running the Firm with a lighter impact on the environment – using less power where we can, cutting down on paper, and managing waste more responsibly. In 2025, we focused on sustainability within our environment.

A key priority was using electricity more carefully across our offices. We introduced energy-efficient lighting and strengthened everyday habits around power use, including switching off equipment and lights in spaces that are not in use and paying closer attention to how we manage backup power. In Nigeria, where energy supply can be unstable and costly, these steps matter; not only for the environment, but also for how efficiently we operate.

We also made steady progress in reducing paper and printing. By leaning further into electronic documentation, digital case management, and paper-light workflows, printing has increasingly become the exception rather than the default. This shift has helped reduce paper use while also supporting faster turnaround, better record management, and smoother collaboration across teams.

Waste management was another area of focus. We encouraged better sorting and safer disposal practices within the Firm, and we worked with

appropriate service providers for waste collection and recycling where available. The goal was simple: reduce what is thrown away unnecessarily, and ensure waste is handled more responsibly.

Throughout the year, we kept the momentum through regular internal communications and learning sessions, including short segments during our weekly firm-wide presentations. These touchpoints helped reinforce practical habits such as reducing printing, and supported our gradual move towards electronic business cards to cut down on physical card production.

Overall, 2025 was about making sustainability real in the office through clear actions, steady follow-through, and shared responsibility across the Firm. By keeping sustainability at the forefront of our operational consciousness, we ensure that every team member becomes an active participant in our collective environmental awareness. This approach transforms sustainability from an institutional mandate to a shared organisational value.



TEMPLARS' Pages of Possibilities

TEMPLARS' Pages of Possibilities (T-POP) initiative continues to support access to education by providing books, learning materials, school fees support, and direct engagement with pupils. In 2025, the initiative expanded its impact through a dedicated education support program under which forty-six (46) pupils across nursery and primary classes were awarded scholarships covering two academic terms. This support was designed to ensure continuity of learning by securing sustained school enrolment for beneficiary pupils. The initiative also strengthened the Firm's mobile library program, which delivers books and educational resources to learners aged 8 to 16 in primary, secondary, and vocational schools.

At Doyisem Nursery and Primary School in Makoko, Lagos, the impact of T-POP extended beyond the distribution of learning materials. In addition to providing educational resources, the initiative focused on sustaining pupils' participation in formal education by supporting their continued enrolment and active engagement in school. This approach helped promote continuity in learning and reduced the risk of disruption to pupils' academic progress. Members of the TEMPLARS team engaged pupils in interactive sessions on personal hygiene, leadership, integrity, and ambition, fostering confidence and encouraging positive aspirations. The team also engaged with parents and the school's faculty to support pupil attendance and monitor academic progress

Importantly, this engagement did not end with a single intervention. TEMPLARS continues to provide structured mentorship support to the pupils on an ongoing basis, offering guidance, encouragement, and positive role modelling aimed at sustaining academic growth and personal development over time. The distribution of TEMPLARS - branded exercise books, textbooks, stationery, and durable backpacks generated palpable excitement among students and staff, reinforcing a shared sense of belief, inclusion, and opportunity.

Complementing TPOP is our Pillars of Possibilities Initiative, which focuses on improving the physical learning environment through the provision and strengthening of essential school structures. This initiative reflects the Firm's recognition that safe, functional educational infrastructure is essential to effective learning outcomes.



Looking Ahead: 2026 and Beyond

Building on our foundation of responsible business and community impact, TEMPLARS will continue to advance initiatives that empower people, strengthen institutions, and foster sustainable development. In 2026 and beyond, the Firm will focus on innovation, education, social justice, infrastructure, and environmental stewardship through a combination of ongoing programs and new initiatives:

- TEMPLARS Startup Incubator
- Experience TEMPLARS Nigeria: Fifth Edition
- Experience TEMPLARS Ghana: Second Edition
- Women Correctional Centre Initiative
- Ilorin Water Project
- TEMPLARS Pillars of Possibilities
- TEMPLARS Pages of Possibilities
- TEMPLARS Endowment Fund
- Pro Bono Service for the Juvenile Correctional Centre
- TEMPLARS Green Initiative
- Fair Justice Initiative
- Crime Prevention Awareness Outreach in Senior High Schools
- Coding training at the Senior Correctional Centre
- Legal Clinic for remand inmates at Nsawam Male Prison, Ghana
- Project Run for Cure (Breast Cancer Awareness)
- SheThrives – Nurturing the Girl Child



THE TEAM

From L-R: Debisi Omole (Chief Operating Officer & Chairperson CSR Committee); Femi Asante (Partner, Probono/CSR); Stanley Nweke-Eze (Managing Counsel); Inna Ali (Managing Counsel); Nosakhare Iyamu (Senior Associate); Nkem Isiakpona (Senior Associate); Olaide Ajanaku (Senior Executive, Admin & Operations); Victoria Gordon (Associate); Frances Ehigiamusor (Associate); Orumen Ojeaburu (Associate); Jumoke Ajide (Associate); Chijioke Ukomadu (Associate); Adwoa Owusu-Manu (CSR Executive); Nana Asantewaa (The Fair Justice Initiative – Programmes Officer); Adewale Adelaja (Associate); Albright Emmanuel (Associate); Feranmi Abodunrin (Associate); David Odeh (Associate); Jean Kawagi (Admin Executive); Onyinye Omenughu (Associate) and Nmesoma Obi (Associate)

TEMPLARS

NIGERIA | GHANA

www.templars-law.com

Scan here for more

