





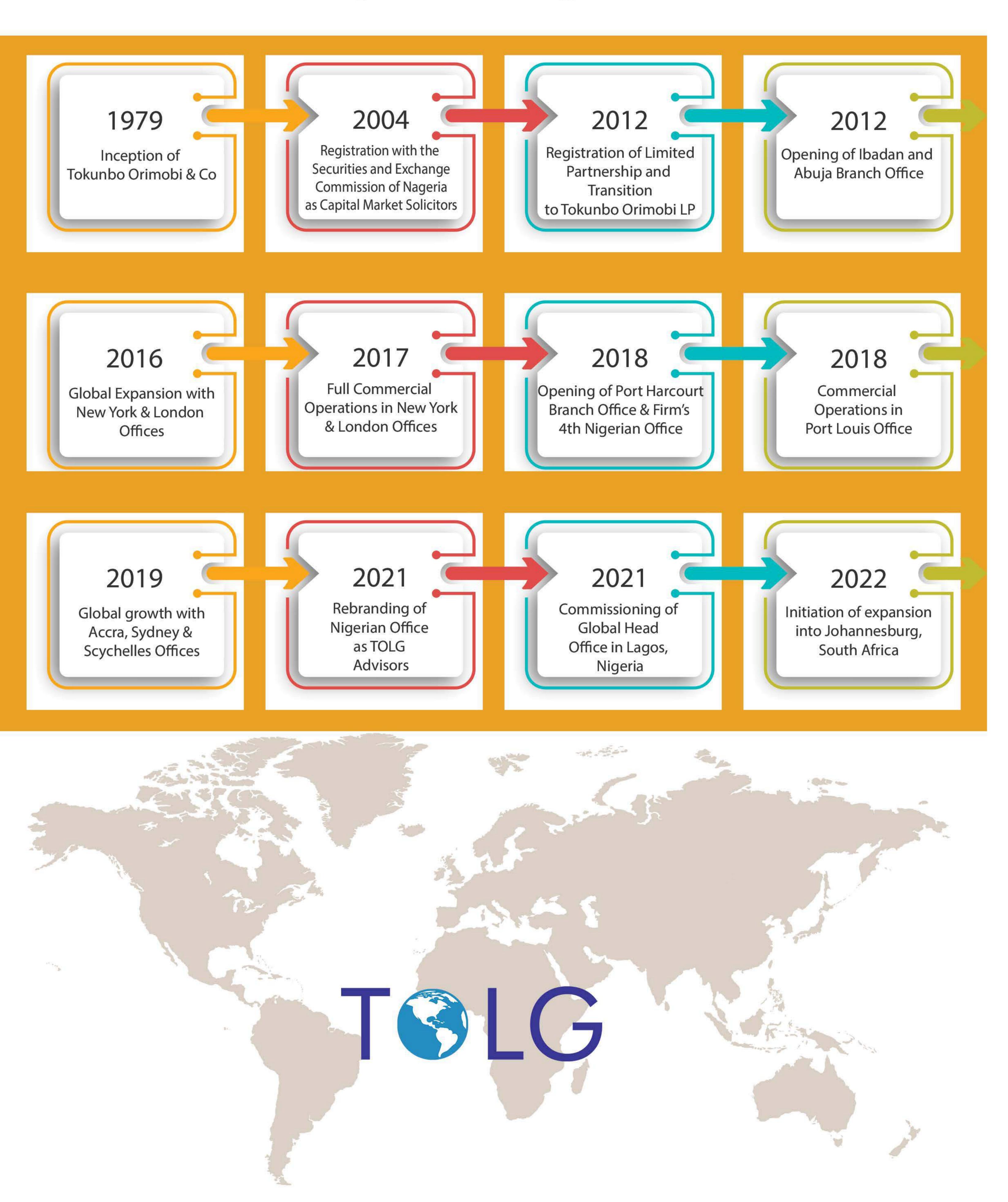
THE BOLAJOKO
15A REMI OLOWUDE STREET, LEKKI
LAGOS, NIGERIA

www.tolegalgroup.com



@tolgnigeria

#### The Journey to Becoming TOLG Advisors



#### The Editor-in-Chief's Note

I welcome you to the 5th edition of Tokunbo Orimobi Foundation's annual economic outlook publication - Gnosis. Gnosis is an intellectual pack that typically x-rays various economic issues of our contemporary time.

This edition is the first of its kind to focus entirely on our law firm – TOLG Advisors. In the last year, we have rebranded and restructured our law firm into a more efficient and effective global law firm with a track record of over 40 years. To this end, we have issued this edition of Gnosis to elucidate who we are at TOLG Advisors.

Gnosis would be distributed globally. We thank our contributors and staff immensely for their efforts and support towards actualising this unique edition.

TOLG, as a global law firm, is committed to providing highest quality bespoke legal advisory services to its clients.

We hope that you will enjoy every interview and article contained in this edition.

Thank you!

"Gnosis is an intellectual pack that typically x-rays various economic issues of our contemporary time."

-Michael Orimobi-

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Michael Orimobi
Global Chairman, TOLG



Michael is an astute capital markets & finance lawyer, global business leader and philanthropist.

He is the founder and chairman of several thriving businesses across the globe, including TOLG, a global law firm of over 40 years with offices in Africa(mention the countries), London, New York and Sydney; Ash Xander, a thriving consultancy firm headquartered in Mauritius that caters to the human resources, technology, public relations & branding and financial advisory needs of its clients; BEX, a conglomerate that actively invests in various sectors of the Nigerian economy including logistics, facility management, real estate, financial services, e-commerce, entertainment, sports, commodities & trading.

With years of experience and expertise in capital & money markets, corporate finance, project finance and structured finance transactions, MO as he is popularly called by business partners and associates, is also a director in a couple of blue-chip companies in Nigeria including DLM Capital Group limited and Adino Global Markets Limited. He is the chairman of UCA – Urban & Contemporary Architects Limited and is an investor in so many other businesses.

His career began with his sojourn into investment banking, where he was involved in structuring several Nigerian and cross border commercial transactions before he transitioned fully into legal practice, where he became one of the youngest managing partners of a leading law firm in Nigeria in his early twenties and transformed the law firm over the years into a global law firm.

His business prowess has given him and his businesses a number of accolades, as he has won several outstanding awards including being ranked as a Leading Lawyer for Capital Markets deals in Nigeria by the IFLR1000, and the Who is Who Legal for as a National Leader in Capital Markets in Africa in 2021. With his background in the investment banking industry, he has been able to bring his wealth of experience and knowledge in finance into legal practice, thereby being admired as a distinguished capital markets lawyer. MO has successfully represented several prominent personalities and businesses in Nigeria on legal issues and has acted as advisor to several global leaders.

Since his evolution from being a capital markets lawyer to a business magnate, MO has also advanced to become a mentor and a leader in the legal industry by inspiring and imparting knowledge on young lawyers as well as young business owners and financial experts. He takes it upon himself to ensure that young lawyers are educated in the right practice of the law and are capable of practising their skill with finesse. He has been involved in several philanthropies both publicly and privately through his personal estate and the Tokunbo Orimobi Foundation, which is focused on Mentorship, Education and Advisory (MEA).

He has a master's degree in commercial law (with emphasis on corporate finance law, international commercial tax, international intellectual property law and corporate governance) from the University of Cambridge and is a member of the Nigerian Bar Association (NBA) and the International Bar Association (IBA).

Email: michaelorimobi@tolegalgroup.com Mobile: +234 805 519 0020 LinkedIn: Michael Orimobi





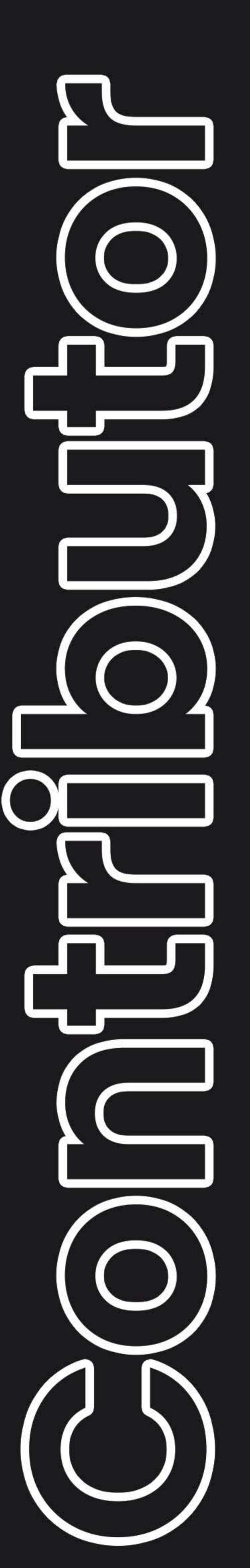


Oyindamola Ade-Alli
Chief Operating Officer
TOLG Advisors

Oyindamola is the Chief Operating Officer at TOLG Advisors with over 17 years' experience as a business support professional. She has previously worked in the financial & business advisory, oil & gas, and telecoms support industry. As a senior member of management at TOLG Advisors, she embodies the spirit, entrepreneurial bringing objectivity and passion to the practice.

She is a member of the Association of Legal Administrators and the Nigerian Bar Association.

Email: tolpcoo@tolegalgroup.com Mobile: +234 908 881 4362 LinkedIn: Damola Ade-Alli



## TOKUNBO ORIMOBI LP CHANGES NAME TO "TOLG ADVISORS"

#### ... LAUNCHES GLOBAL BRAND AND HEAD OFFICE

Global Law Firm, Tokunbo Orimobi Legal Group, has officially transitioned its global brand name to "TOLG", to represent its global status and affiliations. This also coincides with the change of the law firm's name in Nigeria, launch of a new logo, website and global head office in Lagos effective September 1, 2021.

The rebranding, which also applied to the Nigerian office, saw the previously registered Nigerian law firm change its name from "Tokunbo Orimobi LP" to "TOLG Advisors". This, it was explained, came as a result of the need to evolve the over 40-year-old law firm to fit global standards and practices, and to also ensure diversity and inclusion for its businesses around the globe. The launch, which was done at the newly erected head office ("The Bolajoko") in Lekki, Lagos, Nigeria, also unveiled the firm's global logo, marking the legal group's evolution to "TOLG".

Speaking on the transition, the Global Chairman of TOLG, Michael Orimobi, explained that the change was an insight to new and fresh initiatives and ideas, and an attestation to better things to come in the future for the longstanding law firm. "We are growing and are grateful to God for everything. Our business model is quite unique, and we are pleased to be a full service firm with a global network. We conceptualised taking Nigeria to the world (via a legal practice) and this we have been able to achieve over the last decade. We are humbled by this feat, and we look forward to exciting times ahead".



Our strength and expertise in several areas of practice such as Advisory, Banking & Finance, Corporate & Commercial, Company Secretarial Services, Energy, Power & Natural Resources, Infrastructure & Project Finance, Litigation & ADR, Private Equity & Venture Capital, Securities, Mergers & Acquisitions, Real Estate, Regulatory Compliance, Taxation & Consulting, have earned us global recognition for what we do.



#### TELL US ABOUT TOLG AND THE LANDMARK ACHIEVEMENTS OF THE BUSINESS

TOLG was founded on January 12, 1979 a boutique law firm in Surulere, Lagos. The business is 43 years old today and it has seen remarkable growth over the last 43 years. As you can imagine, for a business that has been around for over 4 decades, that shows a sustainable business model, possibly that we are in the right business, and also shows there is a lot of history and track record behind the business. These have helped us over the last decade in growing sporadically. Dramatic growth started in the last decade because the business model changed from what we were used to in the inital 30 years. The business model was a small boutique law firm, with a few clients, but very profitable.

Over the last decade, that has changed. The Firm has become a bigger business now with circa 40 people and a more expansive clientele list. Over the last 10 years, we have seen a lot of changes in our business module, and I will say so far so good. It was initially quite tough but over the last 5 years we have gotten a hang of it. We have been able to grow optimally.

Initially our growth started from bringing in more sophisticated, experienced, and diverse skill sets into the human capital fold of the business. We started by having a proper Operations Team for

such as a Chief Operating Officer, Chief Marketing Officer, Chief Financial Officer etc. We built a very robust back office to support the lawyers who are in the front office. Our human capital increased dramatically and from there the next step was to start expanding internationally, which we have done over the last decade and as at today we have 10 offices in 7 countries and the plan is to grow that over the next few years.

Firstly, we will expand internationally in the next few years, possibly do between 15 to 20 countries over the next 5 years. We are at 7 countries at the moment, possibly we will double that to about 15 or 20 countries and the idea would be to keep growing internationally until we become a proper international legal practice. We have just restructured and rebranded and now it's time to start growing internationally again. Without any doubt, we are starting to become a global legal practice.



#### WHAT ARE THE PLANS FOR TOLG IN THE **NEAREST FUTURE?**

We want to keep growing globally, we think that is the future of legal practice. The international expansion has helped us because now we do not need to wait for the Nigerian business before we make money; so long as our offices are making money globally in one way or the other that affects us here profitably.

Secondly, we want to a considerable extent be impervious to the volatility of the Nigerian environment. So, we have created some ancillary businesses within the group and those businesses are in one way or another creating value for the law firm. We want to get the law firm to a point where we do not need to market a lot for deals, because we have a model that can sustain the law firm internally within our group. We have set up a consulting business that gives the law firm a lot of legal advisory work, a family office that gives the law firm some M & A

deals, a conglomerate business that gives the law firm general Corporate & Commercial Law deals. This is what we are trying to do to sustain ourselves and at least fund our own OPEX at the very minimum internally. When we market, we are marketing because we want to make extra money to pay good bonuses, better salaries, fund proprietary investments or CAPEX and ensure that our staff are happier and wealthier. There is no point working in a firm where you have staff that have spent years in the employ of the firm and are unable to see any change in their financial situation. The idea is to grow the business so well that the pot is big enough for even the least member of staff to achieve some financial success.

#### HAS THE COVID-19 PANDEMIC MADE LAW FIRMS MORE PROFITABLE OR DECIMATED?

I don't know about other law firms, so I'll speak for our firm; we were more profitable in 2020. It was a very profitable year because we were able to manage our OPEX better. Secondly, we actually got a lot of good transactions in 2020, because one interesting fact about the COVID-19 pandemic was that it was a blessing in disguise for some businesses - it made some businesses think out of the box, it made some businesses become more efficient in their transactions. Now, so long as financial transactions are being done, a firm like ours will keep making money.

CWE WANT TO KEED GROWING Globally, WE THINK THAT IS THE LEGAL LUTURE PRACTICE.

think for some commercial law firms, I want to believe that they made decent money in 2020; at least we did. Has it affected the business from a financial point of view for us? No, it didn't affect us financially. Did we have to rethink our business model? Did we have to be more aggressive? Of course, we did. I don't think it affected us negatively in any way, not because we're the smartest guys, but because of the grace of God.

#### WHAT ADVICE DO YOU HAVE FOR YOUNG LAWYERS OR BUDDING OWNERS OR MAN-**AGERS OF LAW FIRMS?**

Young lawyers need to understand, first of all, that there are so many other things or so many other professions you can be part of that can give you the same amount of money or even more money than being a lawyer.

Before you decide to be a lawyer, you must really want to be a lawyer because there are several easier jobs that you can get. There are easier jobs or professions that you can be part of; with less effort and possibly more money, that's the honest truth. So, if you really want to be a lawyer, you must really want to be a lawyer. You must love the law. You must truly adore the law. You must really like it. Don't go into law because your father was a lawyer or your uncle was a lawyer, your friend was a lawyer or whatever. Do it because you really want to be a lawyer. Do not want to become a lawyer because you think there's money there, no, there is really not a lot of money there. There's a reason, practising lawyers are not



the richest in the world or in Africa or Nigeria In fact, the wealthiest lawyers in this country today, most of them did not make their entire money from law. It's just that Law exposed them to a few other things that gave them a lot of money. You have to be content; law is a profession where you have to be prim and proper, and you are content with what you have. It is not that profession where you think that you are going to make a lot of money immediately, there's good money in it, but you need to wait for your time; law is not a sprint it is a marathon.

Honestly, I've done the numbers, I think the minimum waiting time for you to start getting somewhere in the legal profession from a monetary point of view is about 10 years. If you start making good money as a practising lawyer before your tenth year at the bar, you're one of the minorities.

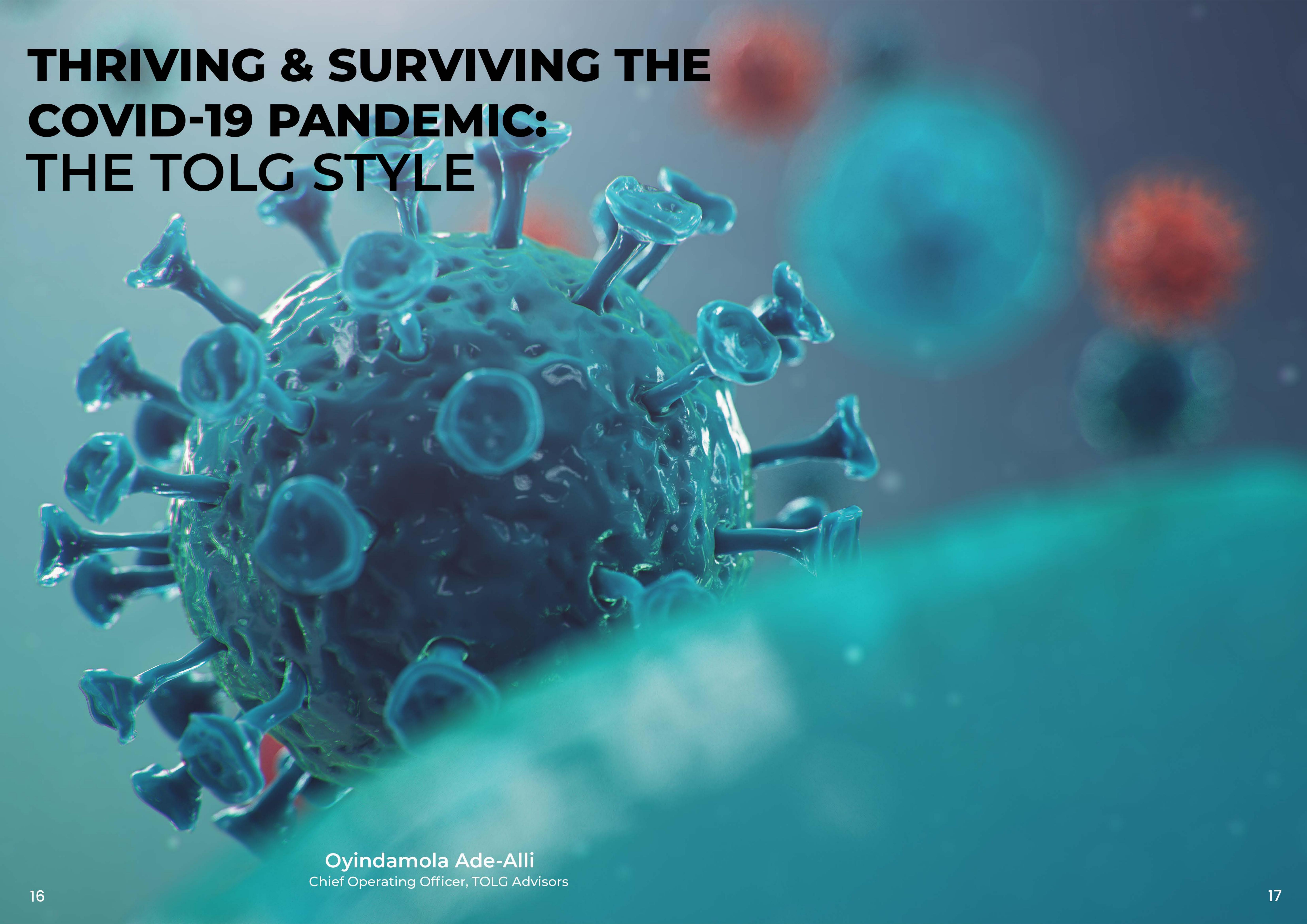
The minimum waiting period from my perspective is 10 years. After 10 years, if you have taken the right career and life decisions from zero to 10 years of your work experience, you should be making some decent living. You should be doing very well.

For young managers of law firms, firstly the question is, why did you start your law firm at a young age? If it's a family business, I can understand, that's OK, you needed to come and run the family business or you were working with your late father or mother and so because of that, you needed to continue the legacy, I understand that, but other than that, I don't know, why you'd decide to start a law firm earlier than 10 years at the bar? Why did you take that decision? Because if it was for monetary reasons, I'm pretty certain you might be regretting it right nowcause yes, you might have some good years or good months, but

you might also have some horrible months and for most people that start their law firms young, what you will see is that after you are there for about a few weeks, a few months, they go back to paid employments because it is tough, extremely tough to run a law firm or any business generally.

You beg for the brief, you beg the regulators, I mean, even when you are done with the work, you beg your clients again for them to pay you. It is so tough sometimes and then once you start a business, you have an office, you have OPEX that you need to fund etc. Thus, think about it well before you set up your own law firm. It's a lie from the pit of hell if you believe that you can only be fulfilled in life when you do your own thing, when you work for yourself. Not everybody is made to be an entrepreneur, not everybody has the temperament to be an entrepreneur and not everybody will succeed as an entrepreneur. So, you need to find out what you are called to do. Your calling might be to be an employee for the rest of your life, but you would be a well-paid employee. There are some people that work in oil and gas companies, banks, telecom companies etc. they are employees all their lives. The MDs of most banks or financial institutions are most likely employees and not majority owners, but they are well paid employees. They will not tell you that they are not fulfilled because they have not started their own bank or financial institution.







Oyindamola Ade-Alli is the Chief Operating Officer (COO) of TOLG Advisors. She has over 18 years corporate experience spanning across various sectors from legal, business advisory, telecommunications and oil and gas.

Oyindamola obtained her LLB from the Lagos State University and her BL from the Nigerian Law School, Lagos. She has worked in Human Resource Management and is passionate about women development and empowerment.

# YOU HAVE WORKED IN HUMAN RESOURCE MANAGEMENT POSITIONS AND YOU ARE ALSO A TRAINED LAWYER, HOW HAS THIS PREPARED YOU FOR THE ROLE AS CHIEF OPERATING OFFICER OF TOLG ADVISORS?

The positions I have held over the years have given me a broad spectrum of experience and has exposed me to various people and challenges which has built my character over time. My life's experiences have also prepared me for handling this position.

As COO, I have to be diverse. I'm basically in charge of the operations of the firm, overseeing Human Resource Management, Information Technology, Public Relations and Branding, Finance and Client's Relationship Management. The leadership traits I have learnt and acquired were built by working with different bosses and people, from observing their leadership styles and continually learning and adapting. It has helped me define the sort of leader that I want to be and how to get the best from the team I lead.





YOU STARTED WORK AT TOLG ADVISORS, IN JUNE 2020, RIGHT IN THE MIDDLE OF THE CORONAVIRUS PANDEMIC WHICH SLOWED DOWN AND EVEN PUT A HALT TO MANY BUSINESS ACTIVITIES GLOBALLY. HOW DID THESE UNEXPECTED CIRCUMSTANCES AFFECT YOU SETTLING INTO YOUR NEW ROLE?

The pandemic introduced unprecedented challenges to businesses as we know it, and the legal profession was no exception. I settled in quite well. My bed-in process has, therefore, become multifaceted, as we seek to ensure business survival, stability and growth against the prevailing odds., In January 2020, the corona virus was an alien virus that had affected people somewhere far away in China and by March 2020, it was amongst us in Nigeria forcing us to change what we knew as "normal" both personally and business-wise.

Since my resumption, we have maintained a strong focus on strategy looking at ways to reduce cost and optimize efficiency. The litigation department took the most hit as court sittings were suspended due to the nationwide lockdown, but other businesses continued virtually.



TOLG ADVISORS IS REGARDED AS ONE OF THE BEST COMMERCIAL LAW FIRMS IN THE COUNTRY, WITH MULTIPLE AWARDS LOCALLY AND INTERNATIONALLY. THIS YOU MUST HAVE BEEN AWARE OF FROM THE OUTSIDE, BUT AS AN INSIDER SEEING IT WITH FRESH EYES, WHAT WOULD YOU SAY SETS IT APART?

Several characteristics set us apart. For one, our underlying core values of loyalty, relationships and resourcefulness is embedded in everyone that works at TOLG Advisors and sets the tone for ensuring the service we deliver is nothing short of exceptional.

However, it has been a remarkable experience to witness first-hand the passion that our entire team has for providing quality service and ensuring client's satisfaction.

Our culture which promotes energy, fun and sophistication provides the balance needed by our lawyers. In TOLG we work hard and play even harder.

Another distinguishing factor is our vision to be the first amongst equals in our areas of expertise. For us, the firm isn't just a business, we are actively committed to giving our clients top notch service. For us client satisfaction is key.

# HOW DO YOU INTEND TO MAINTAIN AND FURTHER IMPROVE ON THE ENVIABLE POSITION OF THE FIRM?

The firm has just undergone a rebranding process. The global name is now "TOLG" from its former "Tokunbo Orimobi Legal Group" while the Nigerian office has also been rebranded from Tokunbo Orimobi LP (TOLP) to TOLG Advisors. My goal is to build on the solid foundation of excellence, which already exists.

To achieve this, I recognize the imperative need for innovation, to improve on our current services focusing on client satisfaction and regular staff training.

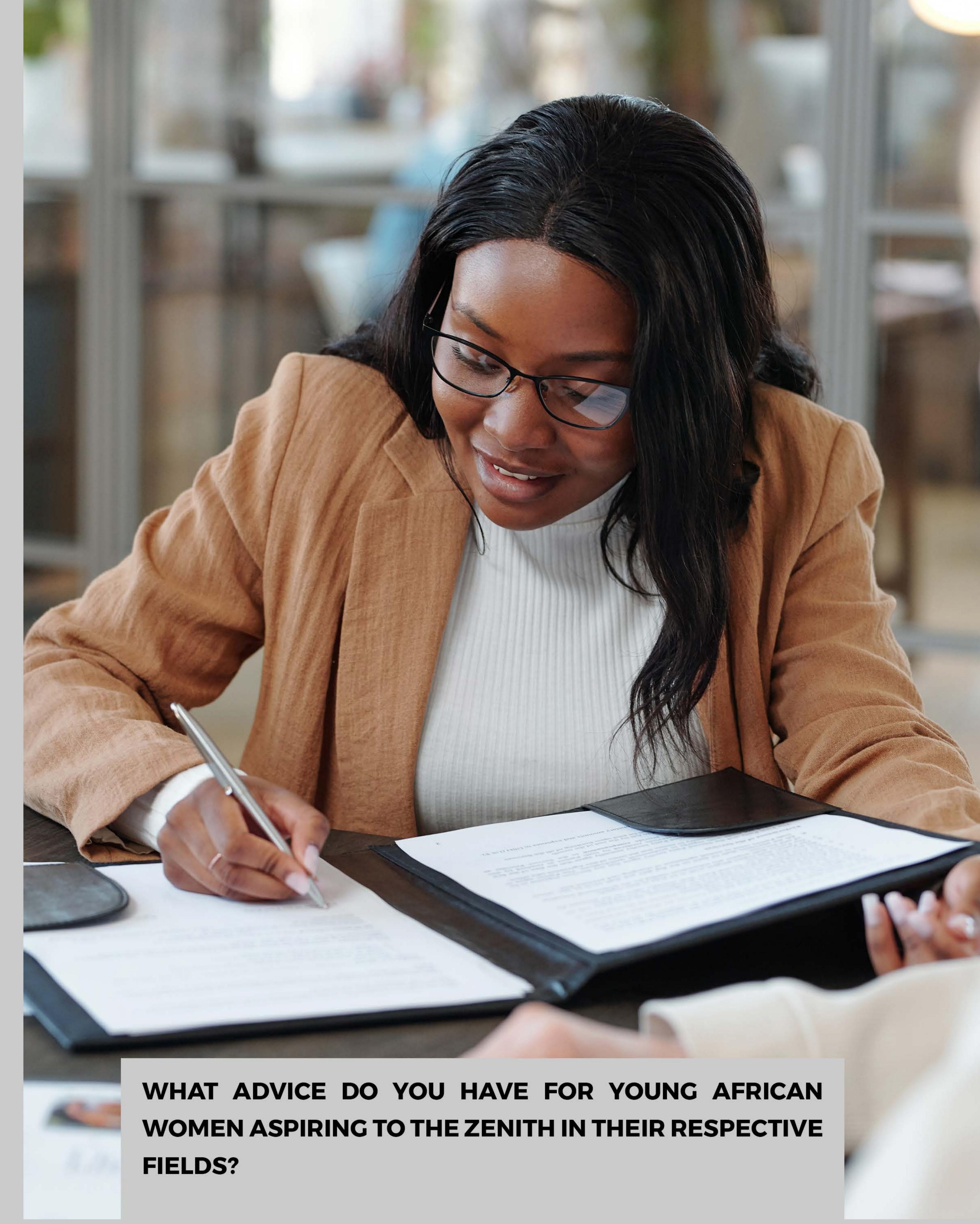


# IN WHAT WAYS HAS TOLG ADVISORS POSITIVELY AFFECTED THEIR IMMEDIATE COMMUNITIES AS PART OF THEIR CORPORATE SOCIAL RESPONSIBILITIES?

The Tokunbo Orimobi Foundation, which is an arm of TOLG Advisors, is set up to provide mentorship, advisory services and educational support to individuals that aren't able to afford it. The Foundation provides mentorship activities such as our internship program, which provides undergraduates and graduates alike the opportunity to work in our law firm. The Life After School (LAS) series is an informal platform which helps groom university undergraduates and prepares them for life in the corporate world. We also have our annual moot court competition, which provides the platform for undergraduate students to tackle transactional law matters in diverse areas of practice.

Under advisory services, The Foundation also provides strategic business support by organizing seminars to equip business owners and decision makers in companies by impacting them with necessary business skills.





Believe in yourself, invest in yourself. Embrace knowledge and be mindful to acquire it. Learn to say 'Yes' even when you are uncomfortable – it stretches and challenges you. Believe that nothing is impossible. Work hard, be kind to others and strive to live a good life.



TOLG Global Chairman, Michael Orimobi, with the lecturers and Law students of the National Open University of Nigeria at a Speaking Event in Lagos, Nigeria



TOLG Advisors Novelty Football Match during the TOLG 40th Anniversary Celebration in 2019



TOLG's Global Chairman, Michael Orimobi, with some panellists and guests at the "Doing Business In Nigeria" (DBN)



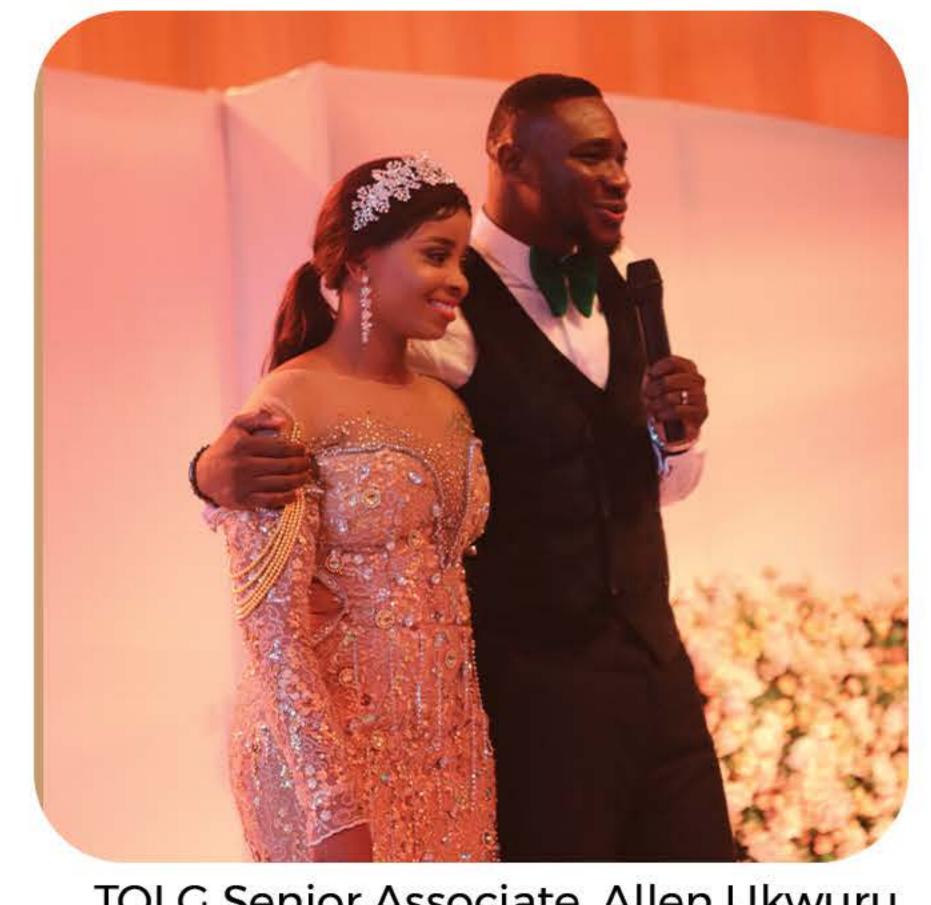
Series in Nigeria in 2020



Tokunbo Orimobi Foundation's "Life After School" (LAS) Series Event 2018, to Educate and Mentor students of Tertiary Universities



F-TAB Academy 2021, ushering in the new entrants to the TOLG way and life-



TOLG Senior Associate, Allen Ukwuru, got married to the love of his life with colleagues and Global Chairman in attendance



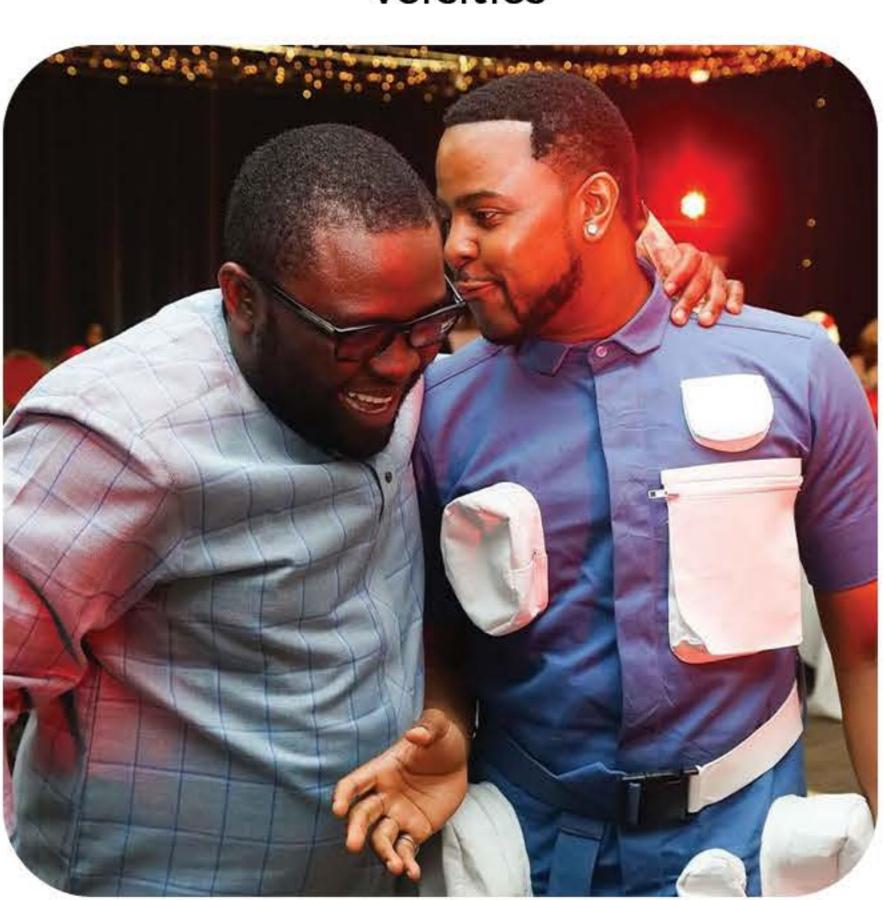
TOLG's Global Chairman, Michael Orimobi, with Prince Mohammed Bin Zayed, Crown Prince of Abu Dhabi, at the Royal Lounge, Abu Dhabi Formula 1 Grand Prix



TOLG's Global Chairman, Michael Orimobi, with the Slovakian Ambassador to Nigeria, Peter Holasek, during his Diplomatic Visit to Abuja



TOLG's Global Chairman, Michael Orimobi, with the Rwadan High Commissioner to Nigeria, Nr Stanislas Kamanzi, during his diplomatic Visit to Abuja



TOLG's Global Chairman, Michael Orimobi, with popular Disc Jockey, DJ Xclusive during the "Law Meets Music" - The Christmas Experience - Decem-

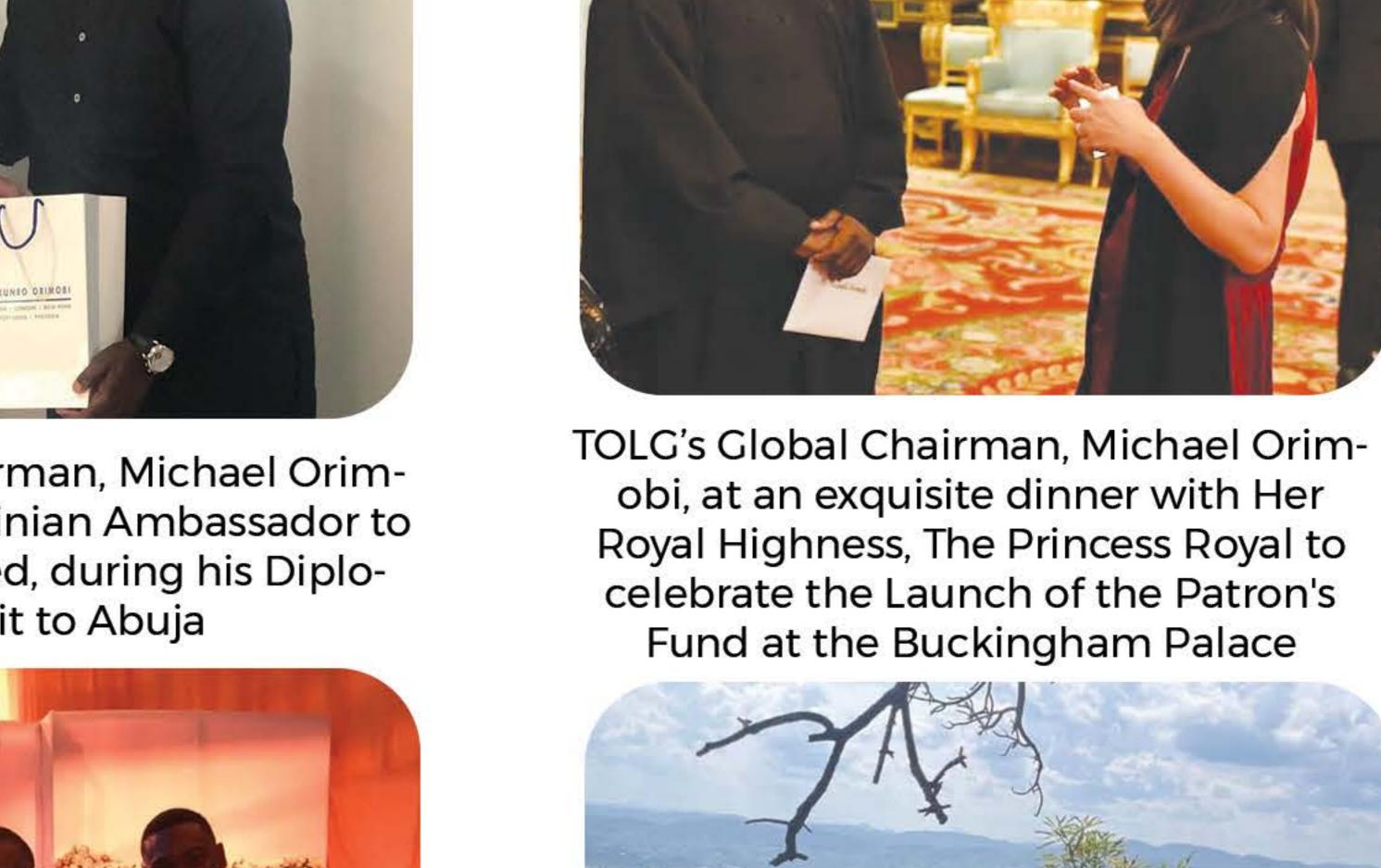


TOLG's Global Chairman, Michael Orimobi, with the Palestinian Ambassador to Nigeria, Saleh Fhied, during his Diplomatic Visit to Abuja

At TOLG Senior Associate's Wedding, Allen

Ukwuru, to the love of his life with TOLG's

Global Chairman, Michael Orimobi and the





TOLG's 2021 Staff Trip to the Global Chairman's Country Home in Osun State, Nigeria



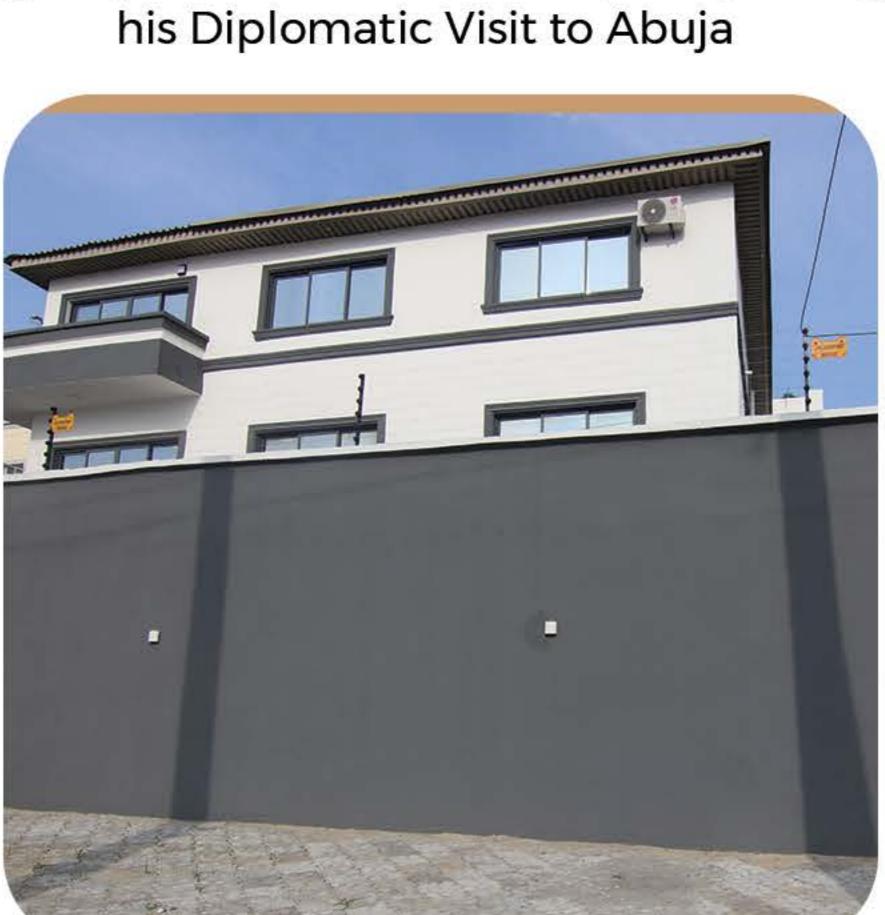
TOLG's Global Chairman, Michael Orimobi, at the Chamber of Commerce, New York



TOLG's International Women's Day 2019 Celebration



F-TAB's International Women's Day 2022 Seminar

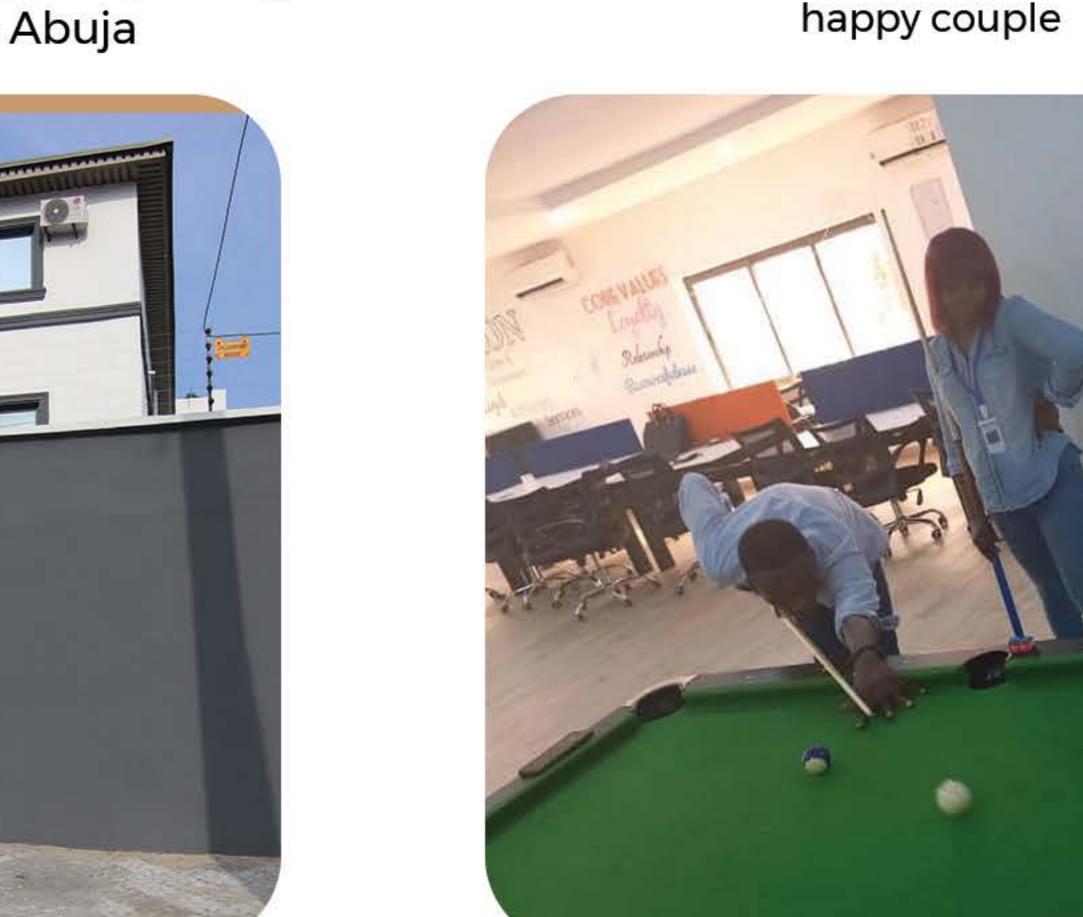


TOLG's Global Chairman, Michael Orimobi,

with the Bangladesh High Commissioner to

Nigeria, MD Shameem Ahsan, NDC, during

TOLG Head Office in Nigeria, The Bolajoko, named after the Global Chairman's Late Mother



TOLG Staff During a Fun Session At the Games Room in the Nigerian Head Office



TOLG Staff at a Friday Night hangout



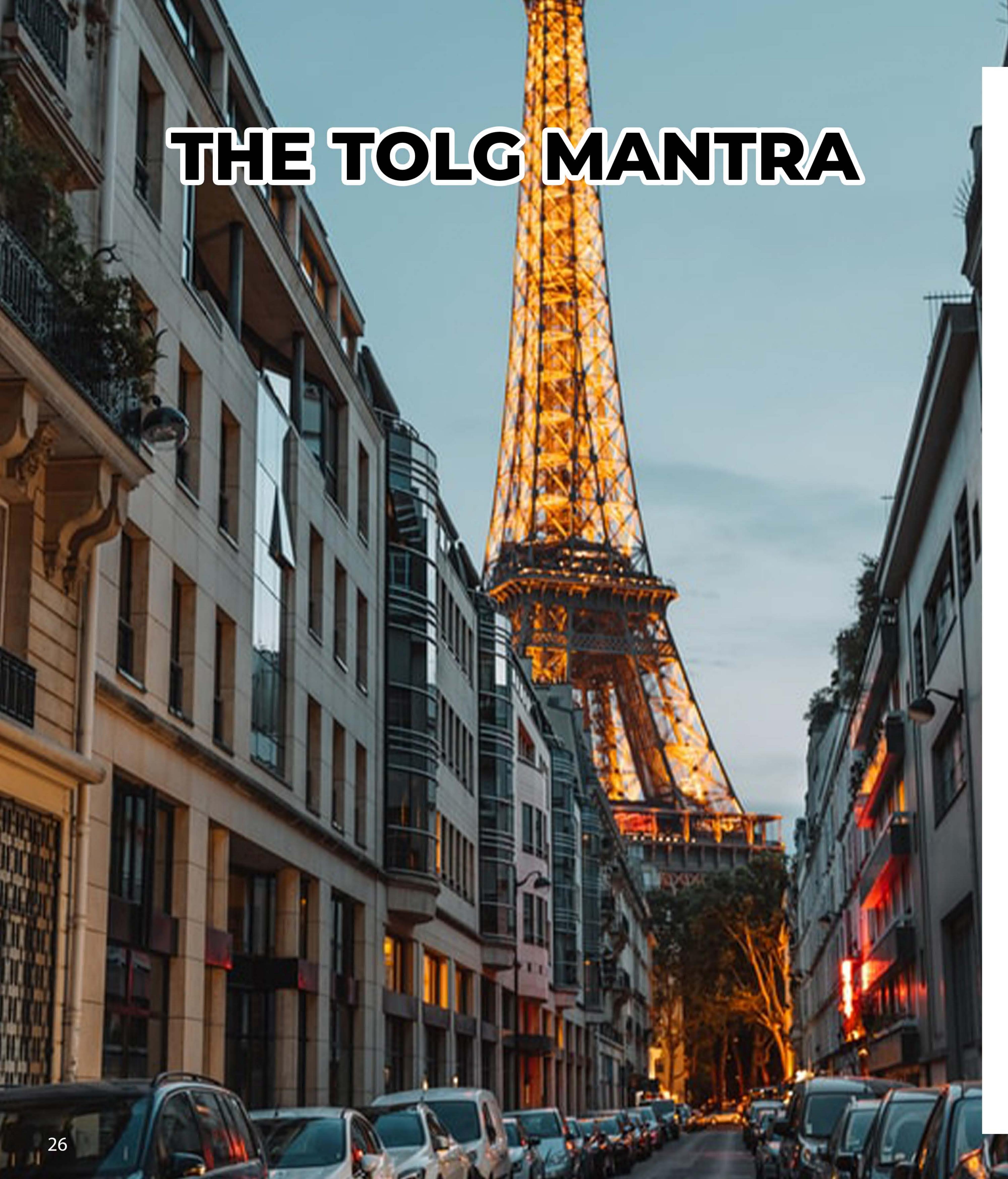
Tokunbo Orimobi Foundation Charity Drive and Donations at St Judes Anglican Primary School in Osun State, Nigeria



Vibrant Faces at the TOLG "Law Meets Art" Event in 2019



A Presentation of the Rendition of TOLG's Global Chairman, Michael Orimobi, by an artist at the "Law Meets Art" Event in 2019



We all have words we live by; they might be memories of our parents telling us we can be anything we choose to be if we work hard enough, or inspirational words like "a stitch in time saves nine" to help us make it through a rough time or land that dream job, husband or wife. TOLG has its own inspirational phrase that motivates it to keep serving its clients, employees and stakeholders.

A Mantra is that phrase that characterises an individual or corporate body's philosophy. It is a slogan that communicates a strong message to its employees, clients, friends and associates. Mantra plays an important role in capturing the thoughts of an organisation or individual, by bringing clarity and focus towards achieving its set objectives and goals.

A Mantra helps a company stay true to its original intentions. It reminds the employees of the core value; beyond the product or services they are offering. Organisations often change course and pivot, but a mantra is like a torch that keeps everyone warm and close and lights the way forward in the dark.

A Mantra is important because it helps an organisation decide, communicate and align everyone in the same direction as opposed to individualistic approaches in executing their mandate. A Mantra communicates clarity, conviction and passion about the organisation and emphasizes its important and rewarding features, rather than focusing solely on where the company is going.

Mantras help individuals in organisations make decisions consistent with company goals and communicate the culture of the company.

The TOLG's mantra, "an affordable luxury brand" sums up the values of the firm and how we approach every aspect of our business.

Our brand is our life, and our life is defined by our core values and culture. Our brand represents a shared truth between our clients and embrand drives us Our ployees. towards achieving our mission.

Our brand boasts of energetic, young professionals who are fun and sophisticated. We take our practice outside of the walls of "law" and offer vast and boutique perspectives to our clients. Our brand reels of loyalty, good relationship and resourcefulness. It is as a result of this that we are able to compete with the best in the industry, at affordable pricing.

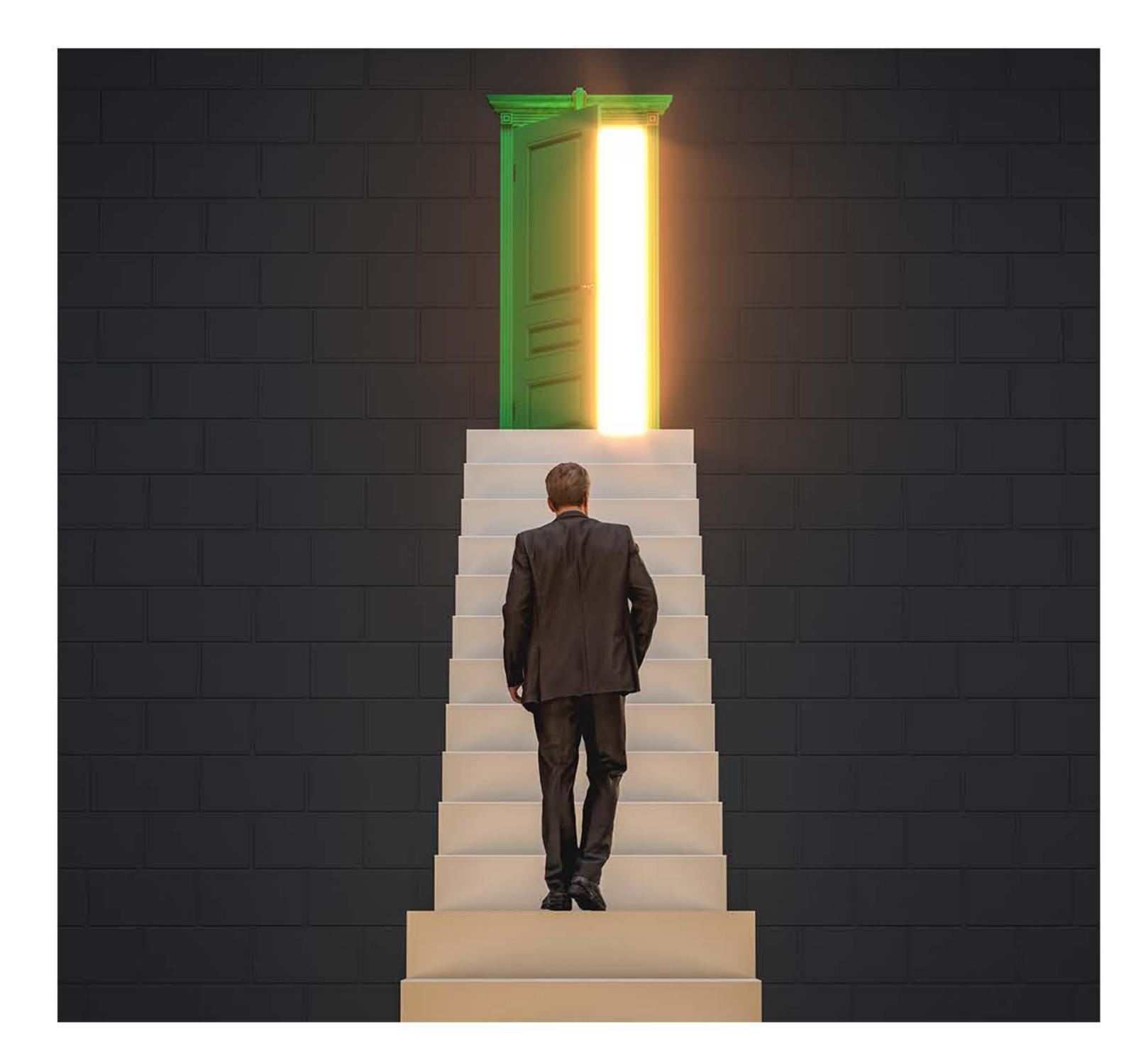
Historically, luxury has been about having exclusive access to a certain product or service. Something not everyone can have - the thing that consumers buy, own and have in order to keep up with, and surpass their neighbours.

Luxury has never been about things people need, but things people want. Luxury is what people use to define and influence perceptions about themselves. Luxury is what the TOLG brand is all about.

Though an affordable luxury brand, valled quality in all dealings with its all situations.

Our mantra is that chant, which we continually use repeatedly, to remind us of who we are, where we are coming from, where we are and where we hope to be. It is a reminder of what makes our clients happy with the services we render, and trust that in spite of being an affordable luxury brand, we are able to put their needs first.





### VISION & MISSION

Our vision - Primus inter pares! - is a phrase you might have heard multiple times but only applies in actuality to a few scenarios or a few businesses as is the case here. Our mission is to be the global firm of choice and benchmark for bespoke legal advisory services. It is the vision and mission of TOLG, to be the first among its equals while providing bespoke legal advisory services to its clients and we are truly keeping to that.

Living and doing business within Africa's most populous country requires having a dependable legal team behind you. With a law degree, anyone can open a law firm in Nigeria but not everyone can attain the high bar of professional excellence on offer at TOLG. Here,

we prioritise building strong relationships with our clientele based on our years of legal experience, professionalism and effective service delivery. Our key strength lies in loyalty to our clients; carefully perusing every decision and step with them at all times.

TOLG offers a wide variety of solutions to your legal needs. Our practice areas span Corporate & Commercial; Corporate Finance; Project Finance; Structured Finance; Capital & Money Markets; Mergers & Acquisitions; Venture Capital; Private Equity; Business Advisory; Banking; Insurance; Intellectual Property; Taxation; Privatization & Commercialization; Transportation (Shipping, Aviation, Rail etc); Energy, Power & Natural Resources; White Collar Crimes; Government Lobbying; Real Estate; Litigation & Alternative Dispute Resolution; Trust; Wills & Probate; Debt Recovery and to a considerable extent Criminal Matters. Without mincing words, we cover your legal needs to the letter.

Most clients want a truly global firm, not in words and taglines, but in practice. In tandem with our vision and mission, we are truly global in operations and are still opening more offices across the world. Presently, TOLG has a strong presence in Africa, America, Europe and Australia, with our regional offices located in Lagos, New York, London and Sydney. As of today, we operate out of 10 offices in 7 countries.

Legal services entail an on-going professional relationship between the client and the attorney. With over 40 years of legal operations, we understand that clients value lawyers and law firms who know how to communicate and are sensitive to their needs and concerns. This has been key to our success over the years; building a team attitude and spirit.

Because legal services are services-based, not products-based, clients and prospects tend to hire lawyers they can trust to handle their work well. At TOLG, we offer the services of not just a top law firm, but that of a team of brilliant lawyers spanning various legal needs.

Our global presence means we have a culturally diversified staff. This diversity has been a key driver of creativity and innovation, as staff with local market knowledge and insight make us more competitive and profitable. Being a truly global firm means we have been able to attract and retain the best talents across the world while offering a broader and more adaptable range of services.





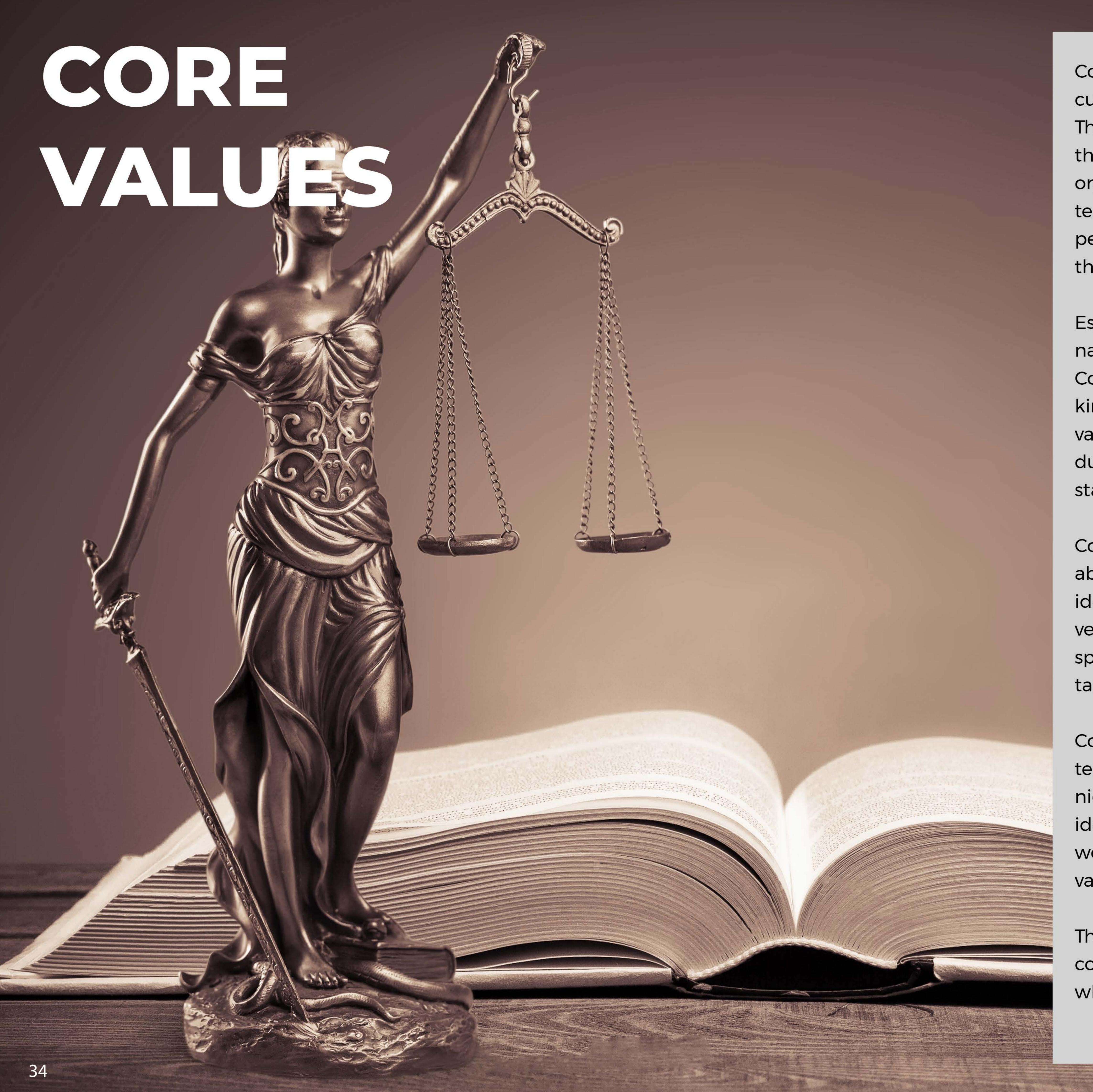
At TOLG, we are about the energy, the fun and the sophistication. We recognise the intense focus required to fulfil our vision, so we believe it is important to have some fun while doing it in a sophisticated manner. Whether for work or play, we care what we look like. It's more about thoughtfully and courageously assembling an outer layer that represents who we really are; the most affordable global legal brand that offers the most plausible solutions to your challenges. Our resultant friendly work environment helps us enjoy our jobs, which translates to our clients enjoying the TOLG experience.

We work hard and play harder, investing in community and firm events that help our employees and their families feel a connection beyond business as usual. These events include Dress Down Summer & Winter (July and December respectively), Quarterly TGIFs, Games Nights, occasional Staff Meals, African Heritage Day, Christmas Parties etc.

We do not stop at just engaging our staff, we are a people-based firm contributing to the human capital development of our host communities. In engaging with our community, we set up the Tokunbo Orimobi Foundation which focuses on Education, Mentorship and Pro-Bono Advisory. Some of our initiatives include - our intense In-

-ternship Programmes for young lawyers; Life-After-School Series; the Strategic-Business-Support Series; Volunteering, Community Law Meets Series etc - all with a view to ensuring that we fulfil our responsibilities to the global community with the greatest possible impact.

We have not rested yet on our oars. Constantly a feature as a winner of international awards such as IFLR, DealMakers, ACQ Global Awards etc; such recognition is only a tip of the iceberg that serves to affirm our global expertise. We are committed to breaking limits, setting new standards and surpassing the expectations of our clientele. We are the legal team that is only beaten by our continuous improvement every year. We are here to grow with you and achieve your dreams. We are TOLG...the primus inter pares and our aim is to be the global firm of choice and benchmark for bespoke advisory services.



Core values are what support the vision, shape the culture, and reflect what an organisation idealizes. They are the essence of the organisation's identity - the principles, beliefs or philosophy of values. Many organisations focus mostly on the technical competencies but often forget what the underlying competencies that make their organisations run smoothly are - The core values.

Establishing strong core values provides both internal and external advantages to the organisation. Core values help organisations in the decision-making processes. For example, if one of your core values is to stand behind the quality of your products, any products not meeting the satisfactory standards are automatically eliminated.

Core values educate clients and potential customers about what the company is about and clarify the identity of the company. Especially in this competitive world, having a set of specified core values that speak to the public is definitely a competitive advantage.

Core values are becoming primary recruiting and retention tools. With the case of researching companies, job seekers are doing their homework on the identities of the companies they are applying to and weighing whether or not these companies hold the values that the job seekers consider as important.

The TOLG core values have been simplified for easy comprehension and make-up the "TOLG person" which every staff is required to emulate.



# LOYALTY

Our complete devotion to our client's businesses, cheering them on win or lose, supporting them high or low and our reputation as a trustworthy business partner is critical to our business success. Our business goals are only met when we mutually make our clients successful and are fairly rewarded.

Furthermore, employee loyalty is appreciated as TOLG and staff who are supportive of its success and believe that being a part of the firm is in their best interest, are highly rewarded.

# RELATIONSHIPS

Whether it is delivering a service or negotiating an agreement, our firm is an aggregation of endless formal and informal interactions. Here at TOLG, we are able to draw on the capabilities, expertise and different perspectives within our formal and informal networks. We are warm and we believe in maintaining relationships always.

# RESOURCEfulnESS

Understanding that business is in need of enterprising young people, characterised by great imagination and initiative, we are ever ready to undertake seemingly difficult projects or untried schemes/transactions/deals/structures with a positive result-oriented mind-set.

For us at TOLG, these values are the essence of our corporate culture because they set out the "do's" and "don'ts". The core values define non-negotiable behaviours that are our guiding beacon directing the process of organisational development and growth. They are not made to be put up on the wall and forgotten; living them is what really counts!



Culture can be defined as the character and personality of an organisation. It is what makes an organisation unique and is the sum of its values, traditions, beliefs, interactions, behaviours, and attitudes. Culture plays an important role in extracting the best out of employees.

It is a system of shared assumptions, values and beliefs that governs how people behave in an organisation. Culture has visible components in the way a business looks and how its employees dress, but it really thrives in the attitude of employees, in the setting of goals and in the communication of business values to staff and clients.

- Work culture goes a long way in creating the brand image of the organisation; it gives an identity to the organisation;
- Work culture brings all the employees on a common platform especially regarding common organisational goals; and
- Work culture unites the employees who are otherwise from different backgrounds, families and have varied attitudes and mentality, thereby giving employees a sense of unity at the workplace.



Energy is everything! Energy is powerful enough to create your success or promote your demise. Everything you involve yourself in is a result of the energy you contribute. How you contribute to your professional environment is as important as what you contribute. You may have the experience, knowledge, skill, and a long history of success; however, if you approach a new project, a meeting, a new job, an employee, your boss, or a client with infected/negative energy, the end result would certainly be unproductive. This type of energy is not just one gotten from food but a type of energy that is contagious, that allows someone to walk into a meeting and lift the mood entirely.

A type of energy that you want to be around, that pushes you to work harder and be better because, well, you want to. This type of

At TOLG we have a team of young, highly/positively energetic and enthusiastic individuals with amazing speed and quick reflexes which help us get ahead of our peers and stand out in the legal industry. We understand that a leader's energy can determine the success of a meeting or a workday or even the overall organisation so for our team heads who have been chosen and given the privilege and responsibility to supervise others, this is an important behavioural attribute. Tied to our culture of energy is our reward system, which ensures that a staff's positive energy Is adequately rewarded. For us at TOLG, Money is not Reward. Money is just one of the several tools of our reward system.

## 

It seems counterintuitive to suggest that work should be fun, right? Our whole lives we have been taught the "work hard, play hard" dichotomy but why Can work not be fun in and of itself? A fun company culture is one of the best ways to keep your employees and attract new ones. While having fun perks like all-expense paid vacation, motivational material gifts is not a bad way to stimulate a fun culture, it does not always need to weigh down pockets.

A fun culture stems from the energy and the vibe of your workplace, and usually, it is up to the management to set the tone for their team. At TOLG, we have periodic fun activities like our game nights where we have board games and also engage in interactive ones like charades and the concentration game (not for the fainthearted at all... whew!), our spontaneous TGIF sessions where we just want to bond and enjoy one another's company, the quarterly TGIF where the firm literally throws like a party and we have unlimited fun, our dress down winter and summer in July and December respectively, months when we breathe from our corporate casual dress code and rock our jeans and tees Mondays to Fridays, boat cruises, beach hang out, movie days out, cultural day fashion parade etc.

# A fun, positive company culture is without a doubt good for business for the following reasons:

It helps engage our employees - engaged employees are more productive and having a great company culture is what makes employees want to show up to work every day, put in their best and sustain their enthusiasm about their tasks.

It helps attract new talents - when an employee loves where they work, they naturally become company ambassadors and help to organically promote your company, helping to attract new talent and promote the enterprise from the inside out. This is why it is important for us to ensure our company's Employee Net Promoter Score (eNPS) helps with finding out how likely they are to recommend the firm as a place to work, and helps us understand what areas we can work on improving.



# SOPHISTICATION

Whatever definition you choose to pick from: having, revealing, or involving great deal of worldly experience and knowledge of fashion and culture having a refined knowledge of the ways of the world cultivated especially through wide experience, finely experienced and aware; having a lot of experience of life and good judgement about socially important things such as art, fashion etc.; we are all about that at TOLG.

An "affordable luxury brand" as we refer to ourselves, is a very rare combination of class and affordability. From the quality of our staff, to the quality of our work, to our internal processes, to our work tools, to the quality of our clientele and professional affiliation, to our customer service model, even to the way we dress, where we socialize, how we speak etc, all oozes of premium class. We place a high value on sophistication, because we have been trained to seek it out as a cue tor what lies ahead.

At TOLG, we understand the significance of Workplace Culture and have carefully, over the years communicated this to our people both verbally in everyday acts and these have been internalized overtime to make up the "TOLG Person".

Our Culture is the foundation of human capital philosophy. TOLG is structured as a law firm that uses its Culture as the only tool to attract and retain human capital. Our Culture is why people want to work at TOLG and it is also the reason why they stay at TOLG long term.



The TOLG person is someone who understands and practices the core values and culture of our Firm. One who is aligned with our Vision and Mission as a brand and who understands that we are an affordable luxury brand. As a reputable law firm, we hold on tightly to our ideals and make no room for excuses. Our standards are set extremely high, and we are constantly striving to maintain excellence. The TOLG person is one who understands that we are all about the TOLG Doctrine.

Considering the confidential nature of the legal industry, we are unshaken in our belief that loyalty to the cause, the person and to ourselves is of utmost importance. You can easily recognize a TOLG person by the eagerness to be trustworthy, faithful, reliable, and dependable. We pride on loyalty not just to our clients but to our co-workers.

Over the years, such loyalty has helped us form a close-knit group, able to weather through the most difficult of storms. We stand together in and out of the work environment such that we have created a family bond at work. Our relationship bond has translated to the workplace and our clientele. You can easily spot the TOLG person by our very nature of going out of our way to help. We are not just about getting the work done, we are also concerned about our client every step of the way.

He or She is not a TOLG person if you cannot find any form of creative thinking, ingeniousness or innovation. At TOLG, we are very mindful of resourcefulness, therefore we painstakingly choose who joins our team. We understand in carrying out the needs of our clients, they expect to see new solutions and innovations in solving their challenges. What we sell is that seldom seen creativeness. Therefore, the TOLG person is quite resourceful.

The TOLG person is well defined in manners and dressing. You can spot such a person a mile away. Sharply dressed, composed, and articulate, well-mannered and intelligent enough to listen and attend to your enquiry. The status of the TOLG person in the society cannot be over-emphasized. The TOLG person is an advisor and a counsellor; knows the law to the letter and oozes calmness and sense of purpose.

A TOLG person, while not seeking undue attention, easily gets accolades because of his/her exposure to the global world, experiences, meticulousness, morality, professionalism, and ethics.

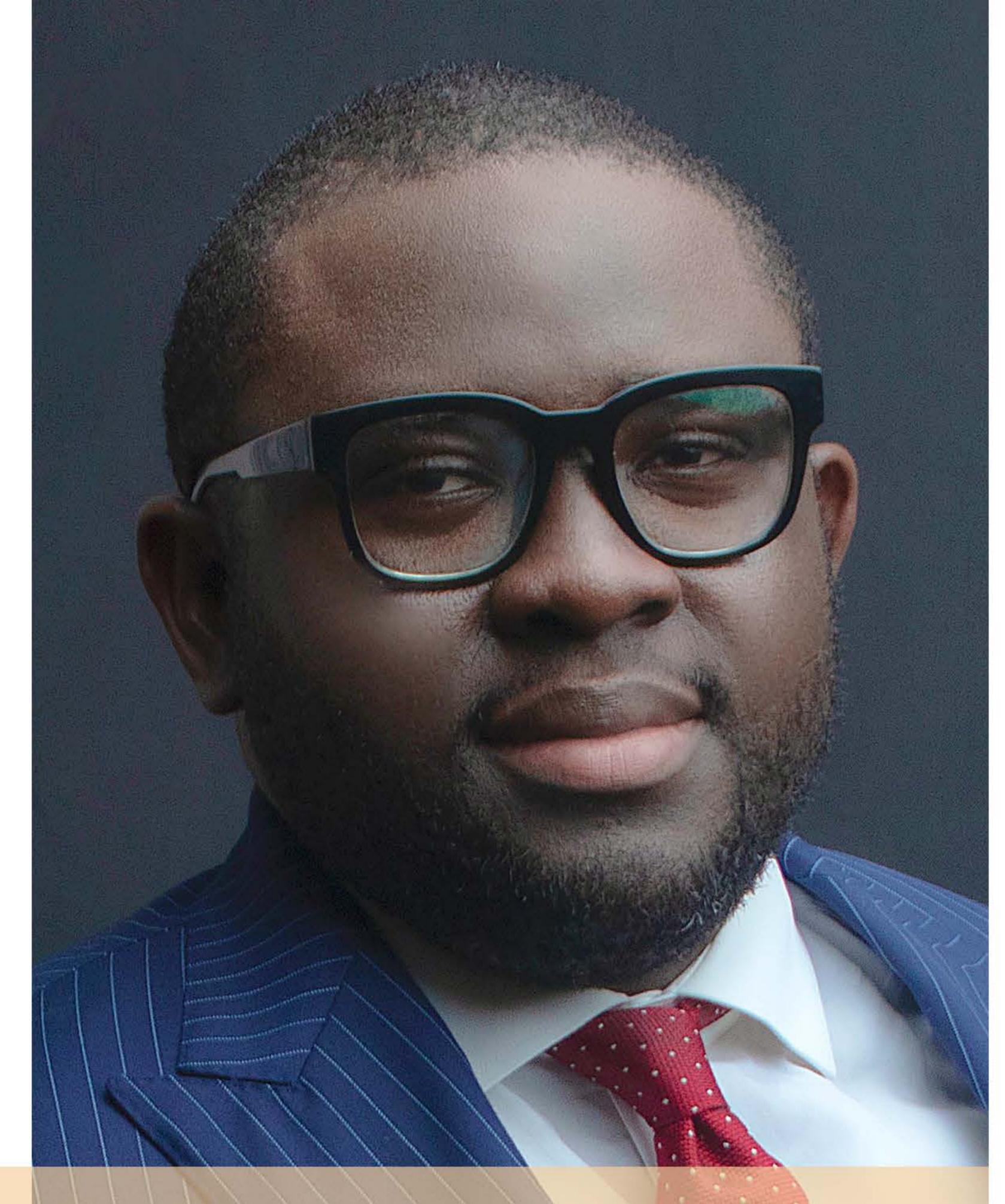


# THE TOLG PERSON 47



Global Chairman of leading law firm, TOLG, has bagged the award for Leading Lawyer in the 2021 Who is Who Legal Award. Michael Orimobi, who is a Capital Markets Lawyer, and a Global Business Leader was awarded a National Leader in the Capital Markets category in Nigeria.

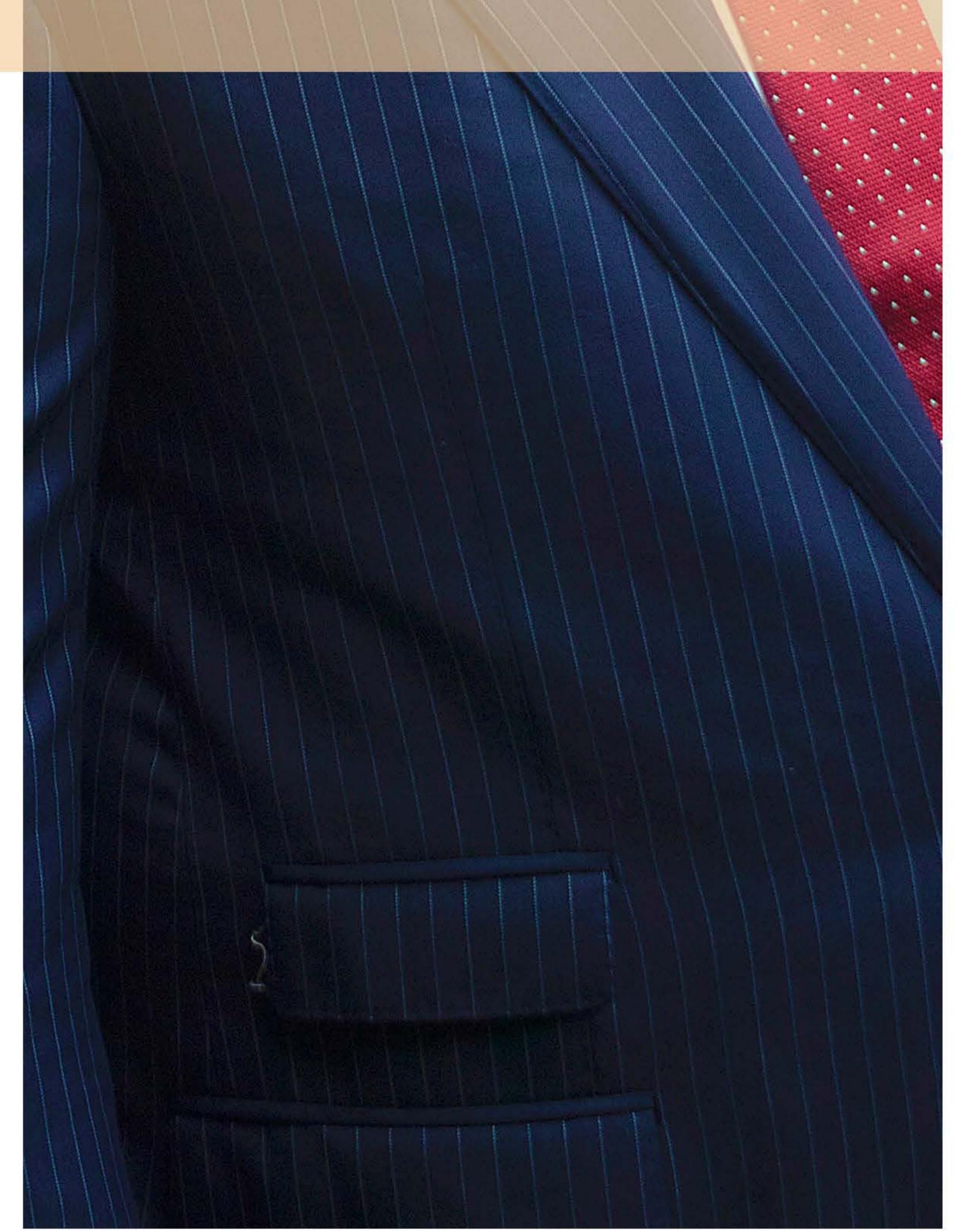
The award comes on the tail of the just concluded 2022 IFLR1000 awards, where Orimobi also received the award as "Highly Regarded Lawyer" in Nigeria again.

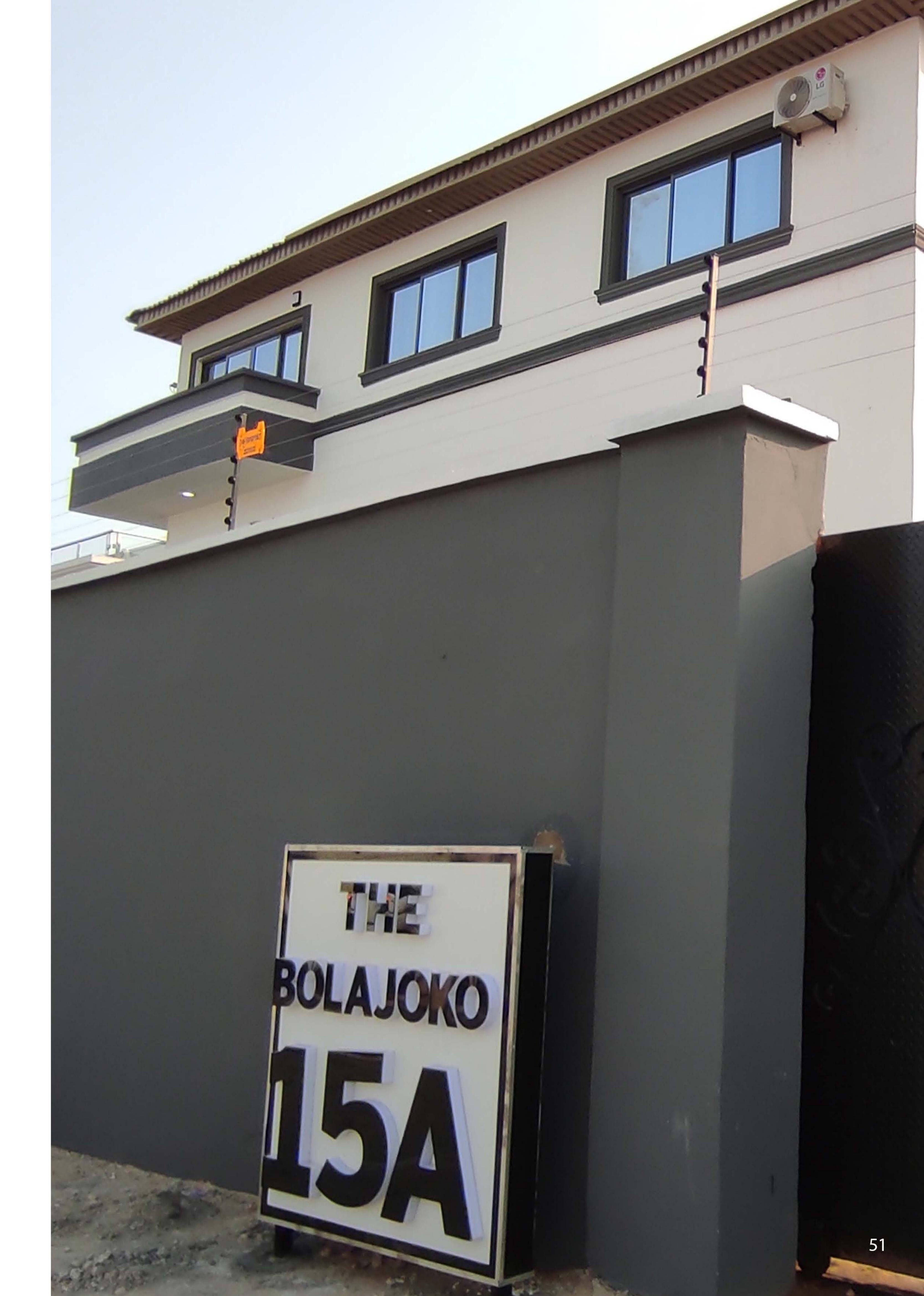


# TOLG GLOBAL CHAIRMAN BAGS PRESTIGIOUS 2021 WHO IS WHO LEGAL, WINS IFLR1000 AWARD AGAIN

The 43-year-old law firm which has been under Michael Orimobi's leadership for over a decade has received many prestigious awards as well for its excellent services from leading legal award bodies & committees including, the IFLR1000, DealMakers, ACQ Global, amongst others.

The year 2021 can be described as a thriving year for TOLG, as it recently transitioned its Nigerian brand name from Tokunbo Orimobi LP to TOLG Advisors, and relaunched its brand, logo, website and global head office in Lagos.





# NOTABLE 2020, 2021 & 2022 TRANSACTIONS

## **fo** autochek

Securitization of Loan Book

TOLG

Advisory Services in respect of setting up Aviation Alliance across Africa

TOLG



\$4 million Notes Issuance Exercise

TOLG



Commercial Paper Issuance Programme

TOLG





TOLG ACCOLADES





Transaction Counsel to the Restructuring and Recapitalisation of DLM Capital Group as a Regional Bank

TOLG



Legal Counsel to the Employee Share Option Scheme

TOLG



Transaction Counsel to the Nigeria Road Infrastructure Tax Credit Fund

TOLG



**Project Corazon** N60m Bond Issuance Programme

TOLG









Counsel to the Shareholders for the Restructuring and Recapitalization as a Merchant Bank

TOLG



Solicitors to the Borrowers on the proposed Medium Term Facility from Stanbic **IBTC Bank Plc** 

TOLG



Transaction Counsel to the Scheme of Arrangement for the proposed acquisition of Law Union and Rock Insurance Pie

TOLG



N25bn Commercial Paper Issuance Programme

TOLG











Solicitors to the Company in the Rights Issues and Public Offer of shares

TOLG



Solicitors to the Company in their registration of Bonus Issue of shares with the Securities and Exchange Commission and the Nigerian Exchange Limited

TOLG



Solicitors to the Company in their listing on the Nigeria **Exchange Limited** 





Legal Counsel to the Scheme of Arrangement











# WEHAVE MOVED

THE BOLAJOKO

15A Remi Olowude Street, Lekki, Lagos, Nigeria





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