

REGENCY RESEARCH

Monday July 04, 2022

Small and Medium Scale Enterprises (SMEs)

Small and Medium Scale Enterprises (SMEs) are key economic players in resource allocation and industrialization in developing and transition economies. They provide economic benefits, such as research and flexibility for economic change and human capital growth. Despite these benefits, one of the drawbacks inhibiting SMEs' performance to business growth in Nigeria is capacity building. Other challenges include competitive interest rate, access to finance, business stability, financial literacy/ management, hiring the best talents etc. These undermine the growth potential and further affect SME contributions to the economy on a large scale.

SMEs are key sources of dynamism, innovation, and flexibility. Globally, they account for over 95% of enterprises, generating two-thirds of employment and are one of the major sources of new employment. According to the Nigeria Bureau of Statistics (NBS), the total number of MSMEs in 2017 was 41.5 million, comprising micro-enterprises Medium Enterprises (MEs): 41.46 million (99.8%), small and medium enterprises (SMEs): 73,081 thousand (0.2%). In the Nigerian economy, SMEs have contributed about 48% of the national GDP in the last five years, with about 17.4 million accounting for about 50% of industrial jobs and nearly 90% of the manufacturing sector.

capital Market Summary .

Analysis of the market activity in the week ended July 01, 2022 shows a bullish note as investors started taking position on some valued stocks with attractive prices. The NGX All Share Index and market capitalization of listed equities thereby appreciated by 0.24% each from the opening figures of 51,705.61 and N27,875 trillion to close at 51,828.67 and N27,942 trillion respectively. Its year to date (YTD) return stands at +21.33%.

GDP Growth Rate	+3.11%	May 24. , 202
Un-employment Rate	33.30%	May 24, 202
Broad Money Supply (M2)	N38,026,970.00 rn	May 24, 202
Money Supply (M1)	N16,186,615.62rn	May 24, 202
Consumer Price Index (YOY)	17.71%	June 15, 202
Monetary Policy Rate (MPR)	13.00%	May 24, 202
Cash Reserve Ratio (CRR)	27.50%	May 24, 202
Nigeria's Bonny Light Crude Oil	US\$129.87/Bar	June 29, 202
Nigeria's Gross External Re- serves	US\$38.68bn	June 16, 202

MACROECONOMIC INDICATORS

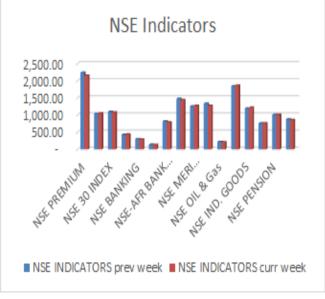
Source: Central Bank of Nigeria (CBN)

ALL SHARE INDEX & MKT. CAP



Source: Nigerian Stock Exchange (NSE) & Regency Research

PERFORMANCE OF THE NSE INDICES



Source: Nigerian Stock Exchange (NSE) & Regency Research



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STOCKS	Mkt price	curr price	Сар. Арр	Bk Value	6 mths	No of Shares in	52wks	52 wks	PAT N'b	PAT N'b	EPS N=	EPS N=	Period	Div. pd	Div. Yield	NET ASSETS	Exp. Retu	Exp return	Total	Total
	31/12/21	18/5/2022	%	N=	Exp Price	Issue	high	low	Current	Last year	Current	Last year		N=	%	N=bill.	cap. Appr	Div. N=	Ret. N=	Ret. %
UBA	8.05	7.90	(1.86)	24.15	9.66	34,199,421,368	8.05	7.00	41,496	38,155	1.14	1.04	qter 1	1.00	12.42	825,753,000,000	1.61	1.00	2.61	32.42
ZENITH	23.95	24.40	1.88	42.37	28.74	31,396,493,786	27.50	22.00	58,198	53,080	1.85	1.69	qter 1	3.10	12.94	1,330,397,000,000	4.79	3.10	7.89	32.94
GTCO	26.00	23.90	(8.08)	30.88	31.20	29,431,179,224	30.25	21.45	43,208	45,546	1.51	1.60	qter 1	3.00	11.54	908,758,731,000	5.20	3.00	8.20	31.54
ACCESS FBNH	9.30 11.40	9.70 11.95	4.30 4.82	30.84 21.51	11.16 13.14	35,545,225,622 35,895,292,792	10.00 12.90	8.00 7.05	57,399 32,401	52,549 15,599	1.63 0.89	1.49 0.43	qter 1 qter 1	0.60	6.45 3.07	1,096,318,000,000 907,678,000,000	1.86 2.19	0.60	2.46 2.54	26.45 22.28
FIDELITY	2.55	3.65	43.14	10.65	3.06	28,974,797,023	4.05	2.19	9,515	9,590	0.83	0.43	qter 1	0.33	8.63	308,486,000,000	0.51	0.33	0.73	28.63
DANSUGAR	17.40	17.00	(2.30)	11.32	20.88	12,146,878,241	18.75	15.00	8,870	8,302	0.73	0.68	qter 1	1.00	5.75	137,500,909,000	3.48	1.00	4.48	25.75
NASCON	13.20	12.85	(2.65)	6.08	15.84	2,469,438,378	16.00	11.70	0.38637	0.72320	0.58	1.09	qter 1	0.40	3.03	15,017,053,000	2.64	0.40	3.04	23.03
UCAP	9.90	13.50	36.36	3.97	11.88	6,000,000,000	14.15	5.85	2,309	1,659	1.54	1.11	qter 1	1.50	15.15	23,849,201,000	1.98	1.50	3.48	35.15
AFRIPRUD	6.35	6.00	(5.51)	4.08	7.62	2,000,000,000	8.15	5.75	0.43147	0.38135	0.20	0.19	qter 1	0.50	7.87	8,164,549,000	1.27	0.50	1.77	27.87
CADBURY	8.80	17.70	101.14	8.08	10.56	1,878,202,000	17.85	7.65	1,542	0.24158	0.82	0.13	qter 1	0.50	5.68	15,177,904,000	1.76	0.50	2.26	25.68
UNILEVER	14.50 6.10	15.00 13.50	3.45 121.31	11.76 9.87	17.40 7.32	5,745,006,000 3,970,476,000	17.00 13.70	11.00 5.25	1,796 5,641	(0.49196)	0.31	(0.09) 0.26	qter 1	0.50	3.45 8.20	67,557,964,000	2.90 1.22	0.50 0.50	3.40 1.72	23.45 28.20
PZ NAHCO	3.74	6.70	79.14	4.52	4.49	1,624,218,750	7.25	2.15	0.324	1,017 0.170	0.20	0.20	qter 3 Qter 1	0.30	10.96	39,204,100,000 7,342,538,000	0.75	0.50	1.72	30.96
FLOUR MILL	28.35	37.00	30.51	40.40	34.02	4,100,379,605	41.45	27.50	15,592	8,161	3.85	1.84	gter 3	1.65	5.82	165,658,000,000	5.67	1.65	7.32	25.82
DANCEM	257.00	300.00	16.73	60.76	269.85	17,040,507,405	300	204	105,851	89,710	6.18	5.29	qter 1	20.00	7.78	1,035,308,000,000	12.85	20.00	32.85	12.78
LARFAGE	23.95	28.30	18.16	24.59	28.74	16,107,795,496	33.20	20.05	17,558	9,136	1.09	0.57	qter 1	2.00	8.35	396,118,753,000	4.79	2.00	6.79	28.35
GSK	5.95	6.55	10.08	7.94	7.14	1,195,878,488	8.50	5.35	0.19437	0.65881	0.16	0.55	qter 1	0.40	6.72	9,493,815,000	1.19	0.40	1.59	26.72
MAY BAKER	4.02	4.30	6.97	4.33	4.82	1,725,234,000	5.45	3.91	0.19429	1,050	0.11	0.61	qter 1	0.30	7.46	7,466,409,000	0.80	0.30	1.10	27.46
FIDSON	6.22	11.30	81.67	7.14	7.46	2,086,260,000	12.05	4.60	1,150	0.57955	0.55	0.28	qter 1	0.25	4.02	14,901,503,000	1.24	0.25	1.49	24.02
NB GUINNESS	50.00 39.00	77.00 98.00	54.00 151.28	23.26 41.12	60.00 46.80	7,996,902,051 2,190,382,000	78.50 110	39.90 28.50	13,614 15,278	7,660	1.69 6.98	0.96	qter 1 qter 3	1.60 0.46	3.20 1.18	185,976,547,000 90,065,026,000	10.00 7.80	1.60 0.46	11.60 8.26	23.20 21.18
JBERGER	22.35	30.50	36.47	34.28	26.82	1,600,000,000	30.50	18.91	1,734	2,364	1.08	1.52	qter 1	0.40	1.10	54,846,326,000	4.47	0.40	4.87	21.10
VITAFOAM	22.50	24.50	8.89	11.61	27.00	1,250,844,064	25.00	8.70	3,613	2,487	3.20	2.17	gter 2	1.50	6.67	14,518,926,000	4.50	1.50	6.00	26.67
UACN	9.50	14.40	51.58	17.87	11.40	2,881,296,580	15.00	8.90	0.6387	0.66815	0.18	0.12	qter 1	1.20	12.63	51,477,943,000	1.90	1.20	3.10	32.63
ARDOVA	13.00	15.00	15.38	12.30	15.60	1,310,628,000	18.00	11.55	(1,649)	1,858	(1.26)	1.44	qter 4	0.19	1.46	16,124,000,000	2.60	0.19	2.79	21.46
CONOIL	22.00	31.50	43.18	32.20	26.40	693,952,117	31.50	20.00	0.55722	0.42393	0.80	0.61	qter 1	1.50	6.82	22,346,589,000	4.40	1.50	5.90	26.82
TOTAL	221.90	234.50	5.68	135.71	266.28	339,521,837	265	145	4,366	2,970	12.86	8.75	qter 1	6.08	2.74	46,077,873,000	44.38	6.08	50.46	22.74
ETERNA	5.05	7.30	44.55	9.97 45.65	6.06	1,304,144,000	8.80	4.86 104	0.87746	0.25445	0.67	0.20	qter 1	0.10	1.98	12,995,801,000	1.01	0.10	1.11	21.98
OKOMU PRESCO	142.00 87.80	215.00 200.00	51.41 127.79	45.05	149.10 92.19	953,910,000 1,000,000,000	215 200	70.00	9,498 13,775	5,271 5,030	9.96 13.78	5.53 5.03	qter 1 qter 3	2.00	4.93 2.28	43,550,072,000 42,826,810,000	7.10 4.39	7.00	14.10 6.39	9.93 7.28
CUSTODIAN	7.90	7.50	(5.06)	11.27	9.48	5,881,864,195	8.45	5.85	2,186	1,329	0.35	0.24	qter 1	0.45	5.70	66,310,651,000	1.58	0.45	2.03	25.70
NEM	4.50	3.35	(25.56)	2.40	5.40	10,032,955,535	5.00	1.86	1,545	1,092	0.15		qter 1	0.09	2.00	24,048,082,000	0.90	0.09	0.99	22.00
MTN	197.00	255.5	29.70	17.54	236.40	20,354,513,050	270	160	96,820	73,748	4.76	3.62	qter 1	8.57	4.35	356,984,000,000	39.40	8.57	47.97	24.35
TRANSCORP	0.96	1.33	38.54	3.72	1.152	40,647,990,293	1.52	0.84	5,035	2,041	0.05	0.0179	ater 1	0.01	1.04	151,040,841,000	0.19	0.01	0.20	21.04
NGX	19.9	22.9		17.44	23.88		27.9	15.3	0.1483	0.8032	0.07		qter 1			34,262,654,000	3.98		3.98	20.00
FCMB	2.99	3.5	17.06	12.57	3.588	19,802,710,754	3.88	2.71	5,168	3,572	0.28		qter 1	0.15	5.02	248,968,936,000	0.60	0.15	0.75	25.02
LIVESTOCK	2.15	1.61	(25.12)	0.84	2.58	2,999,999,418	2.5	1.42	0.018121	0.176539	0.06	0.0588	qter 1	-	-	2,520,597,000	0.43	-	0.43	20.00
HONYWELL	3.40	3.75	10.29	7.34	4.08	7,930,197,858	4.45	1.1	0.0209	0.323	0.03	0.041	qter 3	0.07	2.06	58,232,000,000	0.68	0.07	0.75	22.06
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Reasons for			VE STOC	ato W111																
-			tont coo	d dividor	d navmar	et in the last five	Vearc													
_	Strong fundamentals and consistent good dividend payment in the last five years The EPS are good showing that they can pay dividend they paid last year while some of them are performing better.																			
	The Current PAT show they are performing well and they may pay better dividend than the previous year																			
	The Book value are good showing that some of the stocks are underpriced, hence, there is room for capital appreciation.																			
	The wide variance between the 52weeks low and 52 weeks high for some of the stocks show high potential for capital appreciation																			
All the stock																				
The liquidity	of the re	commend	ed stocks	are high	, indicati	ng easy entry an	d exit													
-						ons, however, th	e recen	t perfo	rmance a	nd sound i	nvestors p	erceptior	n may spa	ark capita	al appreci	ation				
Stocks selec	tocks selected are over 50.00% of of the total market capitalisation																			



Domestic Market Review

OUTLOOK AND STOCK RECOMMENDATION FOR THE WEEK 04/07/22-08/07/2022)

Activities on the Nigerian Stock Market closed on bullish note during the week as investors started taking position on value stocks with attractive prices. The NGX ASI thereby appreciated by 0.24% during the week compared with 0.14% depreciation in the previous week. In the coming week, we expect the market to continue appreciating as prices of some valued stocks are attractive due to profit taking in the last few weeks.. We will continue to advise investors to trade only in fundamentally justified stocks as the weak macro environment remains a significant headwind for listed companies. In the light of the above we recommend for purchase during the week he under-listed stocks. The companies recommended are good dividend paying stocks with strong fundamentals. Their prices are very attractive due to profit taking in the last trading week. The stocks are: UCAP PLC, FLOUR MILLS LARFAGE AFRICA PLC. NB PLC, DANSUGAR PLC, ACCESS PLC. ZENITH, GUINNESS, AND **TRANSCORP PLC**

	Stocks	Current	Max. entry	Target	%
9		Price	Price	price	Change
9			N=		
ł	NB	60.00	60.00	80.00	33.33
า t	FLOUR MILL	32.50	36.00	45.00	38.46
L 2	UCAP PLC	12.80	14.00	20.00	56.25
-					
-	LARFAGE	26.50	35.00	40.00	50.94
-	ACCESS	9.40	10.00	15.00	59.57
k	DANSUGAR	16.00	17.00	20.00	25.00
3	ZENITH	21.85	24.00	30.00	37.30
:	GUINNESS	90.50	90.00	120.00	32.60
,)	TRANSCORP	1.24	1.30	1.50	20.97

RECOMMENDED STOCKS FOR THE WEEK

FINANCIAL HIGHLIGHTS OF RECOMMENDED STOCKS

Company	Result	Turi	nover		F	PAT	
		Current N=bill	Last yr N=bil	Current N=bill	Last yr N=bil	Curr EPS	Last Div. Paid
DANSUGAR PLC	1ST QTER 31/03/2022	94.45	67.37	8.87	8.31	N0.73	N1.00 div. paid in 2021 FY
LARFAGE WAPCO	1st QTER 31/03/2022	90.61	71.47	17.56	9.14	N1.09	N2 div. was de- clared 2021 FY
FLOUR MILLS	Audited 31/03/2022	1,163,802	771.607	27.98	24.48	N6.26	N2.15k paid in year 2021 FY
UCAP PLC	1ST qter 31/03/2022	4.212	3.120	2.302	1.452	N1.54	N1.50 DIV PD IN YEAR 2021
UBA PLC	1st Qter 31/03/2022	184.12	155.55	41.50	38.16	N1.14	N1.00 Paid in year 2021 Financial year
ACCESS BANK PLC	1st Qter 31/03/2022	295.74	222.14	57.40	52.55	N1.64	N1.00 pd as divi- dend in year 2021
GUINNESS PLC	3RD QTER 31/3/2022	159.44	111.96	15.28	1.84	N6.98	N46K PD IN YEAR 2021
ZENITH PLC	1STBQTER 31/3/2022	191.52	157.31	Source: 58.20	Nigerian Stock Ex 53.06	change (NSE) N1.85	M3.10 PD IN YEAR & Regency Research 2021

Regency Research | Weekly Market Report

Committed to grow your wealth



Domestic Market Review

GAINERS FOR THE WEEK

Thirty four appreciated in price during the week, as against Sixteen in preceding week. The top ten price gainers during the week were:

LOSERS FOR THE WEEK

Twenty nine stocks depreciated in price during the week as against Fifty six stocks recorded in the preceding week. The top ten price losers during the week were:

EXCHANGE TRADED PRODUCTS (ETP)

A total of 7,158 units of Exchange Traded Products valued at N1,536,648.02 in 17 deals traded during the week compared with 1,591 Exchange Traded Products valued at N10,823,150.12 Traded Products valued at N1,518,855.22 traded last week in 18 deals.

BOND MARKET

A total of 16,232 units of FGN Bond valued N167,459,612.57 in 32 deals were traded during the week compared with 44,746 units of FGN Bond valued at N44,814,515.83 traded last week in 29 deals

MARKET SUMMARY

	Curr. Week	Previous	% Change
		week	
Volume	1,348	1,121	20.25
Value N=	N24,487 B	N13,703 B	78.70
Total Gain	34	16	112.50
Total Loss	29	56	-48.21
Deals	22,155	22,350	-0.87
All Share Index	51,829.67	51,705.61	0.24
Market Cap.	N=27,942	N=27,875	0.24
	Trillion	Trillion	

TOP TEN GAINERS

Company	Op.Price	d. Price	Gain	Gain in %
NAHCO	7.60	8.40	0.80	10.53
CHAMPION	3.40	3.74	0.34	10.00
MRS	14.80	16.25	1.45	9.80
FBNH	9.70	10.55	0.85	8.76
ROYALEX	0.91	0.97	0.06	6.59
PRESTIGE	0.38	0.40	0.02	5.26
LIVESTOCK	1.33	1.40	0.07	5.26
MTNN	221.00	230.10	9.10	4.12
ACCESS	9.30	9.50	0.20	2.15
JAIZ	0.94	0.96	0.02	2.13

TOP TEN LOSERS

Company	Op.Price	Cl. Price	Loss	Loss in %
CWG	0.94	0.80	(0.14)	(14.89)
RTBRISCOE	0.56	0.48	(0.08)	(14.29)
GLAXO	7.05	6.10	(0.95)	(13.48)
JOHN HOLT	0.71	0.63	(0.08)	(11.27)
ACADEMY	1.30	1.17	(0.13)	(10.00)
LEARNAFCA	2.50	2.25	(0.25)	(10.00)
NNFM	10.60	9.55	(1.05)	(9.91)
E-TRANZACT	2.44	2.20	(0.24)	(9.84)
MEYER	2.79	2.52	(0.27)	(9.68)
RED STAR	3.01	2.75	(0.26)	(8.64)

Source: Nigerian Stock Exchange (NSE) & Regency Research

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			MOL	E L	EC)UI ′	TY I	PORT	'FOI	lio		
		PORTFOLI	O VALUATION A	S AT 01/07	/2022							
				Unit	B-E	Current	Target price		Dividend	TOTAL	Gain/Loss	
P/Date	Stock	Units	Tcost	Cost	Price	Price	30% App	NET VALUE	Dividend	TOTAL VALUE		G/L%
1/1/2022	WAPCO	50,000	1,216,350.00	24.33	24.78	26.50	31.63	1,300,944.63	45,000.00	1,345,944.63	129,594.63	10.65
1/1/2022	UBA	50,000	410,550.00	8.21	8.36	7.40	10.67	363,282.65	45,000.00	408,282.65	- 2,267.35	- 0.55
1/1/2022	FIDELITY	50,000	130,050.00	2.60	2.65	3.30	3.38	162,004.43	15,750.00	177,754.43	47,704.43	36.68
1/1/2022	DANGSUGAR	50,000	887,400.00	17.75	18.08	16.00	23.07	785,476.00	45,000.00	830,476.00	- <mark>56,924.0</mark> 0	- 6.41
1/1/2022	ZENITH	50,000	1,282,650.00	25.65	26.13	21.85	33.35	1,072,665.66	139,500.00	1,212,165.66	- 70,484.34	- 5.50
1/1/2022	UCAP PLC	50,000	504,900.00	10.10	10.28	12.80	13.13	628,380.80	67,500.00	695,880.80	190,980.80	37.83
1/1/2022	GTCO PLC	50,000	1,326,000.00	26.52	27.01	20.45	34.48	1,003,936.51	135,000.00	1,138,936.51	- 187,063.49	- 14.11
1/1/2022	FLOUR MILLS	50,000	1,445,850.00	28.92	29.45	32.50	37.59	1,595,498.13	74,250.00	1,669,748.13	223,898.13	15.49
1/1/2022	DANCEM	50,000	13,107,000.00	262.14	266.99	275.00	340.78	13,500,368.75	990,000.00	14,490,368.75	1,383,368.75	10.55
1/1/2022	VITAFOAM	50,000	1,147,500.00	22.95	23.37	22.50	29.84	1,104,575.63	67,500.00	1,172,075.63	24,575.63	2.14
			21,458,250.00					21,517,133.18		23,141,633.18	1,683,383.18	7.84

The Equity Portfolio Model which closed the previous week at 8.44% depreciated further during the week and closed at 7.84% (YTD). This can be compared with NGX All Share Index which was 21.04% in the previous week and closed at 21.33% {YTD} during the week. The Equity Portfolio Model depreciated during the week as investors continued to take profit on some value stocks in the portfolio. The EPM continued to perform lower compared with the All Share Index of the market. Some of the stocks responsible for the lower performance in EPM are: Zenith bank, DANCEM, FLOUR MILLS, WAPCO, UBA, GTCO, and DANSUGAR Plc. Investors are thereby advised to take into consideration selection of stocks in diversified sectors to minimize risk, good dividend paying stocks and strong fundamentals to enhance the value of the portfolio. Key. Tcost means total cost of the transactions including charges (market price*units plus charges). Unit cost is total cost per unit of the stocks. B-E Price is break-even price i.e the price the portfolio will not record any gain or loss. Target price is the price we want to sell.

Source: Nigerian Stock Exchange (NSE) & Regency Research



MARKET DEVELOPMENTS (LAST WEEK)

Oando Plc Notifies on Outcome of Petition Filed by Minority Shareholders

Oando PLC (referred to as "Oando" or the "Company"), Nigeria's leading indigenous energy group listed on both Nigerian Exchange Limited and Johannesburg Stock Exchange, today announced the outcome of a court ruling following a petition filed on 25th March 2021 at the Federal High Court, Lagos by fourteen (14) shareholders of Oando holding a total of 299,257,869 shares. The Petition was filed for and on behalf of Oando's minority shareholders led by Venus Construction Company Limited and is brought pursuant to sections 353, 354 and 355 of the Companies and Allied Matters Act 2020 ("CAMA"). Ocean and Oil Development Partners Limited ("OODP") and Oando are listed as 1 st and 2nd Respondents respectively (together, the" Respondents"). The Petitioners requested that the Court order the buyout of their entire shareholding either by OODP or Oando, as the Petitioners believe that this would be in their best interest as well as that of the Company. In its response to the Petition, OODP enumerated its position on the statements made in the Petition and also filed a cross petition, stating its willingness to buy out all the minority shareholders of Oando via a court-ordered Scheme of Arrangement (pursuant to Section 715 of the Companies and Allied Matters Act 2020) to be approved by Oando's shareholders at a general meeting. In its ruling, the Court made the following order in respect of the Petition: (i) An order directing Oando to carry out a Scheme of Arrangement in accordance with the provisions of the Companies and Allied Matters Act 2020 to consider OODP's proposal to buy out the shares of all the minority shareholders in Oando. The Court further granted the following orders in respect of the Cross Petition filed by OODP: (i) An order that Oando shall prepare within 30 days a Scheme Document for the purchase of all the Minority Shareholders shares in Oando Plc for submission to the Securities and Exchange Commission (SEC) and/or the Nigerian Exchange Limited (NGX) as may be necessary. (ii) An order directing Oando PLC to convene within 120 days a meeting of the holders of its fully paid ordinary shares or their duly authorised proxies/personal representatives (where it becomes impracticable for any of the holders to attend or vote at a meeting) to consider, and if thought appropriate, approve (with or without modifications) a proposed Scheme of Arrangement by OODP Nigeria for the purchase of all the minority shareholders' shares in Oando PLC.

INVESTMENT BASICS

<u>The Six Leadership Attributes for a Future-Fit Organisation.</u> 1. Digital Awareness: With technology leading disruptive market changes and the need for strategic repositioning, leaders must consistently be aware of digital innovations within and without their market space. While leaders do not need to be technically vast in these technologies, they must lead and sponsor cultural shifts and enable an environment that can easily leverage digital innovation opportunities and reward behaviours consistent with the desired digital culture. Digital culture has a direct potential proportionality to the innovation index of the organisation.

2. Agility and Adaptability –This involves changing ourselves to fit into new circumstances or a new environment. Rapid changes in market expectations, regulations, digital and technology landscape, and competition put a high demand on our ability to respond and adapt quickly. Agile leaders can move faster through unknowns as they can focus on the actions and decisions to yield desired outcomes. Here are some tips for adaptability. Step outside your comfort zone, Embrace unknowns and the challenge of unfamiliar terrains, Do not be afraid to take risks and Be open to learning . 3. Curiosity – It is impossible to gain significant knowledge and promptly respond to changes without asking the right questions. Curiosity is one skill that separates excellent leaders from those perceived as less effective and helps to provide context, understanding and build trust. As described by Bill Gates, curiosity is one of the three Cs of successful leadership, along with Creativity and Commitment.

4. Resilience – We are in the face of pressing business changes and market disruptions; leaders must be resilient both personally and professionally. Building resilience is vital to successfully navigate times of uncertainty and challenges and lead teams to success with courage and conviction. This attribute connects with one's ability to adapt even as it relies on one's knowledge about self, values, confidence, and optimism. A resilient leader must possess the following characteristics: Maintain a positive outlook, Be comfortable in asking for help, Leverage every opportunity to learn, Build Strong Emotional Intelligence

5. Innovation – To accelerate change in today's global business environment, leaders need to be innovative. Innovation transcends developing and introducing new things but is fundamentally based on adding value. Value, however, is derived from both small incremental changes and significant pivotable improvements. Innovation is not tied to titles – Innovative leaders lead themselves and lead others as team leaders and businesses. Innovation also requires disconnecting extant and emotional investments in old approaches while aiming for better business results. Innovative leaders lead with innovation by frequently inspiring productivity, spurring new ways and unique methods to yield better results. 6. Empathy – Empathetic leadership means having the ability to understand the needs of others and being aware of their feelings and thoughts. It is the ability to live and experience the story as if it were our own. The capacity to empathise can be developed by listening, being vulnerable to ourselves, accounting for our needs, and expanding our frame of reference. Leaders who are intentional about understanding the pressing needs of their employees can provide them with the adequate support needed to press ahead and deal with the challenges or issues that might be holding them back from executing assigned tasks and achieving their goals. Whether you're new to a leadership role or an experienced leader, there is always more to learn, and leadership development is an ongoing process. Imbibing and consciously practising these skills will enable you to become an effective leader and rise to the challenge of these disruptive times.

Source: Nigerian Stock Exchange (NSE) & Regency Research



FIXED INCOME MARKET REPORT

Money Market

The Funding rates sustained their double-digit trend this week as liquidity stayed depressed. At the close of the trading session on Friday, the Open repo rate (OPR) and Overnight rate (O/N) remained unchanged at 14.00

Treasury Bills.

The Debt Management Office (DMO) sold N197.65bn as against the N174.08 billion offered, indicating a 13.5% oversubscription. The rate on the 91-day, 182day and 364-day were allotted at 2.40%, 3.79%, and 6.07 respectively. Comparing the rates to the previous auction, the rates on the 91-day declined by 9bps while the rate for 182-day and 364-day stayed unchanged.

Foreign Currency (EXCHANGE RATE).

In the currency market this week, Naira depreciated at both the Investor & Exporter FX and NAFEX windows for most of the trading sessions. At the close of the week, Naira depreciated against the dollar by 1.16% (W-o-W) to N425.00 at the Investor and Exporter FX fixing. Similarly, Naira depreciated by 0.51% (W-o-W) to N421.29 at the Nigerian Autonomous Foreign Exchange Fixing (NAFEX) at the end of the trading session on Friday.

OIL PRICE.

The Nigeria's oil price (WTI) depreciated during the week under review. According to the latest data, the oil price closed at \$105.60 per barrel during the week, compared with \$107.60 recorded in the previous week.

NIGERIAN INTER BANK OFFER RATE NIBOR

Money Market Rate							
	1-Jul-22	% Change					
OPR (%)	14	14	0.00%				
O/N (%)	14	14	0.00%				

Source: Financial Markets Dealers Quotations (FMDQ)

TREASURY BILLS RATES

NIGERIAN TREASURY BILL AUCTION JUNE 29, 2022

Nigerian Treas					
Tenor	Amount offered (N'bn)	Total subscripti on (N'bn)	Amount sold (N'bn)	Stop Rate (%)	Previous rate (%)
91-days	13.88	13.13	12.28	2.4	2.49
182-days	2.16	17.36	17.16	3.79	3.79
364-days	158.04	297.96	168.21	6.07	6.07

Source: Central Bank of Nigeria (CBN)

MONEY MARKET RATES

Average Benchmark Yields							
	24-Jun-22	1-Jul-22	% Change				
I&E FX	420.13	425	1.16				
NAFEX (\$/N)	419.17	421.29	0.51				

Source: FMDQ

Source: Financial Markets Dealers Quotations (FMDQ)

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