

EVE International Foundation 2024 Annual Report



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### WHO WE ARE

We are a non-profit organization led by HRH Lady Julia Osei Tutu, dedicated to connecting Ghanaian women locally and globally. Our mission is to promote women's rights, development, and equal representation by providing tools, programs, and opportunities for women to create, learn, support, and thrive.

We operate in Ghana and the United States, with over 10,000 members, 4,000 active subscribers, and 12 professional groups. We believe in connecting women everywhere to facilitate skills and idea exchange, economic empowerment, professional growth, and meaningful connections that foster inclusion and development. Our vision is to create a future where women unite to harness their collective and individual strengths, enabling them to reach their full potential.

### WHAT WE DO

We organize national dialogues, advocacy programs, and conferences focused on women's rights, development, and gender inclusion. Each year, we provide entrepreneurship, leadership, and career development training to hundreds of women and young girls through workshops, accelerators, webinars, and networking events.

Additionally, we offer mentorship and coaching to graduates and young female professionals and provide digital and physical spaces for Ghanaian women to discover and engage in opportunities for skills exchange, capacity building, e-commerce, entrepreneurship, and social motivation.

### **OUR PILLARS**

We create environments that promote and support women's rights and opportunities, economics empowerment and education to achieve equal representation in all spheres of national development by giving women and girls access to people, resources and information in various fields both professionally and socially to enable them to achieve these goals.

We focus on fostering sound mental health and enhancing women's well-being through activities related to physical, mental, and social health, as well as through education and awareness initiatives.

We believe in fostering connections and engagement between women from diverse backgrounds to unleash opportunities build partnerships that provide personal and professional growth.

We are committed to creating a sustainable future by addressing the pressing issue of climate change through education, advocacy, and sustainable practices.

#### PARITY &INCLUSION



#### MENTAL HEALTH



#### **NETWORKING**



#### SUSTAINABILITY





#### **OUR CONVENER**

# HRH LADY JULIA OSEI TUTU

HRH Lady Julia OseiTutu, the esteemed Consort to HRM Otumfuo Osei Tutu II, the King of the Ashanti Kingdom in Ghana. She is a woman of remarkable accomplishments and unyielding dedication to humanitarian causes. HRH Lady Julia Osei Tutu is the Patron of the Otumfuo Osei Tutu Charity Foundation (OTC) and plays a vital role in providing social support to the people of Asanteman and Ghana.

She has taken a significant step in addressing mental health issues in Ghana as the convener of EVE International and the EVE Medical Foundation. Recognizing the urgency of mental health challenges among women in Africa, Lady Julia is working to establish wellness centers across the region. These centers aim to combat the stigma surrounding mental health, improve access to care, and address mental issues often misattributed to spiritual causes.

Beyond her philanthropic efforts, HRH Lady Julia Osei Tutu's legacy reaches far and wide. She is a tireless advocate for education and gender equality, both locally and internationally. Her belief in the potential of every woman, regardless of background or circumstances, has driven her to empower women to reach the highest levels of their careers.

In her unwavering commitment to justice, education, and mental wellness, Lady Julia Osei Tutu embodies compassion, leadership, and dedication. Her vision and efforts have touched countless lives, and her legacy will continue to shine through the EVE ECOSYSTEM and the individuals she has inspired.



#### MESSAGE FROM THE EXECUTIVE DIRECTOR

### **CATHERINE MORTON**

At the heart of what we do at EVE International Foundation is an ecosystem that is creating sustainable solutions and providing opportunities to combat the imbalance in leadership, economic empowerment and development women face in Ghana today. The women I have met and interacted with over the past year have shown determination to change narratives and break boundaries wherever they find themselves.

Through our initiatives and training programmes, we hope to help more women scale their business ventures, enter leadership positions, and gain the necessary skills and knowledge to reach their full potential. I am also particularly motivated by our next bold step of introducing a digital women's platform, the EVE women app, that is harnessing the power of digitization to connect women in diverse ways while bridging knowledge and skills gaps. In reaching more women through the app we are forming a strong community of women to boldly confront our challenges together

In the coming year, I look forward to the graduation of our first cohort of the More Women Leading Programme and the Sustainable Enterprise Programme closely monitoring the impact of our initiatives and the possibilities that lie ahead for the initiating cohorts. It is success stories of self-empowerment reflected in these cohorts that keepsthe flames of impact and change burning.

Thank you to our donors and community members for their continuous support in helping us achieve our mission. Together we can reach new heights, changing the trajectory of women in Ghana for a better future.

# EVE MENTAL HEALTH & WELLNESS CENTRE

EVE is taking bold steps to secure better quality mental healthcare for women in Ghana The first Phase of the EVE Wellness Centre will be completed in 2026.





# MENTORING MORE WOMEN TO LEAD

In April 2024 we launched The More Women Leading (MWL) Mentoring Programme with 56 cohort members as part of EVE's leadership development initiatives. MWL is a 12-month mentoring programme that matches young aspiring female leaders and professionals with experienced female mentors in their fields for mentorship and leadership development in diverse areas such as law, medicine, engineering, architecture business and entrepreneurship.

The program provides guidance to both mentors and mentees as well as a 6 month continuous learning programme that comes in the form of of workshops, career bootcamp, internships and debriefing sessions. Mentees gain valuable hands on learning experience and networking opportunities throughout the year.

The program also aims to increase the pool of prospective female leaders in various professional fields over time and and build the capacity of females to pursue greater leadership roles especially in male-dominated fields over a period of time. Cohort 1 will graduate in May 2025.

#### **Progress Of Programme**

80% Match rate in area of professional specialization

**90%** Active engagement with mentors

**60%** Effectiveness of continous learning programme in defining leadership trajectory

**60%** Have experienced Increase in Confidence

70% Improvement in communication skills of mentees through leadership workshops







#### **MWL MENTEES**

### JOSEPHINE ADATSI

2024, MWL Fellow Josephine Adatsi is a recent graduate of Pentecost university and the Founder of the Josephine Worlali Adatsi Initiative a youth focused organization committed to driving positive change and empowering individuals. Josephine started this initiative after being accepted into cohort 1 of the MWL programme.

According to Josephine her leadership ability was greatly inspired by her participation in the MWL Mentoring Programme. The is being mentored by Kate Addo a seasoned journalist and and the Director of Public Affairs at the Parliament house of Ghana. Through MWL She has had the opportunity to connect with her mentor and engaged in several continuous learning activities under the MWL programme. "Being mentored by Madam Kate's has boosted my self confidence and encouraged self reflection, self esteem and self awareness. She has helped me to be bold and stand out wherever I go.

My mentorship sessions which varies from general issues and advice on how to navigate life and the corporate world as a young and upcoming female leader.

"My mentor, with over 25 years of experience in the communications industry, has helped me sharpen my public relations skills while I pursued my degree in Public Relations at Pentecost University." She has offered valuable support, guidance, and ideas for The Josephine Worlali Adatsi Initiative, shaping her vision.

In late 2024, the initiative launched its flagship project, THE BoldBrilliant Conference, at her alma mater, gathering 300 students.

Josephine aspires to become a global advocate and pursue leadership roles in governance and diplomacy





### Dress For Success Initiative

Many young female graduates feel The goal is to empower these unprepared for the professional women to step into the corporate world after university. Launched in world feeling confident, capable, 2024, "Dress for Success" offers and ready to succeed. This year hands-on workshops, sessions, and expert-led discussions been given out to students and that teach professional grooming, young prfessional whiles providing etiquette, and personal presentation etiquette and skills essential for career success, interviews. helping graduates build a wardrobe that conveys confidence competence.

styling over 100 professional clothes have caoching





### Entrepreneurial Webinars

Renowned Nigerian entrepreneur Toyin Onigbanjo, took female entrepreneurs through a session titled "How She Did It." candid storytelling, Toyin Through provided step-by-step guide on critical areas such as business planning, marketing, customer engagement, and scalability. Participants gained practical tools to enhance their ventures through this online entrepreneurial event.

The EVE Northern Dialogue is an online educational podcast by one of the groups of the foudation to amplify the voices of Northern women and foster meaningful conversations on leadership, empowerment, and societal progress. This dialogue creates a space for women to engage in thoughtprovoking discussions, share experiences, and inspire one anothert oward impactful change.





# ANNUAL CAREER DEVELOPMENT WORKSHOP

In enhancing women's leadership and management strategies in mid-level to senior management, 30 female managers participated in a high-performance leadership development workshop in June 2024. The two-day training program, which is part of our annual career development initiative, featured presentations, case studies, group exercises, and self-assessments.

Leadership excellence and personal action planning were key component of the workshop which aimed at equipping female managers with tools for growth, innovation and knowledge for success in high-performance roles. Participant who completed the workshop successfully were awarded certificates of participation

#### **AREAS COVERED**

- Personal Leadership: Know Thyself, Drive Higher Levels of Performance and Leadership Selfassessment -Dr. Olubunmi Ajayi
- Mastering Time Management-Madam Camille Phaire-Morton
- Conflict Resolution Strategies & Conflict Resolution Role Play-Madam Sylvia Horname Noagbesenu
- Critical Thinking and Strategic Decision-Making Dr. Abena Asomaning Antwi.







# EVE LEGAL MENTORSHIP PROGRAMME

60 young female lawyers from the EVE Legal professional group participated in the 2024 Legal Mentorship Day, an annual event designed to connect aspiring female legal professionals with senior lawyers. This event fostered meaningful mentorship relationships and provided access to a supportive professional network.

Participants gained valuable insights into navigating legal careers, career pathways, professional ethics, and sector opportunities, empowering them to confidently pursue their goals. The event not only strengthened the community of female legal professionals in Ghana but also inspired participants to advance the role of women in law.







# WOMEN IN GOVERNANCE NATIONAL DIALOGUE

With support from the Public Affairs Directorate of the Parliament of Ghana and the Office of the Speaker, the Women in Governance dialogue addressed gender balance and leadership parity in politics, following the approval of the Affirmative Action and Gender Parity Act. Panelists included female leaders from Ghana's two major political parties, female members of parliament, and heads of Civil Society Organizations. Discussions focused on the Act's passage, the path to parity, and challenges faced by women in politics, while selecting annual themes that reflect current issues affecting women in Ghana.

#### Panelist & Speakers

Hon. Ursula Owusu- Minister of Communications and Digitalization

Dr. Antoinette Tsiboe Darko- Deputy General Secretary, NPP

Hon. Gifty Twum Ampofo- MP for Ablekuma North Constituency

Hon. Rita Naa Odoley Sowah- MP for Dadekotopon

Hon. Lydia Lamisi Akanvariba- MP for Tewpane Constituency

Beatrice Sam-Lawyer, International diversity & inclusion Trainer

Dzifa Tsegah- Dep. National Women's Organizer, NDC

Mad. Brigette Dzogbenuku- Presidential Candidate for the Progressive People's Party

Mercy Larbi- Deputy Commisioner- CHRAJ







# EVE WOMEN'S CONFERENCE

As part of our pillars for gender parity, the Eve Women's Conference served as a pivotal platform for fostering impactful dialogue on the recently passed affirmative Action Act and inspiring transformative action. This event brought together a vibrant community of 300 women leaders, professionals, and advocates .Her Ladyship, Chief Justice Gertrude Torkonoo, delivered the keynote address highlighting how the justice system is pivotal in advocating for Women's rights in addressing gender-based issues

Other notable speakers inluded Joyce Bawa Mogtari (Special Aide to H.E.President John D. Mahama) who spoke on the transformative potential that women bring to politics, urging young women to view governance as an avenue for impactful leadership.. She encouraged women to remain committed, hardworking, and intellectually focused as they pursue political careers, emphasizing that overcoming societal challenges and skepticism requires resilience and perseverance.



UN resident Coordinator H.E. Charles Abani expressed his support for women's leadership and gender equality, stressing on the importance of international collaboration in achieving these goals. He further emphasized the pervasive issue of gender-based violence, including harassment on social media and in public spaces, calling for more action to address these concerns. Mr. Panyin Baiden (CEO, of Margins Group) addressed the issue of the role of corporate institutions in women's development. He discussed how corporations can foster gender equity and empower women by supporting inclusive policies.

#### PANEL OUTCOMES

- Quotas are essential for achieving a critical mass of women in decision-making roles, enabling legislation and policies that reflect women's perspectives and developmental needs.



-Representation impacts perception—seeing women in leadership inspires younger generations and fosters the belief that these roles are attainable.

- Women's success in leadership is essential to dispel notions of tokenism. By showcasing commitment and effectiveness, women can validate their leadership and inspire future generations.

#### **RECOMMENDATIONS**

A primary strategy involving extensive nationwide awareness efforts, similar to EVE International's work, to highlight crucial issues under the Act and showcase its benefits and opportunities for women.

Decentralization of the Act by developing a Legislative Instrument that complements providing sector-specific guidelines for gender equality policies.



Collaboration with stakeholders with aligned policies will also help achieve the Act's objectives. The enforcement of a protective clause in the Act which makes non-compliance by private companies an offense, with penalties of up to 500 Ghana cedis or imprisonment of up to six months is an essential component of the enforcement of the Act

#### **CONFERENCE IMPACT**

80% of the attendees are connecting and building networks with each other occassionally. 70% of the attendees have gained new knowledge on the Affirmative Act and encouraged to take leadership roles in their various fields of work.

# 16 DAYS OF ACTIVISM AGAINST SGBV

The 16 Days Activism Campaign serves as a global platform to raise awareness, inspire action and renew our collective commitment to ending Sexual and Gender Baased Violenence SGBV against women and girls. Over the past 2 years we have collaborated with the European Union In Ghana and other international partners on tihis campaign. This years commemorative event dudded "Women Speak" "Beyond Beijing+30: Addressing Gender-Based Violence and Promoting Women's Rights" was ignificant in resharing and driving more energy towards the goals and commitments made by various parties after Beijing 1995.

Speakers included Head of Cooperation, EU Delegation to Ghana, Massimo Mina, and Sheila Minkah Primo-Boar Chair of EVE International Foundation

Over 50 women from the EVE International Foundation were part of an interactive and safe spae where woen shared their experiences amplifying a call to end all forms of SGBVin discussions that resulted in pledges to tackle SGBV and promote women's rights.

Partners: EU in Ghana, Oxfam, Amnesty International, Marie Stopes International







**NETWORKING** 

# PROFESSIONAL & SOCIAL NETWORKING

To foster partnerships and create collaborative learning environments among various groups of women, EVE focused on organizing periodic networking events

In 2024, we organized the Inspire Brunch, held during held Women's Month as a special celebration to commemorate International Women's Day.

Through communal dinning and panel sessions with panelists including the Minister of Communications and the MD of Pulse Africa and Miss Carribean UK. EVE members were engaged in through Q&A sessions, networking opportunities and were offered insights on balancing work life challenges.

# PROFESSIONAL & SOCIAL NETWORKING

Other networking event held in the year included the EVE Premium Networking Brunch aimed at cultivating a deeper connection between members and receiving feedback from women about what programmes and initiatives would serve their interests better) and the EVE Envoys Brunch which brings together envoys from all the professional EVE groups for a collaborative and celebratory gathering. This event showcases each group's significant contributions, fosters connections across diverse sectors, and serves as a platform for sharing innovative ideas and planning impactful initiatives.



### TRAINING SPACES

We renovated parts of our office space to crate a multi purpose training and coworking space to facilite projects including our STEM programme which will commence in 2025. and the sustainable enterprise programme





**MENTAL HEALTH & WELLNESS** 

## MENTAL HEALTH ACCESS & EDUCATION



HRH Lady Julia Osei Tutu, launched Purple Month, an initiative developed by the Mental Health Authority as the Special Guest of Honour. Dedicated to amplifying advocacy for mental health in the month of October, the launch was a follow up to a forum on mental health held by EVE in partnership with KNUST to provide a platform for deeper dialogue on mental heath in Ghana. Earlier in the year she cut sod for the construction of the EVE Mental Health and Wellness Center to begin. The modern health facility will provide the state-of-the-art evaluation and treatment of psychiatric disorders associated with female reproductive function including premenstrual dysphoric disorder (PMDD), pregnancy-associated mood disturbance, postpartum psychiatric illness, and post-menopausal depression.





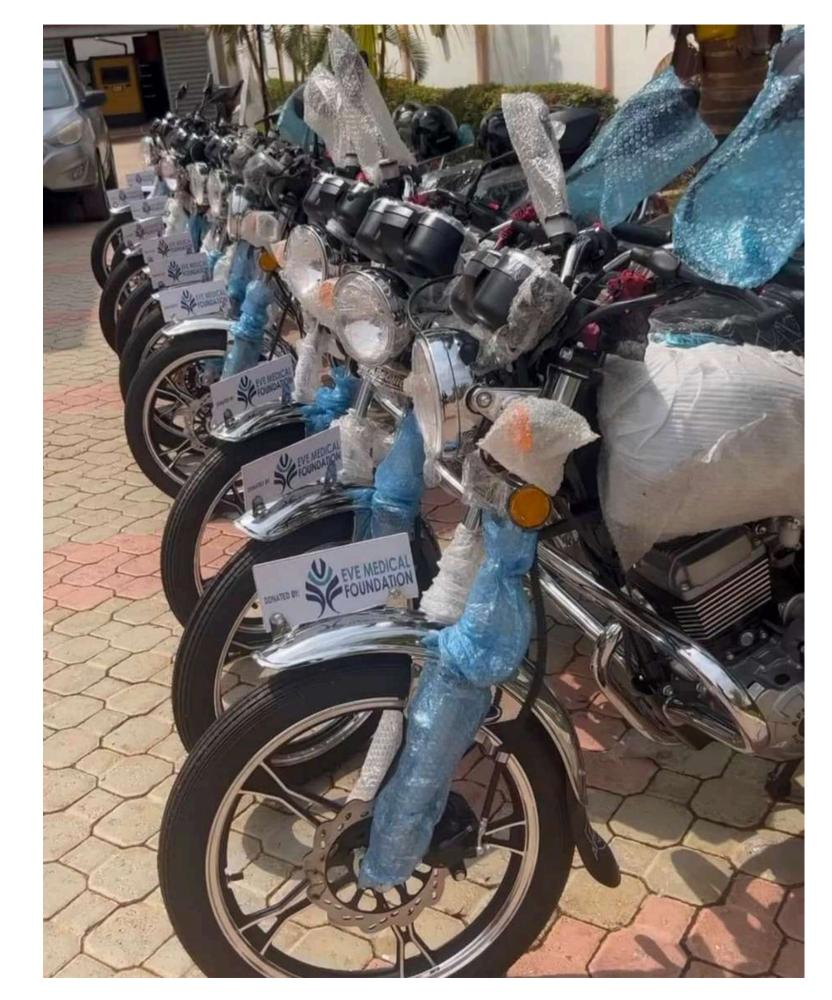


**MENTAL HEALTH & WELLNESS** 

# MENTAL HEALTH ACCESS & EDUCATION

Members of the EVE Health group also participated in a dissemination workshop on maternal mental Health, organized by a research institution at the Noguchi Memorial Institute. The workshop included insightful focus group discussions, panel sessions, a Q&A segment on the research topic, and the presentation of key research findings. These activities underscore the EVE International Foundation's pillar of Wellness and Mental Health Advocacy, as we remain steadfast in our mission to promote holistic health solutions and drive impactful mental health awareness across Ghana.

To support mental health care in Ghana, HRH Lady Julia on behalf of the EVE Medical Foundation, donated 10 motor cycles to the Mental Health Authority. Present to receive the motor bikes on behalf of the Authorty was the CEO, Prof. Pinaman Appau.









**MENTAL HEALTH & WELLNESS** 

# WELLNESS ACTIVITIES

EVE members participated in the Millennium Marathon 5K Walk at the iconic Independence Square in Accra in September 2024. EVE members participated in the Millennium Marathon 5K Walk at the iconic Independence Square in Accra in September 2024. This event, also included a health screening and education exercise.

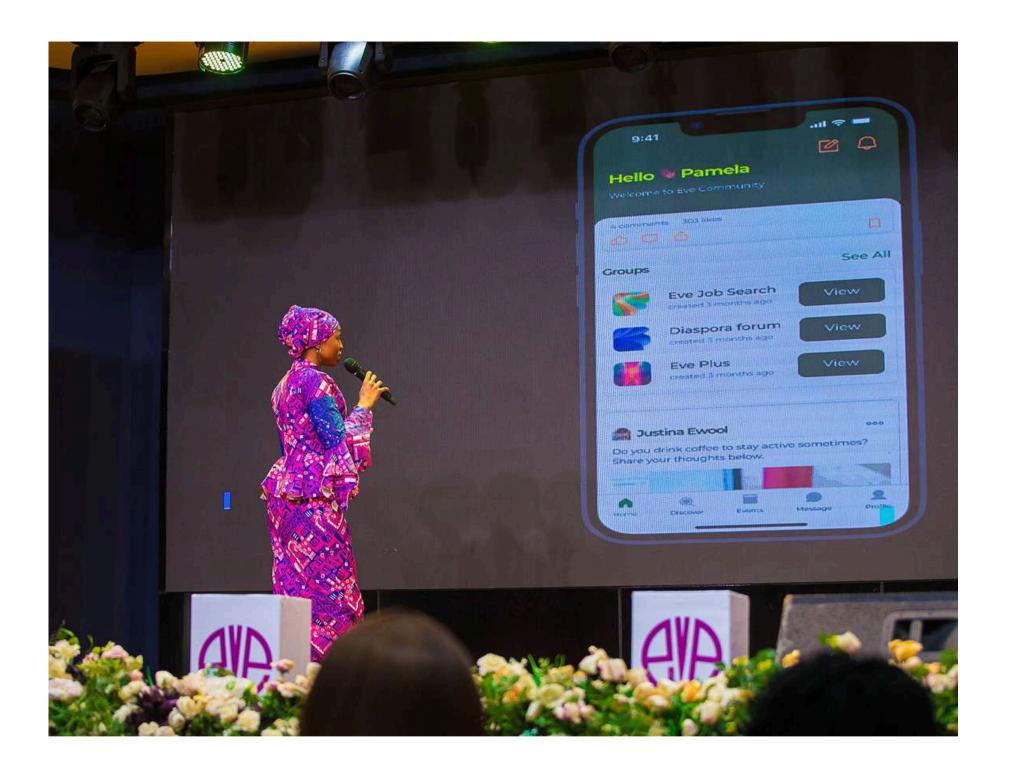
The Royal Golf Course in Kumasi hosted the EVE Charity gold tournament to support fundraising efforts for the EVE Mental Health and Wellness Centre. Eve members got the opportunity to learn practice and play golf on the day. Each year the foundation engages women in various physicalactivities

# A DIGITAL COMMUNITY FOR WOMEN

The EVE App is our next bold step—a transformative digital platform to scale, connect, and amplify the impact of EVE's network. By integrating mentorship, training, and marketplace opportunities into one seamless ecosystem, the app empowers women to thrive personally and professionally. It builds on EVE's proven model of advocacy, capacity building, and relationship-driven support while addressing barriers to gender equality.

#### FEATURES:

- Marketplace
- Mentorship
- Entrprenuerial tranning
- Learning Tools
- information Support Centre
- Community networking features
- Well-Being Support



#### Download our MOBILE APP EVE WOMEN







# EVE -USA INAUGURATION

EVE International Foundation USA Chapter was inaugurated by HRH Lady Julia in Virgina USA, Prominent dignitaries present at the event, included the Ambassador of Ghana to the USA, Her Excellency Alima Mahama (Hajia); former Ambassador of the USA to Ghana, Her Excellency Pamela Bridgewater; the Executive Director of EVE, Mrs. Catherine Morton Patrons of the USA Chapter, Mr. & Mrs. Ofori; State Attorney of Prince George's County, Ms. Aisha Nazapa Braveboy;

Asantefuohene of the Washington DC Metro, Nana Owoahene Owusu Acheampong; and Otumfuo Hiahene, Oheneba Boachie-Adjei Woahene II.

Addressing the gathering, HE Alima Mahama paid glowing tribute to some Ghanaian women in the Diaspora who had led impactful lives in the USA in various fields such as education, business, fashion and health. She pledged her support for EVE's activities. d wellness facility.





## EXPANDING OUR REACH

Lady Julia commended Ghanaian women for their hard work and encouraged them to render the needed support to EVE in order to complete ongoing projects initiated by EVE, including the state-of-the-art mental health and wellness centre, The inauguration laid a strong foundation for future programs and initiatives, targeting improvements in women's lives both domestically and globally, thereby furthering EVE's mission in education, healthcare, and economic development.

"Our vision for 2025 is to strengthen our impact by enhancing women's leadership opportunities and advocating for gender equity across all sectors. By fostering a supportive and empowering community for Ghanaian women in the diaspora, we seek to create lasting socio-economic advancements, ensuring that women have the resources, opportunities, and platforms necessary to thrive and lead in an inclusive and sustainable future - Akosua Norgbey Head of Communications EVE USA

Harriet Ofori - EVE USA Patron Adwoa serwaa Amo Mensah - Envoy Fareeda Ahmed - Eve Secretary Philomina Asara- Bediako - Head of programs Baabara Acheampong - Tresurer Akosua Anim Norgbey - Head of Communication

# OUR IMPACTIN 2024

13000 16 Regions

Women Participated our training or advocacy programmes

6 Regions Our MWL Mentoring Programme has so far reached women from 6 regions in Ghana

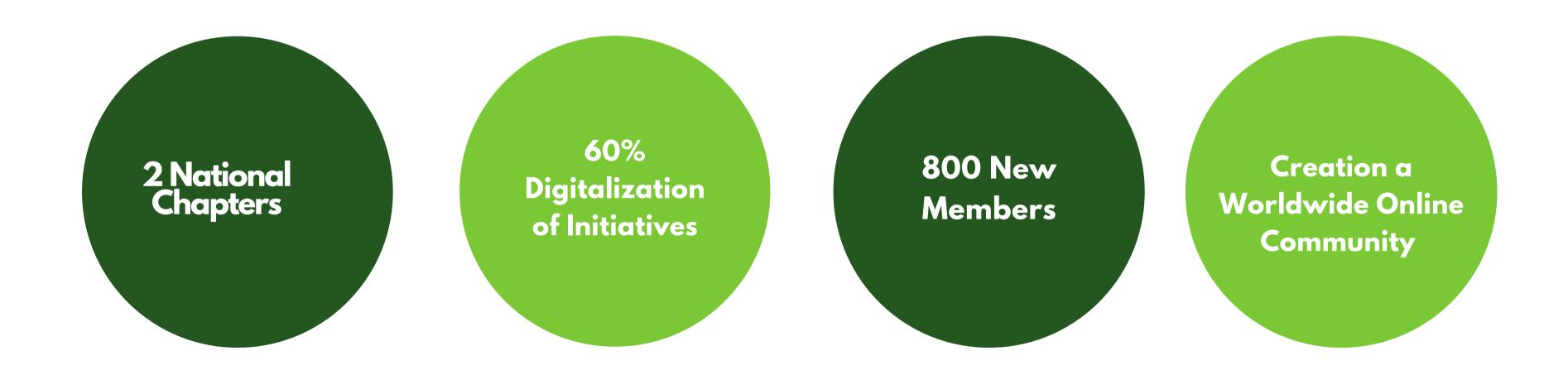
50,000

Our online advocacy campaigns Reached over 50,000 women Online

35

Members in the EVE community have either been nominated into a national or corporateleadership position or has achievd a higher leadership position in the past 12 months

# 2024 MILESTONES



### 2024 FINANCIALS

In 2024 one of our financial goals was to increase the diversity of funding. We leveraged on our growing membership base to double our contributions from members . We experienced a rise individual support through paid events and donations. In the coming year we look to further diversify our revenue and seek donations in kind that will help support our projects in 2025

### GHC 823,800

Raised from Individual and corporate donors

#### Revenue

Members Contribution: GHS 73,800

Individuals: GHS 500,000

Corporate Institutions: GHS 250,000

#### **Operating Expenses**

Programs: GHS 656,140.70

Admin & General: GHS 159,479.00

Contributions include in kind donations

## Our Governing \* Board



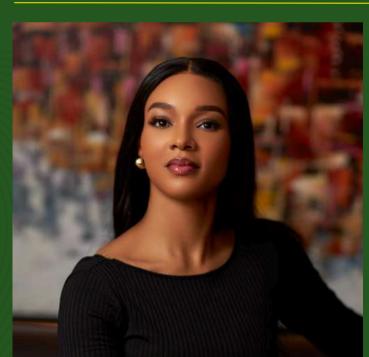
SHEILA MINKAH-PREMO
BOARD CHAIR



VICKY WIREKO-ANDOH
VICE CHAIR



CATHERINE MORTON EXECUTIVE DIRECTOR



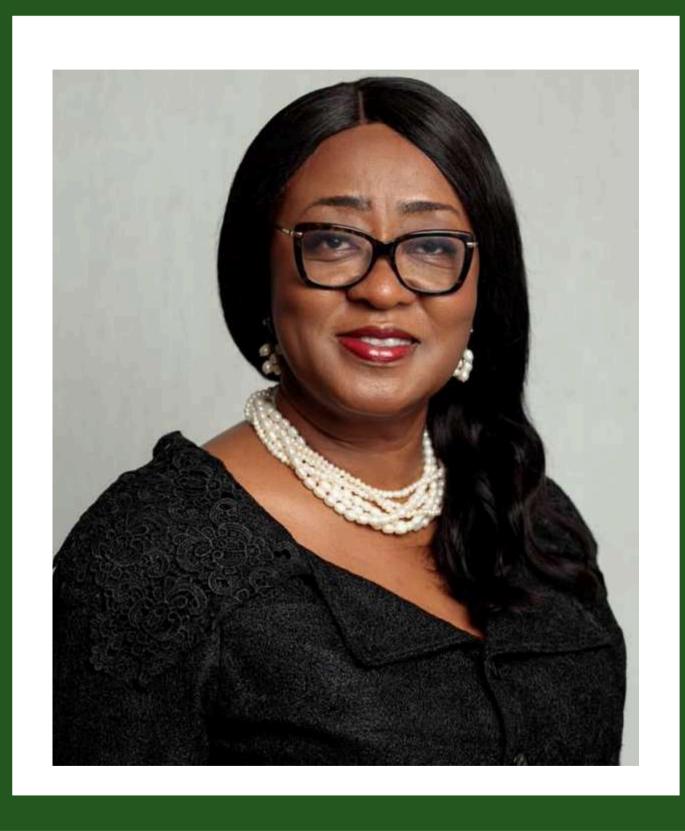
DR. VANESSA ASEYE MENSAH-KABU MEMBER



EUNICE AMEWU NYADU MEMBER



NAZIFA ABDULAI



### SHEILA MINKAH PREMO Esq.

#### **CHAIRPERSON OF THE BOARD OF DIRECTORS**

EVE continues to strive for opportunities for women in unique ways that are achieving some results. Over the past two years we have streamlined our activities and created a robust governance structure that will serve as a basis for sustainability and we remain resolute in our efforts to seek inclusivity and and avenues for self development for women.

Supporting the work EVE does is vital and worth investing in as it ensures the future of sustainable development for women in a collective and far reaching manner. As we continue to grow in initiative and impact we call on to join us in building a community where women are supported so they can create meaningfully to our national development.



MINA EBELA HASSAM

AG. Chief Of Marketing, Margins ID Group

## WHY MARGIN'S ID GROUP SUPPORTS EVE

66

Margins ID Group has been a proud sponsor of the EVE International Foundation since 2022, consistently supporting its mission to uplift and empower women through education, mentorship, and professional development.

As a leader in digital identity and secure technology solutions, we recognize that true innovation goes beyond technological advancements—it must also foster social progress. Our commitment to EVE is deeply rooted in our corporate social responsibility (CSR) strategy, which aligns with the UN's Sustainable Development Goals (SDGs), particularly SDG 5 (Gender Equality).

The Margins-EVE partnership has allowed us to contribute to initiatives that provide women with digital literacy training, entrepreneurship support, and leadership development. Some of these initiatives include the Annual Career Development Workshop, Entrepreneurial Webinar, EVE Women's Conference and the 16 days of Activism Against SGBV (Sexual and Gender Based Violence).

By standing alongside EVE International Foundation and supporting such genderempowerment programs, we remain passionate about amplifying the voices and opportunities for women, and creating a brighter and more inclusive future for all.

To find out more about margins go to https://marginsgroup.com/



### GO GIRL POLICY & EVE

With our interest in women, our vision the GO GIRL policy falls in line with the EVE Foundation's aim to strive and make a meaningful difference in the personal and professional journeys of women. This gave way to QIC's collaboration with the EVE 2024 Conference on the theme "Gender Equity: Transforming Women's Leadership for National Development and beyond". We hope we can together with EVE, include more women and empower them to become independent and better versions of themselves.

#### **QUALITY INSURANCE "GO-GIRL MOTOR COMPREHENSIVE INSURANCE POLICY"**

Quality Insurance Company as a brand has always sought to offer convenience to its clientele and remain the "Convenient Insurer". The quest to realize this vision saw the birth of our Kingly-Queenly (KQ) Comprehensive Motor Insurance— where the courtesy car option was available as a paid benefit for both male and female clients.

Over the years, we realized that majority of our KQ policy holders were young professional women. Therefore, we decided to develop the "GO GIRL COMPREHENSIVE MOTOR INSURANCE POLICY". This policy is to reward these professional women and also promote inclusivity. Ladies who sign on to this policy enjoy the following non-insurance benefits on their comprehensive motor insurance at no extra cost.

- Free courtesy car in the time of claim
- -One-time car servicing and
- -Facilitation of the two-year mandatory driver's license renewal.





### Thank You

If you would like to support our efforts or partner with us.

#### **Contact Us**

+233 020-198-7878 info@evewomen.org www.evewomen.org







