

PEJU ADEBAJO

Major Career Roles

CEO, Lumos Global
MD, Lafarge Africa plc
CEO, Mouka Ltd
CEO, UTC Nigeria plc
Independent Non-Executive Director, Ibstock plc
Independent Non-Executive Director, Wolseley Group
Chair, Lagos State Employment Trust Fund
Non-Executive Director, PZ Cussons plc

Other Career Highlights

Commissioner for Agriculture, Ogun State Government
Founder, Climate Governance Initiative Nigeria
Global Future Council Member, World Economic Forum Council on Climate & Nature Governance

Peju Adebajo is an experienced former CEO and Non-Executive Director with international expertise across industrials, renewable energy, agriculture and financial services. She currently serves on the boards of Wolseley Limited (UK building materials distributor, PE backed), the Lagos State Employment Trust Fund and PZ Cussons plc, and previously served as an Independent Non Executive Director of Ibstock plc. A Harvard-educated leader with deep African and European experience, she has a strong track record of delivering sustainable growth, complex transformations and turnarounds in both private and public sectors.

Peju's early career was in London with BCG and Citicorp before moving into broader financial services, entrepreneurship and operating leadership in Africa. She held a Divisional Head role at United Bank for Africa while founding the company that brought the Mothercare brand to Africa, as a Non-Executive. She then became CEO of UTC Nigeria plc, a manufactured foods business, where she led a significant restructuring programme. In 2007 she was appointed CEO of Mouka Ltd, a mattress manufacturer, where she spearheaded year-on-year growth and a successful private equity exit.

In 2014, Peju became MD of Lafarge Africa, part of the French/Swiss-listed Lafarge-Holcim building materials group, leading large-scale transformation including mergers and extensive operational change. In 2017, she served as Commissioner for Agriculture in Ogun State, where she reset the ministry's strategy, governance and systems and played a central role in the design and implementation of a US$250m World Bank–supported agricultural development programme. Her penultimate CEO role was at Lumos Nigeria, a solar home systems provider, where she led an operational and commercial reset, expanding access to affordable energy in underserved communities.

Since 2021, alongside her Non-Executive portfolio, Peju has built a practice as an Executive Coach and Mentor. Drawing on her experience as a female ethnic minority leader operating across cultures and industries, she is known for creating inclusive, engaged teams, and for combining commercial rigour with empathy and respect. She understands the "loneliness at the top" and works with clients through mutual trust to help them navigate periods of stretch, transition and equilibrium.

Peju brings deep cross-sector expertise in:

• Industrial manufacturing & building materials – leading restructuring, operational turnarounds and growth for listed and PE-backed businesses across the UK, Europe and Africa.

• Renewable energy & energy access – scaling solar and distributed energy models, improving access to affordable, sustainable power in emerging markets.

• African markets, government & development finance – operating at the intersection of public policy, multilateral funding and private enterprise to unlock large-scale investment.

• Purpose-led leadership, inclusion & ESG – building diverse, values-driven leadership teams and embedding sustainability, stakeholder engagement and long-term impact into strategy.

Peju is an Executive Coach and Mentor and holds an MBA from Harvard Business School as well as an MEng from Imperial College London. She has been recognised in Cranfield University's "100 Women to Watch" (2021), LinkedIn's "UK Top 10 Green Voices" (2021), as CNBC Africa's Businesswoman of the Year (2015) and as the recipient of the Harvard Business School Nigeria Leadership Award (2013). In 2023, she was shortlisted in the "NED to Watch" category at the UK NED Awards. She is an EMCC and Gallups Strength certified coach.