



REPUBLIC OF KENYA

PERFORMANCE CONTRACT

BETWEEN

HIS EXCELLENCY THE PRESIDENT

AND

**CABINET SECRETARY
MINISTRY OF INVESTMENTS,
TRADE AND INDUSTRY**

FOR THE PERIOD

1ST JULY, 2024 – 30TH JUNE, 2025

PERFORMANCE CONTRACT

BETWEEN

HIS EXCELLENCY THE PRESIDENT

AND

**CABINET SECRETARY
MINISTRY OF INVESTMENTS,
TRADE AND INDUSTRY**

PREAMBLE

This Performance Contract (hereinafter referred to as "Contract") is entered into between the Government of the Republic of Kenya (hereinafter referred to as "GoK") represented by His Excellency the President of the Republic of Kenya (together with its assignees and successors) of the one part and Cabinet Secretary – Ministry of Investments, Trade and Industry (hereinafter referred to as the Cabinet Secretary), (together with its assignees and successors) of P.O Box 40530-00100, Nairobi, of the other part.

WHEREAS;

The Government is committed to ensuring that public offices are well managed and they are effective in delivering quality service to the public in line with the provisions of the Constitution of Kenya;

The Government recognizes that MDAs hold a key role in the implementation of the national priorities in order to improve the quality of life of the citizens and make Kenya globally competitive;

The purpose of this Performance Contract is to establish the basis for ensuring that efficient and effective services are delivered to Kenyans in line with the provisions of the Constitution. MDAs are required to adopt systems that enable innovativeness and adaptability of public services to the needs of users through automation and on-boarding of services on the e-citizen platform;

This Performance Contract therefore represents the basis for continuous performance improvement that meets the needs and expectations of the Kenyan people.

Therefore, the parties hereto agree as follows:

Part I: Statement of Responsibility by the Cabinet Secretary

The Mandate of Ministry of Investments, Trade and Industry is to:

1. Coordinate implementation of Investment policy and strategy; Promote, both locally and internationally, the opportunities for investment in Kenya; Promote and Oversee the Development of Special Economic Zones and Export Processing Zones; Co-ordinate the transformation of the eco-system supporting private sector development; Develop a business reform agenda across the entirety of Government; and Champion automation and reengineering Government business and services processes.
2. Implement Trade policy; Export development and promotion; Promote E-Commerce; Trade Negotiations and Advisory services; Champion Trade Integration in the COMESA, AfCFTA, EPA, TFTA, etc; Liaise and Coordinate with UNCTAD and WTO on Trade Matters; Enforcement of International Trade Laws, Negotiations and Agreements; Protect Kenyan Goods against Dumping and Subsidized Imports and recommending Countervailing Measures; Coordinate Multi-Agency Task Force on the Elimination of Illicit Trade and Counterfeits; Liaise with International Trade bodies for National Development; Promote and Regulate the Wholesale and Retail Trade; and Promote Fair – Trade Practices and Consumer Protection.
3. Implement Industrial Policy and Planning; Buy Kenya Build Kenya Policy and Strategy; Promote standardization of Industry & Kenya property Rights. Promote value additions and Agro processing, Textile Sector Development, Leather Sector Development. Promote Value Chain, Industrial Training and Capacity Development; Combat counterfeiting trade and other dealings in counterfeit goods; and Oversight, Administration and Enforcement of the Local Content Policy.

It is my responsibility to provide the required leadership in designing suitable plans and strategies that will contribute to high and sustainable socio- economic development. It is my undertaking to ensure that the Ministry of Investments, Trade and Industry has a credible Strategic Plan and Performance Contract that will deliver the desired goals.

It is also my undertaking that I will perform my responsibilities diligently and to the best of my abilities to support the achievement of the agreed performance targets.

Part II: Vision Statement, Mission Statement and Strategic Objectives

(a) Vision Statement

Globally competitive and sustainable investments, trade and industrial sector.

(b) Mission Statement

To facilitate an accelerated growth of the Investments, trade and industrial sectors through provision of an enabling policy, legal and institutional framework.

(c) Strategic Objectives

- (i) To increase exports from 10% of GDP to 30% by December 2025;
- (ii) To raise manufacturing contribution to GDP from 7.8% in 2022 to 15% by 2027;
- (iii) To improve product competitiveness and consumer protection;
- (iv) To enhance uptake of industrial research, innovations, commercialization and technology development;
- (v) To generate employment opportunities;
- (vi) To facilitate business and entrepreneurship development and value addition;
- (vii) To facilitate business and entrepreneurship development and value addition;
- (viii) To develop, review and implement legal and policy frameworks to spur investments, trade and industrialization;
- (ix) Incentivise, de-risk, package and promote investment trade opportunities to attract both domestic and foreign investors;
- (x) Establish a seamless, effective and efficient investor journey; and
- (xi) Improve competitiveness of the investment climate and business environment.

Part III: Statement of Strategic Intent by the Cabinet Secretary

In carrying out my duties, I intend to put all my efforts towards contributing effectively and efficiently to the achievement of the national development agenda as espoused in the Kenya Vision 2030 MTP IV, Bottom-up Economic Transformation Agenda (BETA), keeping in mind the specific priorities of the Ministry of Investments, Trade and Industry.

Bearing in mind the imperative of inclusivity, I will implement the following Strategic Intents during the Financial Year:

- (a) Ensure that the Ministry's interventions in driving the BETA Government's priorities under Investment, Trade and Manufacturing are implemented;
- (b) Promote exports and enhance market access for Kenyan goods and services;
- (c) Promote Value Addition and Agro-processing in Textile and Leather Value Chains;
- (d) Promote quality standards and combat counterfeiting;
- (e) Promotion and development of iron and steel, automotives, pharmaceuticals, building and construction materials, paper and paper products, and machining and parts manufacturing;
- (f) Increase the contribution of private investments to 20% of GDP by 2027 and to 24% by 2030;
- (g) Promote development and management Industrial Parks and County Aggregation and Industrial Parks; and
- (h) Implement Local and Export Warehouses, and Warehouse Receipt Systems.

Part IV: Commitments and Obligations of the Government

Acknowledgement of receipt of correspondences and approval of requests are made within the timelines stipulated in the Citizens' Service Delivery Charter.

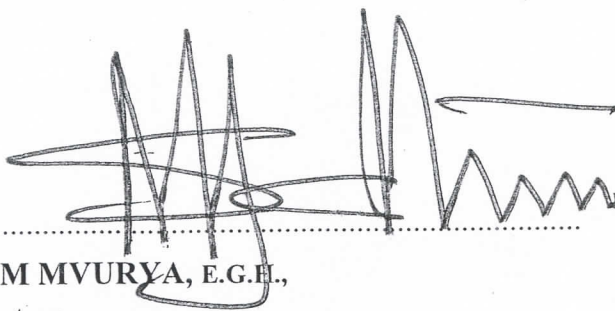
Part V: Reporting Requirements

Ministry of Investments, Trade and Industry will submit its quarterly and annual performance reports online in the prescribed format to the designated agencies as specified in the Performance Contracting Guidelines for the purpose of monitoring progress and annual performance evaluation.

Part VI: Duration of the Performance Contract

The Performance Contract will run for one financial year from 1st July, 2024 to 30th June, 2025.

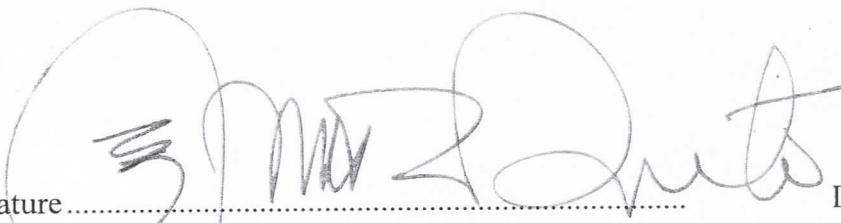
Part VII: Signatories to the Performance Contract
For and on behalf of Ministry of Investments, Trade and Industry

Signature 

HON. SALIM MVURYA, E.G.E.,
Cabinet Secretary.

Date 19/11/24

For and on behalf of the Government of the Republic of Kenya

Signature 

H.E., HON. WILLIAM SAMOEI RUTO, PhD., C.G.H.,
President of the Republic of Kenya and Commander-In-Chief
of the Defence Forces.

Date 19th Nov 24

ANNEX I: PERFORMANCE CONTRACT MATRIX FOR MINISTRY OF INVESTMENTS, TRADE AND INDUSTRY

S/No.	Performance Criteria	Unit of Measure	Weight (%)	Status Previous Year 2023/2024	Target (FY 2024/2025)
A	Financial Stewardship				
A1	Absorption of Allocated Funds(GoK)	%	2.00	85.59	100.00
A2	Appropriation -In-Aid	KSh.	2.00	43,000,000.00	63,000,000.00
A3	Absorption of Externally Mobilized Funds	%	3.00	80.00	100.00
A4	Pending Bills Ratio	%	3.00	1.12	1.00
	Weight Sub-Total		10.00		
B	Service Delivery				
B1	Implementation of Citizens' Service Delivery Charter	%	4.00	61.70	100.00
B2	Digitalization of Government Services	%	7.00	45.00	100.00
B3	Resolution of Public Complaints	%	4.00	93.30	100.00
	Weight Sub-Total		15.00		
C	Core Mandate				
C10_1	Textile and Apparel Value Chain Development	%	4.00	75.00	100.00
C10_2	Leather Sector Promotion and Development of Value Chain	%	4.00	N/A	100.00
C10_3	Manufacturing Sector Output Increased	%	5.00	100.00	100.00
C10_4	Employment Creation Base Expanded	%	5.00	100.00	100.00
C10_5	Industrial Skills for Youths Enhanced	No	4.00	4,500.00	5,000.00
C10_6	Implementation of the Local Content's Buy Kenya Build Kenya Coordinated	%	4.00	50.00	100.00
C10_7	Total Exports Increased	%	6.00	100.00	100.00
C10_8	E- commerce Trade Enhanced	%	5.00	50.00	100.00

S/No.	Performance Criteria	Unit of Measure	Weight (%)	Status Previous Year 2023/2024	Target (FY 2024/2025)
C10_9	Fair Regional Trade for Locally Manufactured Products Promoted	%	3.00	100.00	100.00
C10_10	Value of Investments Increased	%	6.00	100.00	100.00
C10_11	Flagship Export Processing Zones and County Aggregation Industrial Parks Developed and Operationalized	%	4.00	10.00	100.00
C10_12	Legal Environment for Investments, Trade and Industry Enhanced	%	3.00	30.00	100.00
C10_13	Project Completion Rate	%	2.00	40.00	100.00
C10_14	Productivity Improvement	%	3.00	30.00	100.00
C10_15	Science, Technology and Innovation Mainstreaming	%	2.00	8.70	100.00
C10_16	Fair Trade Practices and Consumer Protection Enhanced	%	2.00	100.00	100.00
C10_18	KNTC Turn-around Undertaken	%	1.00	N/A	100.00
C10_19	Ease of Doing Business	%	2.00	N/A	100.00
	Weight Sub-Total		65.00		
D	Implementation of Presidential Directives				
D1	Implementation of Presidential Directives	%	2.00	100.00	100.00
	Weight Sub-Total		2.00		
E	Affirmative Action in Procurement				
E1	Access to Government Procurement Opportunities	KSh.	2.00	219,895,763.40	108,375,866.90
E2	Promotion of Local Content in Procurement	KSh.	2.00	293,194,351.20	144,501,155.20
	Weight Sub-Total		4.00		
F	Cross - Cutting				
F1	Asset Management	%	1.00	100.00	100.00
F2	Youth Internships/ Industrial Attachments/ Apprenticeships	No.	1.00	250.00	322.00

S/No.	Performance Criteria	Unit of Measure	Weight (%)	Status Previous Year 2023/2024	Target (FY 2024/2025)
F3	Competence Development	%	1.00	46.10	100.00
F4	National Values and Principles of Governance	%	1.00	63.30	100.00
	Weight Sub-Total		4.00		
	Total Weight		100.00		

ANNEX II: PERFORMANCE CONTRACT EXPLANATORY NOTES

A. Financial Stewardship

A1 - Absorption of Allocated Funds (GoK)

During the FY 2024/2025, the Cabinet Secretary commits to utilize 100% of the GoK allocated funds on programmes, projects, and activities for which they were appropriated and planned for amounting to KSh. 5,158,248,749 comprising Recurrent Budget of KSh. 1,814,378,749 and Development Budget of KSh. 3,343,870,000.

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Recurrent Budget - State Department for Investments Promotion.	KSh.	282,806,422.00	6/30/2025
2.	Recurrent Budget - State Department for Trade.	KSh.	1,035,690,000.00	6/30/2025
3.	Recurrent Budget - State Department for Industry	KSh.	495,882,327.00	6/30/2025
4.	Development Budget - State Department for Industry.	KSh.	3,343,870,000.00	6/30/2025

A2 - Appropriation -In-Aid

During the FY 2024/25, the Cabinet Secretary commits to raise A-in-A amounting to KSh. 63,000,000. The following is the target for A-in-A by source.

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	State Department for Industry (KITI).	KSh.	33,000,000.00	6/30/2025
2.	State Department for Trade(Weights and Measures).	KSh.	30,000,000.00	6/30/2025

A4 - Pending Bills Ratio

During the FY 2024/2025, the Cabinet Secretary commits to put measures to clear pending bills of KSh. 110,220,553 (1.12%) and ensure that during the FY 2024/25, pending bills will not exceed 1% of the total budgetary allocation of KSh. 6,542,548,749.00 translating to KSh. 65,425,487.49

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Ceiling for pending bills(as a proportion of the of the total approved budget.	%	1.00	6/30/2025

A3 - Absorption of Externally Mobilized Funds

During the FY 2024/25, the Cabinet Secretary commits to utilize 100% of the externally mobilized funds on programmes, projects and activities for which they were appropriated and planned for amounting to KSh. 1,384,300,000 as follows:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	KIEP (World Bank)	KSh.	1,259,300,000.00	6/30/2025
2.	KJET Program	KSh.	125,000,000.00	6/30/2025

B. Service Delivery

B1 - Implementation of Citizens' Service Delivery Charter

During the FY 2024/25, the Cabinet Secretary commits to ensure the Ministry fulfills its commitments and progressively improve customer satisfaction as well as provide channels for proactive provision of information through the Citizens' Service Delivery Charter by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Display the Citizens Service Delivery Charter prominently at the point of entry/service delivery in both English and Swahili using the prescribed format i.e. (3'*4'), with clearly visible font size of the contents.	%	10.00	9/30/2024
2.	Customize the Charter to unique needs and convenient access of the customers by providing mechanisms for sign language and uploading the Charter on the Ministry's online platforms.	%	20.00	12/31/2024
3.	Sensitize all staff on the Citizens' Service Delivery Charter.	%	20.00	12/31/2024
4.	Ensure conformity with commitments and standards in the Citizens' Delivery Charter by establishing compliance to the commitments stipulated in the Charter through undertaking quarterly monitoring, analyzing and compiling compliance quarterly reports.	%	50.00	6/30/2025

B2 - Digitalization of Government Services

The Cabinet Secretary commits to deploy ICT solutions to enhance quality of services (ease of access; turn-around time; cost effectiveness; convenience and efficiency of the service delivery systems) in service delivery. This will be achieved through re-engineering of business processes and application of digital technologies. This will also entail aligning institutional structures, functions, policies and strategies to facilitate progressive digitalization and on-boarding of key services on the e-citizen Platform.

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Core services identified and prioritized for Business Process Re-engineering are: (a) Application and issuance of AGOA certificate to manufacturers(5%) (b) Provision of comprehensive business information through Karibu business centres (2%) (c) Digitization of 10% of Ministry's records (3%).	%	10.00	6/30/2025
2.	Re-engineer the following core services end to end: (a) Application and issuance of AGOA certificate to manufacturers(15%); (b) Provision of comprehensive business information through Karibu business centres (10%); (c) (c) Digitization of 10% of Ministry's records (10%).	%	35.00	6/30/2025
3.	Digitalize the following re-engineered services: (a) Application and issuance of AGOA certificate to manufacturers (15%); (b) Provision of comprehensive business information through Karibu business centres (10%); (c) Digitization of 10% of Ministry's records (10%).	%	35.00	6/30/2025
4.	On board the following services : (a) Application and issuance of AGOA certificate to manufacturers (10%); (b) Provision of comprehensive business information through Karibu business centres (10%);	%	20.00	6/30/2025

B3 - Resolution of Public Complaints

During the FY 2024/25, the Cabinet Secretary commits to promptly address and resolve all public complaints referred to the Ministry directly or channeled through the Commission on Administrative Justice (CAJ). The Ministry will undertake the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Resolution of all complaints received.	%	65.00	6/30/2025
2.	Request on access to information received processed.	%	35.00	6/30/2025

C. Core Mandate

C10_1 - Textile and Apparel Value Chain Development

In order to enhance value addition in the textile and apparels sub sector, increase production of locally manufactured fabrics and garments and increase exports in the sector during the FY 2024/2025, the Cabinet Secretary will undertake the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
	Cotton, Textile and Apparels Policy developed.	%	100.00	6/30/2025

C10_2 - Leather Sector Promotion and Development of Value Chain

In order to enhance promotion of quality leather and leather goods and promote leather value chain sector, the Cabinet Secretary commits to undertake the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
	Strategy for processing and manufacturing of leather and leather products developed.	%	100.00	6/30/2025

C10_3 - Manufacturing Sector Output Increased

During the FY 2024/2025, the Cabinet Secretary commits to undertake the following in order to contribute to increase of the manufacturing sector output to KSh. 3.8 trillion:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Exemptions on IDF/RDL for manufacturers facilitated.	%	60.00	6/30/2025
2.	Kenya Quality Policy Finalised.	%	40.00	6/30/2025

C10_4 - Employment Creation Base Expanded

During the FY 2024/2025, the Cabinet Secretary commits to contribute to expansion of employment creation base from 410,000 to 470,000 by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Productivity of 100 SMIs improved by 20%.	%	40.00	6/30/2025
2.	Rapid tech skills enhanced for 600 trainees.	%	60.00	6/30/2025

C10_5 - Industrial Skills for Youths Enhanced

During the FY 2024/2025, the Cabinet Secretary commits to enhance industrial skills for 5,000 trainees.

	Sub-Indicator	Unit of Measure	Target	Completion Date
	Trainees industrial skills enhanced.	No.	5,000.00	6/30/2025

C10_6 - Implementation of the Local Content's Buy Kenya Build Kenya Coordinated

The Cabinet Secretary commits to coordinate implementation of the Buy Kenya Build Kenya initiative by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	The Procurement Master Roll of 2021 updated and published.	%	40.00	6/30/2025
2.	Procurement of uniforms and shoes for the Disciplined Forces from local manufacturers coordinated and tracked.	%	30.00	6/30/2025
3.	Procurement of health products and technologies by KEMSA from local manufacturers coordinated and tracked.	%	30.00	6/30/2025

C10_7 - Total Exports Increased

During the FY 2024/25, the Cabinet Secretary commits to coordinate different sectors/institutions with a view to increase the total value of exports by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	National AGOA Strategy to expand Kenya's share in the USA market implemented.	%	10.00	6/30/2025

	Sub-Indicator	Unit of Measure	Target	Completion Date
2.	Integrated National Export Promotion and Development Strategy to expand Kenya's market share in five (5) major priority markets reviewed and implemented.	%	10.00	6/30/2025
3.	EAC, AfCFTA and TFTA outstanding issues negotiated and implemented.	%	20.00	6/30/2025
4.	WTO Agreements negotiated and implemented.	%	20.00	6/30/2025
5.	Kenya-United States of America Strategic Trade and Investment Partnership (STIP) and Kenya-UAE Comprehensive Economic Partnership Agreement (CEPA), Kenya EU Economic Partnership Agreement (EPA) and UK Kenya Economic Partnership Agreement negotiated and implemented.	%	40.00	6/30/2025

C10_8 - E-commerce Trade Enhanced

In order to fully operationalize the E-Commerce Strategy to facilitate achievement of the BETA objectives, the Cabinet Secretary commits to undertake the following during the FY 2024/25:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	E-commerce Policy developed and submitted to Cabinet for approval.	%	50.00	6/30/2025
2.	Digital Services Export Strategy developed.	%	50.00	6/30/2025

C10_9 - Fair Regional Trade for Locally Manufactured Products Promoted

The Cabinet Secretary commits to participate in regional activities in the (EAC/COMESA/AfCFTA) to increase market access for Kenyan manufactured products by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
	Participation in the EAC-CET review meetings and EAC/AfCFTA Rules of Origin meetings.	%	100.00	6/30/2025

C10_10 - Value of Investments Increased

During the FY 2024/25, the Cabinet Secretary commits to undertake the following towards attracting investments worth USD 2.25 Billion:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	40 Enterprises onboarded into the SEZ or EPZ programs.	%	40.00	6/30/2025
2.	Market Investment Projects in 12 local and international forums conducted.	%	20.00	6/30/2025
3.	Linkage of Nairobi International Financial Centre Authority (NIFCA) with the Special Economic Zones for enhanced competitiveness	%	10.00	6/30/2025
4.	Kenya Kwanza priority value chains and Strategic Sectors de-risked by KDC through concessional loans and co-investments.	%	20.00	6/30/2025
5.	10 National, Regional and International Investments MoUs signed.	%	10.00	6/30/2025

	Sub-Indicator	Unit of Measure	Target	Completion Date
	(c) 20 No. Bulk storage tanks for storage and supply of oil; (d) 30 No. measuring equipment at selected manufacturing sector industries.			

C10_12 - Legal Environment for Investments, Trade and Industry Enhanced

During the FY 2024/25, the Cabinet Secretary commits to initiate required legislation and track completion of the following pending Bills/Policies in order to create an enabling environment for investors and manufacturing to thrive, as well as promote and develop trade and protect the consumers against unfair trade practices:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Legal Metrology Bill finalised and submitted to Cabinet for approval	%	10.00	6/30/2025
2.	Trade Descriptions Bill finalised and submitted to Cabinet for approval.	%	10.00	6/30/2025
3.	Trade Development Bill reviewed and submitted to the Cabinet for approval.	%	10.00	6/30/2025
4.	National Industrialization Policy finalised and submitted to Cabinet for approval.	%	10.00	6/30/2025
5.	Industrial Sub-contracting Strategy finalized and submitted to the Cabinet for approval.	%	13.00	6/30/2025
6.	Mechanisms to facilitate formulation of the SEZA/EPZA merger developed for presentation to Cabinet.	%	7.00	6/30/2025
7.	County Licensing (Uniform Procedures) 2024 Regulations developed to enhance ease of doing business for SMEs for Cabinet consideration.	%	10.00	6/30/2025
8.	Automotive Bill developed and submitted to Cabinet for approval.	%	2.00	6/30/2025
9.	KENAS amendment bill developed and submitted to Cabinet for approval.	%	3.00	6/30/2025

	Sub-Indicator	Unit of Measure	Target	Completion Date
10.	Anti Counterfeit Act Amendment 2024 developed and submitted to Cabinet for approval.	%	5.00	6/30/2025
11.	Warehouse Receipts Systems Bill finalised and submitted to Cabinet for approval.	%	10.00	6/30/2025
12.	Kenya Trade Negotiations Council re organised and gazette.	%	5.00	6/30/2025
13.	Kenya Foreign Commercial Services Reformed.	%	5.00	6/30/2025

C10_14 - Productivity Improvement

During the FY 2024/25, the Cabinet Secretary commits to establish the Productivity Index for the Ministry.

	Sub-Indicator	Unit of Measure	Target	Completion Date
	Productivity Index established	%	100.00	6/30/2025

C10_15 - Science, Technology and Innovation Mainstreaming

During the FY 2024/2025, the Cabinet Secretary commits to increase Investment in Research, Science, Technology and Innovation (RSTI) which is critical in increasing productivity, enhancing efficiency levels, accelerating economic development and creating comparative advantage and competitiveness by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Ministerial STI Mainstreaming Strategy developed.	%	30.00	12/31/2024
2.	STI Strategic Issues implemented.	%	70.00	6/30/2025

C10_18 - KNTC Turn-around Undertaken

In order to ensure that KNTC plays its rightful role as a strategic national asset that secures price stabilization of essential food items and consumer goods, the Cabinet Secretary will provide overall policy direction and undertake the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
	Turn-around strategy for KNTC developed and implemented.	%	100.00	6/30/2025

C10_19 - Ease of Doing Business

In order to enhance the investment climate and business environment through targeted and impactful reforms, the Cabinet Secretary commits to undertake the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	10 reforms aimed at improving Investment Climate and Business Environment instituted.	%	30.00	6/30/2025
2.	County Competitive Index (CCI) established.	%	50.00	6/30/2025
3.	Investor Journey Structure reviewed to enhance conversion of investment leads to actual investment deals.	%	20.00	6/30/2025

D. Implementation of Presidential Directives

D1 - Implementation of Presidential Directives

The Cabinet Secretary commits to implement the Presidential Directive(s) as provided in the Presidential Directive Matrix (Annex IV). In addition, the Cabinet Secretary will implement any other Presidential Directives issued between 1st July, 2024 and 30th April, 2025.

	Sub-Indicator	Unit of Measure	Target	Completion Date
	Presidential Directives implemented.	%	100.00	6/30/2025

E. Affirmative Action in Procurement

E1 - Access to Government Procurement Opportunities

During the FY 2024/25, the Cabinet Secretary commits to award a minimum of 30% of the total procurement budget of KSh. 361,250,889 translating to KSh. 108,375,866.90 to Youth, Women and Persons With Disabilities. The AGPO contribution per State Department will be as follows: SDIP – KSh. 9,591,124.20, SDT – KSh. 91,631,150.00 and SDI – KSh. 7,153,592.70.

	Sub-Indicator	Unit of Measure	Target	Completion Date
	Access to Government Procurement Opportunities.	KSh.	108,375,866.90	6/30/2025

E2 - Promotion of Local Content in Procurement

During the FY 2024/2025, the Cabinet Secretary shall reserve a minimum 40% of the procurement budget of KSh. 361,250,889 for procurement of locally produced goods and services translating to KSh. 144,501,155.20. The contribution by the State Departments towards the promotion of local content in procurement will be as follows: SDIP – KSh. 12,788,165.60, SDT – KSh. 122,174,866.00 and SDI – KSh. 9,538,123.60.

	Sub-Indicator	Unit of Measure	Target	Completion Date
	Promotion of local content in procurement.	KSh.	144,501,155.20	6/30/2025

F. Cross - Cutting

F1 - Asset Management

The Cabinet Secretary commits to undertake the following in order to make the best use of the Ministry's machinery, equipment, tools and buildings:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Inventory of Assets Updated: The Ministry will maintain and update an asset register using the prescribed reporting templates issued by the National Treasury.	%	30.00	6/30/2025
2.	Assets Ownership Documents Acquired; The Ministry will acquire asset ownership documents of land, buildings, equipment and motor vehicles to support ownership.	%	30.00	6/30/2025
3.	Idle Assets Disposed: The Ministry will dispose unserviceable, obsolete and surplus assets by way of sale, transfer to other public institutions, destruction, donation or other authorized methods of disposal and in all cases in full conformity to the existing legal requirements.	%	40.00	6/30/2025

F2 - Youth Internships/ Industrial Attachments/ Apprenticeships

The Cabinet Secretary commits to engage a total of 322 youth in industrial attachments and internships as follows:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Industrial Attachments	No.	232.00	6/30/2025
2.	Youth Internship	No.	90.00	6/30/2025

F3 - Competence Development

The Cabinet Secretary commits to enhance skills and proficiencies of staff in order to address career progression of individual employees and improve the Ministry's performance by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Undertake Ministerial Skills Gap Analysis.	%	20.00	12/31/2024
2.	Carry out Staff Training Needs Assessment.	%	10.00	12/31/2024
3.	Execute interventions to address the identified skills gaps and training needs through capacity building/training, coaching and mentoring.	%	30.00	6/30/2025
4.	Employee Performance Management:(a) Set individual employees annual targets for FY 2024/25 by 31st July, 2024 using the prescribed format -10%, (b) Undertake Staff Performance Appraisal by 31st August, 2024 and compile the appraisal report for FY 2023/2024 -15%, (c) Implement recommendations emanating from the staff appraisal reports -15%.	%	40.00	6/30/2025

F4 - National Values and Principles of Governance

In order to make national values and principles of governance a central rallying ingredient and theme in the planning and execution of national policies, projects and activities for improved service delivery, the Cabinet Secretary commits to implement the following during the contract period:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	<p>Implement the following four (4) commitments and submit an Annual Progress Report on the implementation:</p> <p>(a) Implement measures to support the five (5) pillars of the Government Plan as outlined in the Bottom-Up Economic Transformation Agenda (2022-2027) namely: Agriculture, Micro, Small & Medium Enterprise (MSME) economy, Housing & Settlement, Improved Healthcare for all Kenyans and Digital Superhighway & Creative Economy (10%);</p> <p>(b) Enhance adherence to the provisions of Article 10 of the Constitution through civic education, training and sensitization and mainstreaming of national values and principles of governance (10%);</p> <p>(c) Implement measures to promote accountability and openness in the management of public affairs and institutions (10%);</p> <p>(d) Support devolution by strengthening collaboration and cooperation between the two levels of governments for improved service delivery (10%).</p>	%	40.00	6/30/2025
2.	Submit in the prescribed format the Annual Report on measures taken and progress achieved in the realization of National Values and Principles of Governance.	%	60.00	7/15/2025

ANNEX III: PROJECT IMPLEMENTATION MATRIX

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) FY 2024/2025
1.	Garissa County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.	Garissa County	490,636,204.00	5%	83,000,000.00	-Construction of the 4-aggregation warehouse superstructure Construction of the 4-value addition warehouse superstructure
2.	Machakos County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition	Machakos County	476,634,987.00	21.55%	83,000,000.00	-Construction of the 4-aggregation warehouse superstructure Construction of the 4-value

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) for FY 2024/2025
		shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.					addition warehouse superstructure.
3.	Mombasa County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water	Mombasa County	461,219,071.95	0%	83,000,000.00	-Construction of the 4-aggregation warehouse substructure. - Construction of the 4-value addition warehouse substructure.

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) for FY 2024/2025
		drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.					
4.	Busia County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage,	Busia County	448,960,875.00	20%	83,000,000.00	-Roofing construction for the 4- aggregation warehouse and the 4- value addition warehouse.

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) for FY 2024/2025
		reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.					
5.	Siaya County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping	Siaya County	483,688,922.23	10%	83,000,000.00	-Construction of the 2-aggregation warehouse superstructure. - Construction of the 2-value addition warehouse superstructure.

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) for FY 2024/20
		works. -Electrical installation works.					
6.	Homa Bay County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.	Homa Bay County	498,338,151.00	10%	83,000,000.00	-Construction of the 4-aggregation warehouse superstructure Construction of the 4-value addition warehouse superstructure
7.	Migori County Aggregation and	-Builders works (Aggregation sheds, cold storage,	Migori County	499,380,603.35	25%	83,000,000.00	-Construction of the 4 aggregation warehouse superstructure

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) for FY 2024/2025
	Industrial Park	value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.					Construction of the 4-value addition warehouse superstructure.
8.	Nyamira County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall.	Nyamira County	498,545,945.00	10%	83,000,000.00	-Construction of the 4-aggregation warehouse superstructure. - Construction of the 4-value addition warehouse superstructure.

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverable (Outputs) for FY 2024/2025
		-Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.					
9.	Meru County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage).	Meru County	492,212,741.00	45%	83,000,000.00	-Roofing construction the 4- aggregation warehouse the 4- value addition warehouse Complete Powerhouse

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) for FY 2024/2025
		-Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. Electrical installation works.					
10.	Embu County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole	Embu County	489,042,713.33	25%	83,000,000.00	-Roofing construction for the 4- aggregation warehouse and the 4- value addition warehouse.

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverable (Outputs) for FY 2024/2025
		drilling and equipping works. -Electrical installation works.					
11.	Kirinyaga County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.	Kirinyaga County	499,988,904.44	16%	83,000,000.00	-Construction of the 4-aggregation warehouse superstructure Construction of the 4-value addition warehouse superstructure
12.	Murang'a County Aggregation	-Builders works (Aggregation	Murang'a County	398,872,438.00	2%	83,000,000.00	-Construction of the 4-aggregation

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) for FY 2024/2025
	and Industrial Park	sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.					warehouse substructure. - Construction of the 4-value addition warehouse substructure.
13.	Nakuru County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house)	Nakuru County	464,221,150.00	3%	83,000,000.00	-Completion of the 4-aggregation warehouse and the 4- value addition warehouse substructure. - Construction of the 4-aggregation warehouse and the 4- value

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverable (Outputs) for FY 2024/2025
		<ul style="list-style-type: none"> -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works. 					addition warehouse superstructure
14.	Bungoma County Aggregation and Industrial Park	<ul style="list-style-type: none"> -Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths) 	Bungoma County	474,153,713.73	20%	83,000,000.00	-Construction of the 4-aggregation warehouse superstructure Construction of the 4-value addition warehouse superstructure

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) for FY 2024/2025
		and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.					
15.	Trans-Nzoia County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage.	Trans-Nzoia County	499,166,766.00	12%	83,000,000.00	-Construction of the 4-aggregation warehouse superstructure. - Construction of the 4-value addition warehouse superstructure.

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) for FY 2024/2025
		- 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.					
16.	Kiambu County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.	Kiambu County	0.00	0%	83,000,000.00	-Construction of the 4-aggregation warehouse substructure. Construction the 4-value addition warehouse substructure.

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) for FY 2024/2025
17.	Uasin Gishu County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.	Uasin Gishu County	535,317,419.00	30%	83,000,000.00	-Completion of the 4- aggregation warehouse and the 4- value addition warehouse substructure. -- Roofing construction for the 4- aggregation warehouse and the 4- value addition warehouse.
18.	Nandi County Aggregation and Industrial Park	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution	Nandi County	520,031,128.60	1%	83,000,000.00	-Construction of the 4- aggregation warehouse substructure. - Construction of the 4-value addition warehouse substructure.

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) for FY 2024/2025
		block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank, access roads, parking footpaths and storm water drainage). -Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.					
19.	Kwale County-CAIP	-Builders works (Aggregation sheds, cold storage, value addition shed, office block, ablution block, power house and pump house) -Perimeter wall. -Civil works (foul water drainage, septic tank,	Kwale County	500,000,000.0	1%	250,000,000.00	-Construction of the 4-aggregation warehouse substructure. - Construction of the 4-value addition warehouse substructure.

S/No.	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2024/2025	Expected Deliverables (Outputs) for FY 2024/2025
		access roads, parking footpaths and storm water drainage). - Water storage, reticulation, internal plumbing and drainage. - 5 Cold storages. -Borehole drilling and equipping works. -Electrical installation works.					

ANNEX IV: PRESIDENTIAL DIRECTIVES MATRIX

S/No.	Directive	Description	Date Issued	Timeline	Total Estimated cost	Allocation for FY 2024/2025	Key Deliverables for FY 2024/2025
1.	Public Sector Promotion of Locally Manufactured Textiles	Government staff to wear made-in Kenya outfits to work on Fridays and during public holidays	5/14/2019	30-06-2025	0.00	0.00	Staff to wear made-in Kenya outfits to work on Fridays to promote manufacturing of local textiles
2.	National Tree Growing Restoration Campaign	Restoration Campaign to grow 15 billion trees for restoration of 10.6 million hectares by 2032	12/21/2022	30-06-2025	20,000,000.00	0.00	(a) Minimum allocated trees grown- 15,000,000 (70%); (b) Key stakeholders mobilized to grow trees, in liaison with the State Department for Forestry (30%)