



REPUBLIC OF KENYA

Performance Contract

BETWEEN

H. E. THE PRESIDENT

AND

CABINET SECRETARY
MINISTRY OF ENERGY AND PETROLEUM

FOR THE PERIOD
1ST JULY, 2025—30TH JUNE, 2026

PREPARED BY THE GOVERNMENT PRINTERS, NAIROBI



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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 H.E. the President of the Republic of Kenya, of P.O. Box 40530-00100, Nairobi (together with its assignees and successors) of the one part and Cabinet Secretary, Ministry of Energy and Petroleum (hereinafter referred to as the Cabinet Secretary), (together with its assignees and successors) of Ministry of Energy and petroleum Kawi Complex. off Red Cross Rd. Nairobi, P.O. Box 30582-00100, Nairobi Kenya, 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 the innovativeness and adaptability of public services to the needs of users.

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 the Ministry of Energy and Petroleum is as follows:

1. National Energy Policy Development and Management;
2. Thermal Power Development;
3. Rural Electrification Programme;
4. Energy Regulation, Security and Conservation;
5. Hydropower Development;
6. Geothermal Exploration and Development;
7. Promotion of Renewable Energy;
8. Petroleum Policy;
9. Strategic Petroleum Stock Management;
10. Management of Upstream Petroleum Products Marketing;
11. Oil and Gas Exploration Policy Development;
12. Oil/Gas Sector Capacity Development;
13. Petroleum Products, Import/Export Marketing Policy Management;
14. Licensing of Petroleum Marketing and Handling; and
15. Quality Control of Petroleum products.

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 Energy and Petroleum has a 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

A regional leader in provision of energy and petroleum for sustainable development.

(b) Mission Statement

To promote access to clean, renewable, reliable and competitive energy and petroleum products and services through sustainable exploitation and management of energy and petroleum resources in Kenya.

(c) Strategic Objectives

1. To enhance exploitation of energy and petroleum resources.
2. To enhance access to clean, renewable, reliable and competitive energy and petroleum products and services.
3. To ensure uninterrupted availability of energy services and petroleum products.
4. To enhance environmental conservation.
5. To improve legal, policy and Institutional regulatory framework.

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, keeping in mind the specific priorities of the Ministry of Energy and Petroleum.

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

1. Strengthen the Policy, Legal and Institutional framework for energy development and accelerate the speed of completion of projects;
2. Enhance energy generation mix that is clean, sustainable, affordable, competitive, reliable and secure;
3. Increase customer connection in support of universal access to electricity;
4. Improve reliability and quality of electricity supply to enhance customer satisfaction and sales revenue growth facilitative of the country's prosperity trajectory;
5. Promote efficient utilization and conservation of energy;
6. Enhance exploration and investment in petroleum blocks for development of petroleum resources; and

7. Ensure security of supply and distribution of competitively priced petroleum products, and promote use of Liquefied Petroleum Gas (LPG) in households and public learning institutions.

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.

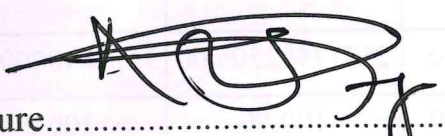
Part V: Reporting Requirements

Ministry of Energy and Petroleum 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.

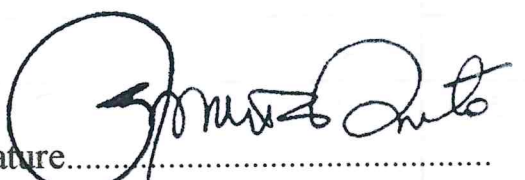
Part VI: Duration of the Performance Contract

The Performance Contract will run for one financial year from 1st July, 2025 to 30th June, 2026.

Part VII: Signatories to the Performance Contract
For and on behalf of Ministry of Energy and Petroleum

 Date 2nd March 2026
Signature.....
HON. J. OPIYO WANDAYI, E.G.H.,
Cabinet Secretary.

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

 Date 26th May, 2026
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.*

**ANNEX I: PERFORMANCE CONTRACT MATRIX FOR MINISTRY OF
ENERGY AND PETROLEUM**

S/No.	Performance Criteria	Unit of Measure	Weight (%)	Status Previous Year 2024/2025	Target (FY 2025/2026)
A	Financial Stewardship				
A1	Absorption of Allocated Funds(GoK)	%	2.00	89.66	100.0000
A2	Appropriation-in-Aid	KSh.	2.00	25277482505.00	31238400000.0000
A3	Absorption of Externally Mobilized Funds	%	3.00	100.00	100.0000
A4	Pending Bills Ratio	%	3.00	0.23	1.0000
	Weight Sub-Total		10.00		
B	Service Delivery				
B1	Implementation of Citizens' Service Delivery Charter	%	4.00	100.00	100.0000
B2	Digitalization of Government Services	%	7.00	98.00	100.0000
B3	Resolution of Public Complaints	%	4.00	100.00	100.0000
	Weight Sub-Total		15.00		
C	Core Mandate				
C6_1	Geothermal Exploration and Development	%	5.00	100.00	100.0000
C6_2	Nuclear Exploration and Development	%	5.00	100.00	100.0000
C6_3	Electricity Generation, Transmission and Distribution	%	2.00	68.00	100.0000
C6_4	Development of the Integrated National Energy Plan (INEP)	%	5.00	N/A	100.0000

S/No.	Performance Criteria	Unit of Measure	Weight (%)	Status Previous Year 2024/2025	Target (FY 2025/2026)
C6_5	Promotion of Renewable Energy Technologies	No.	5.00	N/A	40.0000
C6_6	National Energy Compact Developed	%	5.00	N/A	100.0000
C6_7	Science, Technology and Innovation Mainstreaming	%	2.00	100.00	100.0000
C6_8	Productivity Improvement	Index	3.00	1.40	1.6200
C6_9	Project Completion Rate	%	2.00	97.50	100.0000
C6_11	LPG Uptake Enhanced	%	4.00	N/A	100.0000
C6_12	Crude Oil Pipeline Developed	%	2.00	93.00	100.0000
C6_13	Development of South Lokichar Oil Fields Progressed	%	3.00	85.00	100.0000
C6_14	Petroleum Resource Potential in Open Blocks Assessed	%	5.00	90.00	100.0000
C6_15	Oil and Gas Sector Investments Opportunities Promoted	%	5.00	100.00	100.0000
C6_17	Security of Supply of Petroleum Products Enhanced	%	5.00	100.00	100.0000
C6_19	Compliance of Upstream Petroleum Operations Assessed	%	4.00	N/A	100.0000
C6_21	Clean Cooking Gas for Public Institutions of Learning Promoted	%	3.00	50.00	100.0000
	Weight Sub-Total		65.00		

S/No.	Performance Criteria	Unit of Measure	Weight (%)	Status Previous Year 2024/2025	Target (FY 2025/2026)
D	Implementation of Presidential Directives				
D1	Implementation of Presidential Directives	%	2.00	100.00	100.0000
	Weight Sub-Total		2.00		
E	Affirmative Action in Procurement				
E1	Access to Government Procurement Opportunities	KSh.	2.00	267324673.02	586028955.5000
E2	Promotion of Local Content in Procurement	KSh.	2.00	585160578.97	777371941.0000
	Weight Sub-Total		4.00		
F	Cross - Cutting				
F1	Asset Management	%	1.00	100.00	100.0000
F2	Youth Internships/Industrial Attachments/Apprenticeships	No.	1.00	188.00	188.0000
F3	Competence Development	%	1.00	100.00	100.0000
F4	National Values and Principles of Governance	%	1.00	100.00	100.0000
	Weight Sub-Total		4.00		
	Total Weight		100.00		

ANNEX II: PERFORMANCE CONTRACT EXPLANATORY NOTES

A. Financial Stewardship

A1 - Absorption of Allocated Funds (GoK)

The Cabinet Secretary commits to absorb all the allocated GoK funds amounting to KSh. 32,080,545,168 to the planned programmes, projects and activities as follows:

S/No.	Source of Funds	Unit of Measure	Target	Completion Date
1.	State Department for Energy Recurrent Budget	KSh.	521484528.00	6/30/2026
2.	State Department for Energy Development Budget	KSh.	1449660640.00	6/30/2026
3.	State Department for Petroleum Recurrent Budget	KSh.	25378400000.00	6/30/2026
4.	State Department for Petroleum Development Budget	KSh.	4731000000.00	6/30/2026

A2 - Appropriation-in-Aid

The Cabinet Secretary commits to raise A-In-A amounting to KSh. 31,238,400,000 from the following sources:

S/No.	Source of Funds	Unit of Measure	Target	Completion Date
1.	SDE- Petroleum Development Levy	KSh.	781000000.00	6/30/2026
2.	SDE - Rent	KSh.	1080000.00	6/30/2026
3.	SDP- Petroleum Development Levy	KSh.	29416000000.00	6/30/2026
4.	SDP - Royalties on Oil Exploration	KSh.	83400000.00	6/30/2026
5.	SDE - Receipt from Royalties from Geothermal Development	KSh.	640500000.00	6/30/2026
6.	SDP- Royalties on Oil Exploration Training Fee	KSh.	165000000.00	6/30/2026
7.	SDE-Wood Fuel Burners (Jikos)	KSh.	1420000.00	6/30/2026
8.	SDE-Interests receipt from foreign loans	KSh.	150000000.00	6/30/2026

A4 - Pending Bills Ratio

The Cabinet Secretary commits to ensure that the Ministry meets all its financial obligations and that total pending bills for the FY 2025/26 are not more than KSh. 335,025,451.68 which is 1% of the total budget of KSh. 33,502,545,168. The Cabinet Secretary commits to put measures to settle the existing pending bills amounting to KSh. 139,697,982.

S/No.	Sub-Indicator	Unit of Measure	Target	Completion Date
	Ceiling of Pending Bills Ratio	%	1.00	6/30/2026

A3 - Absorption of Externally Mobilized Funds

The Cabinet Secretary commits to utilise 100% of the externally mobilised funds on projects/programmes and activities for which they were appropriated and planned for. Total externally mobilised funds for the FY 2025/2026 amounts to KSh. 1,422,000,000 comprising of the following:

S/No.	Source of Funds	Unit of Measure	Target	Completion Date
1.	KOSAP (World Bank)	KSh.	1122000000.00	6/30/2026
2.	RETNET (AfD-France)	KSh.	200000000.00	6/30/2026
3.	Kenya Green II (World Bank)	KSh.	100000000.00	6/30/2026

B. Service Delivery

B1 - Implementation of Citizens' Service Delivery Charter

The Cabinet Secretary commits to progressively improve customer experience by undertaking the following:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Display the Citizens' Service Delivery Charter prominently at the point of entry/service delivery points in both English and Kiswahili. The size of the Charter shall be at least three feet in width and four feet in height (3'x 4') with clear visible font size of the contents	%	10.00	6/30/2026
2.	Customize the Citizens' Service Delivery Charter to unique needs and convenient access of the customers by reviewing the Braille Charter, uploading the written and audio – visual and sign language versions of the Charter in the Ministry's website	%	20.00	6/30/2026
3.	Sensitize all staff on the Citizens' Service Delivery Charter	%	20.00	6/30/2026
4.	Ensure conformity with the commitments and standards in the Citizens' Service Delivery Charter by establishing compliance to the commitments stipulated in the Charter through undertaking quarterly monitoring, analyzing and compiling compliance quarterly reports	%	50.00	6/30/2026

B2 - Digitalization of Government Services

The Cabinet Secretary commits to accelerate the adoption of ICT solutions in the Ministry by creating an enabling environment through the following measures:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Core services identified and prioritized for Business Process Reengineering	%	10.00	6/30/2026
2.	At least two core services reengineered end to-end	%	35.00	6/30/2026
3.	Re-engineered service processes digitalized	%	35.00	6/30/2026
4.	All digitalized customer facing services onboarded onto the e-Citizen platform, where applicable	%	20.00	6/30/2026

B3 - Resolution of Public Complaints

The Cabinet Secretary is committed to promptly address and resolve public complaints referred to the Ministry directly or channeled through the Commission on Administrative Justice (CAJ). In this regard, the Cabinet Secretary commits to the following:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Resolution of all complaints received	%	70.00	6/30/2026
2.	Requests on access to information received processed	%	30.00	6/30/2026

C. Core Mandate

C6_1 - Geothermal Exploration and Development

In an effort to accelerate the development of geothermal energy in the country, the Ministry oversights and supervises geothermal resource licensees and other key players, besides providing policy direction. The Cabinet Secretary commits to:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Develop a National Geothermal strategy	%	50.00	6/30/2026
2.	Update, publish and disseminate Geothermal Resource map	%	50.00	6/30/2026

C6_8 - Productivity Improvement

The Ministry has undertaken various initiatives to enhance the efficiency and effectiveness of resource utilization by mainstreaming productivity in its programmes/projects. The Cabinet Secretary commits to:

S/No.	Sub-Indicator	Unit of Measure	Target	Completion Date
	Improve Productivity Index for the Ministry	Index	1.62	6/30/2026

C6_9 - Project Completion Rate

The Cabinet Secretary commits to implement the project outlined in the Project Implementation Matrix.

S/No.	Sub-Indicator	Unit of Measure	Target	Completion Date
	Project Completion Rate	%	100.00	6/30/2026

C6_12 - Crude Oil Pipeline Developed

The objective is to construct Crude Oil Pipeline that will evacuate crude oil from South Lokichar Fields for export as proposed in the South Lokichar Field Development Plan. Various preliminary activities have so far been completed. The Cabinet Secretary commits to:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Undertake a baseline Environmental and Social Impact Assessment (ESIA) along the crude oil pipeline route	%	20.00	6/30/2026
2.	Finalize Resettlement and Livelihood Restoration Framework for Project Affected Persons (PAPs) along the crude oil pipeline route	%	30.00	6/30/2026
3.	Undertake stakeholder engagements and sensitization of communities and Project Affected Persons (PAPs) on land acquisition along the pipeline route	%	50.00	6/30/2026

C6_13 - Development of South Lokichar Oil Fields Progressed

Commercialization of South Lokichar Petroleum Resources is dependent on finalization of the Field Development Plan (FDP) which gives the optimal development scenarios of technical, economic, commercial, operational, social, environmental and political aspects of South Lokichar Oil Field in the interest of Kenya. The contractor (Kenya Joint Ventures-KJV) submitted the FDP to the Energy and Petroleum Regulatory Authority (EPRA) to review and advise the Ministry on the same. The Cabinet Secretary commits to:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Approve the South Lokichar Field Development Plan (FDP)	%	5.00	3/31/2026
2.	Sensitize Parliamentary Committees on Energy on the FDP for ratification	%	5.00	6/30/2026
3.	Undertake stakeholders' engagements and sensitization of communities in upstream project areas in Turkana and West Pokot Counties	%	25.00	6/30/2026
4.	Finalize the Resettlement and Livelihood Restoration Framework for Project Affected Persons (PAPs) in the Upstream Development Area	%	15.00	6/30/2026
5.	Undertake environmental and social audits on the impact of oil exploration in blocks T6 and T7	%	10.00	6/30/2026
6.	Develop Long Form Agreements for South Lokichar Oil Field	%	20.00	6/30/2026
7.	Review and amend Block T6 and T7 Production Sharing Contracts (PSCs) to align with the Petroleum Act, Cap. 308	%	20.00	6/30/2026

C6_14 - Petroleum Resource Potential in Open Petroleum Blocks Assessed

This entails assessment of the onshore and offshore open blocks for hydrocarbon potential to determine the oil and gas prospectivity of the Petroleum Blocks. The assessment is done through continuous acquisition, processing and interpretation of geoscientific data (Geological, Geochemical and Geophysical data) with a view of marketing them to potential investors in oil and gas exploration. The Cabinet Secretary commits to:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Undertake Geophysical (Gravity and Magnetic), Geological and Geochemical Surveys in 1,200 km2 of Block L14	%	50.00	6/30/2026
2.	Undertake community engagement and Sensitization on Geoscientific data acquisition	%	15.00	6/30/2026
3.	Contract a Multi-client service provider for 3-D Seismic survey in the shallow off-shore blocks in the Lamu Basin	%	10.00	6/30/2026

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
4.	Repackage and Integrate petroleum data packages for Block A3, A6 and L10	%	15.00	6/30/2026
5.	Undertake Environmental and Social Impact Assessment (ESIA) for Block L14	%	10.00	6/30/2026

C6_15 - Oil and Gas Sector Investments Opportunities Promoted

This aims to promote investment opportunities in the Oil and Gas sector in the country. A position paper on oil and gas is updated annually for presentation in local and international Oil and Gas conferences to market the country's oil and gas potential to prospective investors. The Cabinet Secretary commits to:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Develop a documentary on Oil and Gas	%	30.00	6/30/2026
2.	Conduct Kenya's 1st Licensing Round for open exploration blocks	%	40.00	6/30/2026
3.	Participate in three (3) conferences to market oil and gas potential	%	30.00	6/30/2026

C6_17 - Security of Supply of Petroleum Products Enhanced

The objective is to ensure uninterrupted supply of petroleum products nationally and regionally. The Cabinet Secretary commits to:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Coordinate importation of refined petroleum products into the country and for the regional market	%	60.00	6/30/2026
2.	Develop Heavy Fuel Oil (HFO) and Bitumen Bulk Importation Framework	%	20.00	6/30/2026
3.	Develop a framework for establishment of National Strategic Petroleum Stocks Reserves	%	20.00	6/30/2026

C6_19 - Compliance of Upstream Petroleum Operations Assessed

This is aimed at providing guidance in undertaking upstream petroleum operations in the Oil and Gas Sector. The Cabinet Secretary commits to undertake:

S/No.	Sub-Indicator	Unit of Measure	Target	Completion Date
	Contract management and administration of Production Sharing Contracts (PSCs) and other Petroleum agreements	%	100.00	6/30/2026

C6_11 - LPG Uptake Enhanced

This project aims at promoting use of Liquefied Petroleum Gas (LPG) in the country with the objective of increasing LPG per capita consumption from 6.5Kg in 2022 to 15Kg in 2028 and increasing penetration from 24% to 70% in 2030. The Cabinet Secretary commits to:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Undertake monitoring of LPG infrastructure (i.e. storage, common user facilities and inland storage)	%	20.00	6/30/2026
2.	Undertake review of LPG Supply Logistics (Import to Last Mile)	%	20.00	6/30/2026
3.	Prepare strategy for implementation of LPG programme for Low Income Household	%	20.00	6/30/2026
4.	Monitor & evaluate reticulation of LPG in affordable housing	%	20.00	6/30/2026
5.	Finalize reticulation of LPG in affordable housing in Mukuru Kwa Njenga	%	20.00	6/30/2026

C6_21 - Clean Cooking Gas for Public Institutions of Learning Promoted

The programme aims at promoting use of Liquefied Petroleum Gas (LPG) in public institutions of learning in the country as Clean Cooking Gas (CCG). The programme involves the installation of LPG infrastructure (LPG Bullets, Storage Area, Leak Detection, Reticulation and energy efficient Cook stoves) to facilitate clean cooking in the institutions. The Ministry will co-ordinate implementation of the programme by the private sector. In the FY 2024/25, the Ministry piloted the programme in 20 Public Institutions of Learning. The Cabinet Secretary commits to:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Develop a Framework for private sector participation in Clean Cooking Gas Program in Public Institutions of Learning	%	70.00	6/30/2026
2.	Undertake stakeholders' engagements and sensitization on the LPG programme in Public Institutions of Learning	%	30.00	6/30/2026

D. Implementation of Presidential Directives

D1 - Implementation of Presidential Directives

The Cabinet Secretary commits to implement two Presidential Directives indicated in the Directives Matrix in Annex IV

S/No.	Sub-Indicator	Unit of Measure	Target	Completion Date
	Presidential Directives implemented	%	100.00	6/30/2026

E. Affirmative Action in Procurement

E1 - Access to Government Procurement Opportunities

The Ministry's total procurement budget is KSh. 3,351,904,852 out of which KSh. 1,408,475,000 is netted out for running contracts and donor funded projects that require international consultancy. The procurable budget is KSh. 1,943,429,852. The Cabinet Secretary will allocate and award a minimum of 30% of the procurable available budget (KSh. 1,943,429,852) translated to KSh. 583,028,955.60 to youth, women, and PWDs as individuals or in organized groups and at least 2% of the 30% of the procurement budget to PWDs.

S/No.	Sub-Indicator	Unit of Measure	Target	Completion Date
	Access to Government Procurement Opportunities	KSh.	583028955.50	6/30/2026

E2 - Promotion of Local Content in Procurement

The Ministry's total procurement budget is KSh. 3,351,904,852 out of which KSh. 1,408,475,000 is netted out for running contracts and donor funded projects that require international consultancy. The procurable budget is KSh. 1,943,429,852. The Cabinet Secretary will allocate and award a minimum of 40% of the procurable available budget (KSh. 1,943,429,852) translating to KSh. 777,371,940.80 for procurement of locally produced goods and services. In addition, quarterly reports will be submitted to the State Department for Industry on the total amount of the procurement budget spent on locally produced goods and services.

S/No.	Sub-Indicator	Unit of Measure	Target	Completion Date
	Promotion of Local Content in Procurement	KSh.	777371941.00	6/30/2026

F. Cross - Cutting

F1 - Asset Management

The Ministry will ensure adequate asset management structures and systems are in place for prudent management of public assets for optimum economic and social benefits to the public. The Cabinet Secretary commits to undertake the following activities and submit quarterly and annual reports to the National Treasury.

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
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1.	Verified and updated Assets Register maintained	%	30.00	6/30/2026
2.	Assets ownership documents acquired	%	30.00	6/30/2026
3.	Idle Assets disposed	%	40.00	6/30/2026

F2 - Youth Internships/ Industrial Attachments/ Apprenticeships

The Cabinet Secretary commits to engage 188 youths progressively in Internships/Industrial Attachments programs for skills transfer as follows:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Attachments	No.	158.00	6/30/2026
2.	Internships	No.	30.00	6/30/2026

F3 - Competence Development

The Cabinet Secretary commits to ensure systematic enhancement of skills and proficiencies in order to address career progression of individual employees and improve the Ministry's performance. In this regard, the Cabinet Secretary commits to:

S/No.	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Institutional Skills Gap Analysis Undertaken	%	20.00	12/31/2025
2.	Execute interventions to address the identified skills gaps and training needs	%	30.00	6/30/2026
3.	Staff Training Needs Assessment and preparation of annual staff training projections Undertaken	%	10.00	12/31/2025
4.	Undertake Employee Performance Management through (i) Setting individual employees' annual performance targets for the FY 2025/26 using the prescribed format by 31st July, 2025 (10%) (ii) Undertaking Staff Performance Appraisal for all employees and compile the appraisal report for the FY 2024/25 by 31st August, 2025 (15%), and (iii) Developing an action plan and implementing the recommendations emanating from the staff appraisal reports (15%)	%	40.00	6/30/2026

F4 - National Values and Principles of Governance

ANNEX IV: PRESIDENTIAL DIRECTIVES MATRIX

S/No.	Directive	Description	Date Issued	Timeline	Total Estimated cost	Allocation for FY 2025/2026	Key Deliverables for FY 2025/2026
1.	National Tree Growing Restoration Campaign	To raise the forest and tree cover from 12% to 30% by 2032 To raise the forest and tree cover from 12% to 30% by 2032 To raise the forest and tree cover from 12% to 30% by 2032	12/21/2022	30-06-2026	50000000.00	50000000.00	(i) Minimum allocated trees grown- 12,947,057 (with 1,015,874 trees under SDP and 11,931,183 trees under SDE) [70%]; (ii) Key Stakeholders mobilized to grow trees in liaison with the State Department for Forestry [30%]
2.	Corruption Prevention	This directive emphasizes strict compliance with Section 9(1) of the Anti-Bribery Act, urging public entities to establish and put in place anti-corruption procedures, enforce Circular No. OP/CAB.3.7, and embed accountability measures to prevent corruption in the public service.	6/30/2025	30-06-2026	20000000.00	20000000.00	(i) Develop the anti-bribery and corruption mitigation plan and procedures (40%), (ii) Implement the mitigation plan and procedures (40%) (iii) Capacity building on corruption prevention undertaken (20%)