



**ALKEBULAN
INVESTMENTS
RESERVE LIMITED**
CORPORATE PROFILE

Abstract

A COMPREHENSIVE OVERSIGHT OF OUR VISION, MISSION, STRUCTURE,
AFFILIATIONS, OPERATIONS AND HUMAN CAPITAL MANAGEMENT

Alkebulan



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THE COMMANDMENT OF A NEW EARTH

The House that is to be built for the Lord must be of exceeding magnificence, fame and glorious splendor in the sight of all the nations. I will now make preparations for it – 1 Chronicles 22:5...

THE DIVINE DIMENSION

Every purpose is established by counsel Proverbs 20:18

By wisdom a house is built, by understanding it is established; by knowledge its rooms are filled with beautiful and rare treasures Proverbs 24:4-5

A noble man makes noble plans and by noble deeds he stands Isaiah 32:8

THE DIVINE PURPOSE

We are here to build up the Ark of the Ancient of Days for all Eternity and through it to advance the Kingdom of God on earth as it is in heaven. We are to be on hand to do whatever else the Most High Almighty God requires, Having been purged from all sin to become the righteousness of God (I Corinthians 5:21), we must cultivate all the gifts of the Holy Spirit within us and stir up those not yet stirred up in order to accomplish His purpose, plan and program on earth as it is in heaven. We are to build an exceedingly magnificent house for the Lord made up of Saints of Apostolic Prophetic Fire (Sapphire) – as the foundations of the New Earth. We are to stand over the Last Age ensuring that the earth is a pleasant habitation – with beautiful gardens and orchards as Heaven would only have it – Acts 3:21. We are here to have established Shammah – the attraction of all ages; the excellence of all eras; the perfection of all posterities; and the seal of all seasons – for the love of God and the perpetuation of eternal life (Romans 2:7)

We are to be a banner to the nations – leaders par excellence in every sphere of life on earth as it is in heaven and thereby become a name of joy, praise, honour and renown before all nations of the earth that hear all the good that He has done to us (Jeremiah 33:9 cf. Psalm. 126:2) so that we may proclaim His praises (I Peter 2:9). Albeit the work is temporal in stature, it is eternal in nature – on Earth as it is in Heaven. The stature may change, the nature should not – this is the treasure of transfiguration (II Corinthians 3:18 cf. Ephesians 4:13, 23). Ours is a war of natures – nurturing the eternal nature within a temporal stature (Romans 2:7) and our agency – indeed our insignia, our emblem – is **Wisdom** and **Knowledge**. We are a Wonder Sign of Wisdom and Knowledge.

In the modern world of knowledge economies, repositories of wisdom and knowledge will rule.

Welcome to our corporate profile 2023.

Mr. James Wanderi Kairu
CHAIRMAN

James.kairu@alkebulanreserve.com

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CORPORATE PROFILE

Our Vision is to become the global leader in Sustainable Development.

Our Mission is to seek and exploit investment opportunities in Sustainable Development.

Alkebulan Investments Reserve Limited, was incorporated on **26 January 2022** under the Companies Act, 2015 of the laws of the Republic of Kenya, as a PRIVATE LIMITED LIABILITY COMPANY, **No. PVT-Y2ULBK5Z**, Physical Address: **Savvprint Building, Mirema Drive off Thika Road, Nairobi, Kenya**; Mailing Address: **Post Office Box 22350 Tom Mboya Street 00400, Nairobi, Kenya**; M: **+254-729-252856**

Alkebulan is a Sustainable Development Investments Company involved in Structured Investments Consultancy and Sovereign Development Financing. Structured Investments Consultancy involves structuring Private Placement Opportunity Programs (PPOPs) for Sovereign clients (Governments) & High Net Worth clients, while Sovereign Development Reserve involves arranging Sovereign Level Funding initiatives to support Sovereign clients (Governments), via Public Private Partnerships (PPPs), on a global macro-economic level. Our company has structured global strategic partnerships in the Sovereign Development Finance sphere, involving some of the most respected financial entities on the globe, to marshal macro sustainable development resources.

We are a global holding, structured investments consultancy and sovereign development reserve, structured into Eight (8) main divisions –

- **Renewable Energy, Oil & Gas;**
- **Infrastructure & Communication;**
- **Real Estate & Building Construction (Affordable Housing & Mixed Use Developments);**
- **Agribusiness (Food Security);**
- **Manufacturing & Industry (Innovation & Value Addition);**
- **Commodities Trading, Transport & Logistics;**
- **Public & Private Finance (Development & Structured Investments Consultancy (Private Placements), Asset & Fund Management Liaison, Sovereign Development Finance, Public Private Partnerships and Investor Relations Advisory Services);**
- **Sovereign Relations and Corporate Social Responsibility (Impact Investments – Healthcare, Education, Social Services & Environment).**

Under these Eight (8) main divisions, the company will be able to pursue diverse structured investments, macro development projects, sovereign funding initiatives and varied entrepreneurship & charitable interests, both locally and internationally by employing a Consortium-Based approach, involving forming and developing local and international partnerships and affiliations with some of the most respected entities in the world.

The company realized that by using this consortium-based approach, where each consortium member handles a particular division of the company, it will be able to venture far and wide, in the sectors in which it proposes to operate.

URL & Emails:

ALKEBULAN INVESTMENTS RESERVE LIMITED

SAVVPRINT BUILDING, MIREMA ROAD OFF THIKA ROAD, POST OFFICE BOX 22350 - 00400 NAIROBI, KENYA. TEL: +254-729-252856
www.alkebulanreserve.com info@alkebulanreserve.com



Alkebulan

www.alkebulanreserve.com, info@alkebulanreserve.com, invest@alkebulanreserve.com,
fund@alkebulanreserve.com, counsel@alkebulanreserve.com

Incorporation & Statutory Documents:

[Alkebulan Investments Reserve Limited](#)

Capital Structure

10,000,000 Ordinary Shares of KES. 1,000,000 Each.
Issued Shares: 1,000,000 Ordinary Shares
Unissued Shares (Unsubscribed): 9,000,000 Ordinary Shares

African Origins – The Establishment Strategy

The wisdom behind the establishment strategy, is to build a brand name that will place the Company on the African map and resonate with our African heritage. The name – **Alkebulan** – is the original name of Africa. Research shows that “The ancient name of Africa was Alkebulan. Alkebu-lan “mother of mankind” or “garden of Eden” or “mother of nations”.” Alkebulan is the oldest and the only word of indigenous origin. It was used by the Moors, Nubians, Numidians, Khart-Haddans (Carthaginians), and Ethiopians. Africa, the current misnomer adopted by almost everyone today, was given to this continent by the ancient Greeks and Romans.”

Quasi-Government Entity

Alkebulan Investments Reserve Limited, is projected to become a Quasi-Government Entity which is an entity established by or with the help of government but is privately controlled. The Company is therefore structured to become a well-resourced, Sovereign-backed, Quasi-Government Entity that is, eventually going to be a Licensed Investment Bank & Sovereign Development Fund.

OUR SHAREHOLDERS BOARD

The Company is a private limited liability company, incorporated in Kenya with one hundred percent indigenous ownership.

OUR BOARD OF DIRECTORS

Our Board of Directors consists of the principal promoters, who are also the Directors with the primary role of directing the overall corporate affairs and ensuring that the Company operates effectively and efficiently. The offices of the Board are senior positions within the entire corporate setup and call for a high level of integrity and maturity along with the ability to interact effectively and operate efficiently at the corporate level.

Our Board is responsible for directing the Company through the appointment of Officers and Managers. The Directors are appointed by the shareholders on a yearly basis at the Annual Shareholders’ Meeting whereas the Officers are appointed by the Directors at the Annual Director’s Meeting which follows immediately after the annual shareholder meeting. The officers hold an enormous amount of power and control over the affairs of our corporate



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business. Nevertheless, our Board has the following primary roles namely

- 1. Determine the vision and values that will be adopted at any given time and ensure that appointments of Executive Officers and Managers are made to provide a blend of proficient professionals who can add value and competitive advantage to the existing corporate status.**
- 2. Monitor and evaluate the work of Officers and Managers from time to time in order to ensure that the corporate strategic objectives are achieved economically, efficiently and equitably.**
- 3. Act as the principal signatories of memorandums, accounts and have the final instance in the ratification of policies and procedures to be adopted from time to time.**

Directors call meetings among themselves, sign contracts binding our Company to various obligations, conduct purchases and sales of various assets, and incur debts in the name of our Company. They appoint and terminate any Officer on a majority vote. They regulate the sale and transfer of Alkebulan's equity including the price for purchase and sale and they control our Company's bank accounts, including who may or may not sign cheques and other bank instruments of payment. With that kind of power, our Directors owe a greater accountability and responsibility to our Company.

The Directors of our Company need no formal qualifications although they may not put their own interests before those of the Company, may not make contracts (Other than service contracts) with the Company or any of its subsidiaries, and must declare any personal interest in work undertaken by the Company or any of its subsidiaries.

DUTIES & RESPONSIBILITIES OF DIRECTORS

The Duties of Directors include, but are not limiting to,

1. Presenting to shareholders of the Company, at least annually, the accounts of the Company and a Board Report.
2. Keeping a register of Directors, officers, directors' shareholdings and shares
3. Calling an AGM, sending all relevant documents to the Registrar of Companies and submitting a statement of affairs if the organization or any of its subsidiaries is wound up.

THE BOARD REPORT

The Board Report is an annual report by the Board to the shareholders forming part of our accounts and the information it provides includes,

1. The principal activities of the organization and a fair review of the developments and position of the organization's business with likely future developments including details of research thereof.
2. Significant issues on the sale, purchase and valuation of assets
3. Recommended dividends and transfers to reserves
4. Names of directors, officers and their interests in ALKEBULAN during the period
5. Employee statistics
6. Any political or charitable gift made by ALKEBULAN during the period



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7. The remuneration of directors and officers. The remuneration of directors consists of directors' fees to them for being directors inclusive of stock options and expense allowances to cover their expenses incurred in the service of ALKEBULAN or any of its subsidiaries. Directors' remuneration is disclosed in ALKEBULAN's accounts and is shown separately from any pension payments or compensation for loss of office.

BOARD COMMITTEES

The Board Committees are primarily responsible for assisting the Board in carrying out investigative reports and studies in ALKEBULAN. They act as effective overseers of the reporting process and control systems of ALKEBULAN. They review and recommend management programs to be established and monitor compliance with ALKEBULAN's code of conduct. The Board Committees include an Audit & Finance Committee, a Technical Review Committee and a Nominating & Governance Committee.

AUDIT & FINANCE COMMITTEE

The Audit & Finance Committee is made up of the Chief Finance Officer, the Finance Manager, the Chief Accounts Manager and at least two Directors or their nominees and is presided over by a Director.

The Audit & Finance Committee reviews quarterly and annual financial statements particularly on change of accounting and finance policy, major changes in the audit system and in regard to compliance with accounting standards. The Committee also meets with our external auditors before commencement of audit to review the nature and scope of audit and review any communication between external auditors and management.

TECHNICAL REVIEW COMMITTEE

Technical Review Committee – The Technical Review Committee is made up of the Chief R&D Officer, Chief Operating Officer and Chief Legal Officer, Chief Investments Officer and their corresponding Managers whenever necessary. The Technical Review Committee investigates all the technical aspects of any issue that is presented to it by the Board of Directors, especially on Investments & Risks Analysis.

NOMINATING & GOVERNANCE COMMITTEE

Nominating & Governance Committee – The Nominating & Governance Committee is made up of the Chief Executive Officer, the Chief Operating Officer, the Chief Legal Officer and any Director(s) of ALKEBULAN. It is responsible for the formulation of organizational principles and values as well as acting as the search body in the appointment of certain personnel as may be required by the Board of Directors of ALKEBULAN. It also considers the appointment of auditors and audit fees and undertakes any other issue as may be directed by the Board including regular reviews of the internal control systems of ALKEBULAN.

BOARD OF DIRECTORS

BOARD CHAIR – MR. JAMES WANDERI KAIRU, james.kairu@alkebulanreserve.com

The Board Chair is our Founder and is the principal promoter and as such the standard bearer



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with the primary role of maintaining an atmosphere of high morale. He reports to the Board at the Annual Board Meeting (ABM) and the Annual General Meeting (AGM) respectively. In a working capacity, he is the Managing Director and Chief Executive Officer of ALKEBULAN.

His functions include:

1. Preside at all meetings of the Board and oversee the general business of the Board
2. Preside at meetings of shareholders and calling such meetings
3. Having the final instance in the ratification of all corporate documents, partnership schemes, resolutions, fixtures paid to officers and other instruments except where an officer is required to ratify.
4. Have authority to perform any act that the Board authorizes and ratifies unless powers are restricted in ALKEBULAN's Articles and Regulations and may act as an ex officio member of all Standing Committees.
5. As a Board Chair, do anything else necessary in the ordinary cause of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD VICE-CHAIR, vice-chair@alkebulanreserve.com

The Board Vice-Chair is our Co-Founder and she is the second principal promoter of ALKEBULAN. She reports to the Board at the Annual Board Meeting. In a working capacity, she is the Business Director and is the Chief Business Officer of ALKEBULAN.

Her functions include:

1. Preside at meetings of shareholders and calling such meetings.
2. Counter sign all documents that the Board Chair is authorized to sign.
3. Perform any act that the Board authorizes and ratifies.
4. Act in the absence of the Board Chair.
5. As a Board Vice-Chair, do anything else necessary in the ordinary cause of her duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER ON PUBLIC & PRIVATE FUNDING (INVESTOR RELATIONS), funding@alkebulanreserve.com

The Board Adviser is a principal policy maker of ALKEBULAN with the general oversight of ALKEBULAN's strategy development affairs and procedures. He reports to the Board as may be required by the Board Chair. In a working capacity, he is our key person with EAT Group, as Group Chief Executive Officer.

His functions include:

1. Provide leadership and direct the articulation and formulation of corporate policy and strategy including setting the duties of Officers
2. Provide leadership in the development of ALKEBULAN's strategies on Private Finance & Public Private Partnership funding
3. Provide strategic advice to the Board and ALKEBULAN as a whole in corporate, business and organizational matters.
4. Design and propose strategies and policies to the Board to mobilize & optimize the



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utilization of the group's resources and meet ALKEBULAN's stated objectives and evolving market.

5. As a Board Adviser, do anything else necessary in the ordinary course of her duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER, ASSET & INVESTMENT MANAGEMENT, invest@alkebulanreserve.com

The Adviser, Asset and Investment Management is the principal Asset and investment management Board Member with the general oversight of ALKEBULAN's asset and investment management affairs and procedures. He is also the Chief Investment Officer (CIO). He reports to the Board and his functions include:

His functions include:

1. Exercise general oversight of ALKEBULAN's asset and investment management activities
2. Provide leadership in the development of ALKEBULAN's Board
3. Continually develop an asset and investment management policy framework founded on a sound risk-averse fiscal policy
4. Direct the management of ALKEBULAN's asset and investment management systems & structures
5. Represent the best interests of ALKEBULAN at all asset and investment management levels and engagements
6. As a Board Member, do anything else necessary in the ordinary course of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD MEMBER – MANAGING DIRECTOR, OPERATIONS MANAGEMENT – MR. JAMES WANDERI KAIRU, james.kairu@alkebulanreserve.com

The Director, Operations Management is the principal operations management Board Member with the general oversight of ALKEBULAN's operations management affairs and procedures. He reports to the Board and his functions include:

1. Exercise general oversight of ALKEBULAN's operations management activities
2. Provide leadership in the development of ALKEBULAN's Board
3. Continually develop an operations management policy framework founded on a sound risk-averse fiscal policy
4. Direct the management of ALKEBULAN's operations management systems & structures
5. Represent the best interests of ALKEBULAN at all operations management levels and engagements
6. As a Board Member, do anything else necessary in the ordinary course of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER, BANKING & FINANCE MANAGEMENT, fund@alkebulanreserve.com

The Adviser, Banking & Finance Management is the principal Banking and Finance management Board Member with the general oversight of ALKEBULAN's Banking and Finance management affairs and procedures. He is also the Chief Financial Officer (CFO). He reports to the Board and his functions include:

His functions include:



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1. Exercise general oversight of ALKEBULAN's Banking & Finance management activities
2. Provide leadership in the development of ALKEBULAN's Board
3. Continually develop a Banking & Finance management policy framework founded on a sound risk-averse fiscal policy
4. Direct the management of ALKEBULAN's Banking & Finance management systems & structures
5. Represent the best interests of ALKEBULAN at all Banking & Finance management levels and engagements
6. As a Board Member, do anything else necessary in the ordinary course of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER ON INSURANCE & RISK MANAGEMENT, risk@alkebulanreserve.com

The Board Adviser is the principal policy maker of ALKEBULAN with the general oversight of ALKEBULAN's strategy development affairs and procedures. He reports to the Board as may be required by the Board Chair. In a working capacity he is our key person in Insurance and Risk Management.

His functions include:

1. Provide leadership and direct the articulation and formulation of corporate policy and strategy including setting the duties of Officers
2. Provide leadership in the development of ALKEBULAN's strategies on Insurance & Risk Management
3. Provide strategic advice to the Board and ALKEBULAN as a whole in corporate, business and organizational matters.
4. Design and propose strategies and policies to the Board to optimize the utilization of the group's resources and meet ALKEBULAN's stated objectives and evolving market.
5. As a Board Adviser, do anything else necessary in the ordinary course of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER ON CSR & SOCIAL INVESTMENTS – THE TABLE, thetable@alkebulanreserve.com

The Board Adviser is the principal policy maker of ALKEBULAN with the general oversight of ALKEBULAN's strategy development affairs and procedures. S/He reports to the Board as may be required by the Board Chair. In a working capacity she is our key person with **The Table**.

Her functions include:

1. Provide leadership and direct the articulation and formulation of corporate policy and strategy including setting the duties of Officers
2. Provide leadership in the development of ALKEBULAN's Corporate Social Responsibility (CSR) and Social Investments strategies
3. Provide strategic advice to the Board and ALKEBULAN as a whole in corporate, business and organizational matters.
4. Design and propose strategies and policies to the Board to optimize the utilization of the group's resources and meet ALKEBULAN's stated objectives and evolving market.
5. As a Board Adviser, do anything else necessary in the ordinary course of his duty to render



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value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER ON GOVERNMENT RELATIONS – THE REPUBLIC,
therepublic@alkebulanreserve.com

The Board Adviser is the principal policy maker of ALKEBULAN with the general oversight of ALKEBULAN's strategy development affairs and procedures. S/He reports to the Board as may be required by the Board Chair. In a working capacity he is our key person with **The Republic**.

His/Her functions include:

1. Provide leadership and direct the articulation and formulation of corporate policy and strategy including setting the duties of Officers
2. Provide leadership in the development of ALKEBULAN's Government Relations
3. Provide strategic advice to the Board and ALKEBULAN as a whole in corporate, business and organizational matters.
4. Design and propose strategies and policies to the Board to optimize the utilization of the group's resources and meet ALKEBULAN's stated objectives and evolving market.
5. As a Board Adviser, do anything else necessary in the ordinary cause of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER ON FAITH BASED ACTIVITIES – THE KINGDOM OF CHRIST,
thekingdomofchrist@alkebulanreserve.com

The Board Adviser is the principal policy maker of ALKEBULAN with the general oversight of ALKEBULAN's strategy development affairs and procedures. She reports to the Board as may be required by the Board Chair. In a working capacity she is our key person with **The Kingdom of Christ**.

His functions include:

1. Provide leadership and direct the articulation and formulation of corporate policy and strategy including setting the duties of Officers
2. Provide leadership in the development of ALKEBULAN's Faith Based Activities
3. Provide strategic advice to the Board and ALKEBULAN as a whole in corporate, business and organizational matters.
4. Design and propose strategies and policies to the Board to optimize the utilization of the group's resources and meet ALKEBULAN's stated objectives and evolving market.
5. As a Board Adviser, do anything else necessary in the ordinary cause of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD SECRETARY – GENERAL COUNSEL, counsel@alkebulanreserve.com,
secretary@alkebulanreserve.com

The Board Secretary is the principal legal officer with the general oversight of ALKEBULAN's legal affairs and procedures. He is a registered Lawyer in the Republic of Kenya and in a working capacity, he is the General Counsel and also the Chief Legal Officer (CLO) of ALKEBULAN.

He reports to the Board and his functions include:



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1. Exercise general oversight of ALKEBULAN's legal activities and documentary quality
2. Provide leadership in the development of ALKEBULAN's Board
3. Direct the management of ALKEBULAN's archives, records and registers
4. Direct the drafting, vetting and negotiating of ALKEBULAN's legal instruments
5. Act as ALKEBULAN's principal compliance officer and ensure that ALKEBULAN's regulatory articles and statutory instruments are compliant with governmental legislation
6. Keeping corporate books and having charge of ALKEBULAN's seals
7. Preparing shareholders lists for annual meetings
8. Maintaining and recording entries in stock ledger
9. Countersigning certain corporate documents and instruments
10. As a Board Member, do anything else necessary in the ordinary cause of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER ON RENEWABLE ENERGY, OIL & GAS, energy@alkebulanreserve.com

The Board Adviser is the principal policy maker of ALKEBULAN with the general oversight of ALKEBULAN's strategy development affairs and procedures for our Renewable Energy, Oil & Gas division. She reports to the Board as may be required by the Board Chair. In a working capacity he is our key person for Renewable Energy, Oil & Gas.

Her functions include:

1. Provide leadership and direct the articulation and formulation of corporate policy and strategy including setting the duties of Officers
2. Provide leadership in the development of ALKEBULAN's strategies in Renewable Energy, Oil & Gas
3. Provide strategic advice to the Board and ALKEBULAN as a whole in corporate, business and organizational matters.
4. Design and propose strategies and policies to the Board to optimize the utilization of the group's resources and meet ALKEBULAN's stated objectives and evolving market in Renewable Energy, Oil & Gas
5. As a Board Adviser, do anything else necessary in the ordinary cause of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER ON INFRASTRUCTURE & COMMUNICATION, infrastructure@alkebulanreserve.com

The Board Adviser is the principal policy maker of ALKEBULAN with the general oversight of ALKEBULAN's strategy development affairs and procedures. He reports to the Board as may be required by the Board Chair. In a working capacity he is our key person for Infrastructure & Communication.

His functions include:

1. Provide leadership and direct the articulation and formulation of corporate policy and strategy including setting the duties of Officers
2. Provide leadership in the development of ALKEBULAN's strategies on Infrastructure & Communication
3. Provide strategic advice to the Board and ALKEBULAN as a whole in corporate, business



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and organizational matters.

4. Design and propose strategies and policies to the Board to optimize the utilization of the group's resources and meet ALKEBULAN's stated objectives and evolving market in Infrastructure & Communication

5. As a Board Adviser, do anything else necessary in the ordinary cause of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER ON REAL ESTATE & BUILDING CONSTRUCTION, realestate@alkebulanreserve.com

The Board Adviser is the principal policy maker of ALKEBULAN with the general oversight of ALKEBULAN's strategy development affairs and procedures for our Real Estate & Building Construction division. He reports to the Board as may be required by the Board Chair. In a working capacity he is our key person for Real Estate & Building Construction.

His functions include:

1. Provide leadership and direct the articulation and formulation of corporate policy and strategy including setting the duties of Officers
2. Provide leadership in the development of ALKEBULAN's strategies in Real Estate & Building Construction
3. Provide strategic advice to the Board and ALKEBULAN as a whole in corporate, business and organizational matters.
4. Design and propose strategies and policies to the Board to optimize the utilization of the group's resources and meet ALKEBULAN's stated objectives and evolving market in Real Estate & Building Construction
5. As a Board Adviser, do anything else necessary in the ordinary cause of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER ON AGRIBUSINESS & FOOD SECURITY, agribusiness@alkebulanreserve.com

The Board Adviser is the principal policy maker of ALKEBULAN with the general oversight of ALKEBULAN's strategy development affairs and procedures for our Agribusiness & Food Security division. He reports to the Board as may be required by the Board Chair.

His functions include:

1. Provide leadership and direct the articulation and formulation of corporate policy and strategy including setting the duties of Officers
2. Provide leadership in the development of ALKEBULAN's strategies in Agribusiness & Food Security
3. Provide strategic advice to the Board and ALKEBULAN as a whole in corporate, business and organizational matters.
4. Design and propose strategies and policies to the Board to optimize the utilization of the group's resources and meet ALKEBULAN's stated objectives and evolving market in Agribusiness & Food Security
5. As a Board Adviser, do anything else necessary in the ordinary cause of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER ON MANUFACTURING & INDUSTRY, industry@alkebulanreserve.com



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The Board Adviser is the principal policy maker of ALKEBULAN with the general oversight of ALKEBULAN's strategy development affairs and procedures for our Manufacturing & Industry division. He reports to the Board as may be required by the Board Chair.

His functions include:

1. Provide leadership and direct the articulation and formulation of corporate policy and strategy including setting the duties of Officers
2. Provide leadership in the development of ALKEBULAN's strategies in Manufacturing & Industry
3. Provide strategic advice to the Board and ALKEBULAN as a whole in corporate, business and organizational matters.
4. Design and propose strategies and policies to the Board to optimize the utilization of the group's resources and meet ALKEBULAN's stated objectives and evolving market in Manufacturing & Industry
5. As a Board Adviser, do anything else necessary in the ordinary course of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

BOARD ADVISER ON COMMODITIES TRADING, TRANSPORT & LOGISTICS,
commodities@alkebulanreserve.com

The Board Adviser is the principal policy maker of ALKEBULAN with the general oversight of ALKEBULAN's strategy development affairs and procedures for our Commodities Trading, Transport & Logistics division. She reports to the Board as may be required by the Board Chair.

Her functions include:

1. Provide leadership and direct the articulation and formulation of corporate policy and strategy including setting the duties of Officers
2. Provide leadership in the development of ALKEBULAN's strategies in Commodities Trading, Transport & Logistics
3. Provide strategic advice to the Board and ALKEBULAN as a whole in corporate, business and organizational matters.
4. Design and propose strategies and policies to the Board to optimize the utilization of the group's resources and meet ALKEBULAN's stated objectives and evolving market in Commodities Trading, Transport & Logistics
5. As a Board Adviser, do anything else necessary in the ordinary course of his duty to render value to ALKEBULAN's overall objectives and achievement of its vision

OUR OFFICERS – THE MANAGEMENT BOARD

The Officers are primarily responsible for the formulation of policies and strategies for meeting their respective corporate objectives. The Directors and Advisers, in working capacity are also the Officers, and operate online at the Global Head Office.

They exercise leadership and governance through dynamic decision making processes in directing the corporate vision and maintain the corporate values while monitoring the implementation of strategies, policies, management performance and corporate business as a whole. They regularly review the implementation process through which the corporate



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policies and procedures are executed in order to maintain effective and efficient internal control systems. Unauthorized legal acts performed by the Officers in their respective capacities are ratified subsequently by the Board.

The Officers constitute the Management Board and include:

- a **Chief Executive Officer (CEO)**, ceo@alkebulanreserve.com
- a **Chief Operating Officer (COO)**, coo@alkebulanreserve.com
- a **Chief Finance Officer (CFO)**, cfo@alkebulanreserve.com
- a **Chief Business Officer (CBO)**, cbo@alkebulanreserve.com
- a **Chief R & D Officer (CRDO)**, crdo@alkebulanreserve.com
- a **Chief Legal Officer (CLO)**, clo@alkebulanreserve.com
- a **Chief Internal Audit Officer (CIAO)**, auditor@alkebulanreserve.com
- and a **Chief Investments Officer (CIO)**, cio@alkebulanreserve.com

The Officers are supported by three levels of General Managers, appointed by the Management Board, as follows:

Regional Managers – These General Managers are top-level Strategic Staff Members, and operate online at their respective regional offices. They report directly to the Management Board and they have general oversight over their specific region's Country Managers, in charge of management of the day-to-day operations of ALKEBULAN at the regional level. Together, they constitute the **Global Management Committee**, which implements the strategic plan of ALKEBULAN at the global level;

They include: (Email Addresses, managed online by alkebulanreserve.com)

- Regional Manager – Asia (Email: Asia@alkebulanreserve.com)
- Regional Manager – Middle East, North Africa, and Greater Arabia (Email: MENAGA@alkebulanreserve.com)
- Regional Manager – Europe (Email: Europe@alkebulanreserve.com)
- Regional Manager – North America (Email: NorthAmerica@alkebulanreserve.com)
- Regional Manager – Central America and the Caribbean (Email: CentralAmericaCaribbean@alkebulanreserve.com)
- Regional Manager – South America (Email: SouthAmerica@alkebulanreserve.com)
- Regional Manager – Sub-Saharan Africa (Email: SubSaharanAfrica@alkebulanreserve.com)
- Regional Manager – Australia and Oceania (Email: AustraliaOcenia@alkebulanreserve.com)

Country Managers – These General Managers are mid-level Strategic Staff Members, and operate online at their respective country offices. They report directly to their respective Regional Managers and they have general oversight over their specific country's Business Division Managers, in charge of management of the day-to-day operations of ALKEBULAN at the country level. Together, they constitute **Regional Management Committees**, which implement the strategic plan of ALKEBULAN at the regional levels;

They include:

Asia

- Country Manager – Bangladesh (Email: Bangladesh@alkebulanreserve.com)
- Country Manager – Bhutan (Email: Bhutan@alkebulanreserve.com)
- Country Manager – Brunei (Email: Brunei@alkebulanreserve.com)
- Country Manager – Cambodia (Email: Cambodia@alkebulanreserve.com)
- Country Manager – China (Email: China@alkebulanreserve.com)
- Country Manager – India (Email: India@alkebulanreserve.com)
- Country Manager – Indonesia (Email: Indonesia@alkebulanreserve.com)
- Country Manager – Japan (Email: Japan@alkebulanreserve.com)
- Country Manager – Kazakhstan (Email: Kazakhstan@alkebulanreserve.com)
- Country Manager – North Korea (Email: NorthKorea@alkebulanreserve.com)
- Country Manager – South Korea (Email: SouthKorea@alkebulanreserve.com)
- Country Manager – Kyrgyzstan (Email: Kyrgyzstan@alkebulanreserve.com)
- Country Manager – Laos (Email: Laos@alkebulanreserve.com)
- Country Manager – Malaysia (Email: Malaysia@alkebulanreserve.com)
- Country Manager – Maldives (Email: Maldives@alkebulanreserve.com)
- Country Manager – Mongolia (Email: Mongolia@alkebulanreserve.com)
- Country Manager – Myanmar (Email: Myanmar@alkebulanreserve.com)
- Country Manager – Nepal (Email: Nepal@alkebulanreserve.com)
- Country Manager – Philippines (Email: Philippines@alkebulanreserve.com)
- Country Manager – Singapore (Email: Singapore@alkebulanreserve.com)
- Country Manager – Sri Lanka (Email: SriLanka@alkebulanreserve.com)
- Country Manager – Taiwan (Email: Taiwan@alkebulanreserve.com)
- Country Manager – Tajikistan (Email: Tajikistan@alkebulanreserve.com)
- Country Manager – Thailand (Email: Thailand@alkebulanreserve.com)
- Country Manager – Turkmenistan (Email: Turkmenistan@alkebulanreserve.com)
- Country Manager – Uzbekistan (Email: Uzbekistan@alkebulanreserve.com)
- Country Manager – Vietnam (Email: Vietnam@alkebulanreserve.com)

Middle East, North Africa, and Greater Arabia

- Country Manager – Afghanistan (Email: Afghanistan@alkebulanreserve.com)
- Country Manager – Algeria (Email: Algeria@alkebulanreserve.com)
- Country Manager – Azerbaijan (Email: Azerbaijan@alkebulanreserve.com)
- Country Manager – Bahrain (Email: Bahrain@alkebulanreserve.com)
- Country Manager – Egypt (Email: Egypt@alkebulanreserve.com)
- Country Manager – Iran (Email: Iran@alkebulanreserve.com)
- Country Manager – Iraq (Email: Iraq@alkebulanreserve.com)
- Country Manager – Israel (Email: Israel@alkebulanreserve.com)
- Country Manager – Jordan (Email: Jordan@alkebulanreserve.com)
- Country Manager – Kuwait (Email: Kuwait@alkebulanreserve.com)
- Country Manager – Lebanon (Email: Lebanon@alkebulanreserve.com)
- Country Manager – Libya (Email: Libya@alkebulanreserve.com)
- Country Manager – Morocco (Email: Morocco@alkebulanreserve.com)
- Country Manager – Oman (Email: Oman@alkebulanreserve.com)
- Country Manager – Pakistan (Email: Pakistan@alkebulanreserve.com)
- Country Manager – Qatar (Email: Qatar@alkebulanreserve.com)



- Country Manager – Saudi Arabia (Email: SaudiArabia@alkebulanreserve.com)
- Country Manager – Somalia (Email: Somalia@alkebulanreserve.com)
- Country Manager – Syria (Email: Syria@alkebulanreserve.com)
- Country Manager – Tunisia (Email: Tunisia@alkebulanreserve.com)
- Country Manager – Turkey (Email: Turkey@alkebulanreserve.com)
- Country Manager – The United Arab Emirates (Email: UAE@alkebulanreserve.com)
- Country Manager – Yemen (Email: Yemen@alkebulanreserve.com)

Europe

- Country Manager – Albania (Email: Albania@alkebulanreserve.com)
- Country Manager – Andorra (Email: Andorra@alkebulanreserve.com)
- Country Manager – Armenia (Email: Armenia@alkebulanreserve.com)
- Country Manager – Austria (Email: Austria@alkebulanreserve.com)
- Country Manager – Belarus (Email: Belarus@alkebulanreserve.com)
- Country Manager – Belgium (Email: Belgium@alkebulanreserve.com)
- Country Manager – Bosnia and Herzegovina (Email: Bosnia@alkebulanreserve.com)
- Country Manager – Bulgaria (Email: Bulgaria@alkebulanreserve.com)
- Country Manager – Croatia (Email: Croatia@alkebulanreserve.com)
- Country Manager – Cyprus (Email: Cyprus@alkebulanreserve.com)
- Country Manager – Czech Republic (Email: CzechRepublic@alkebulanreserve.com)
- Country Manager – Denmark (Email: Denmark@alkebulanreserve.com)
- Country Manager – Estonia (Email: Estonia@alkebulanreserve.com)
- Country Manager – Finland (Email: Finland@alkebulanreserve.com)
- Country Manager – France (Email: France@alkebulanreserve.com)
- Country Manager – Georgia (Email: Georgia@alkebulanreserve.com)
- Country Manager – Germany (Email: Germany@alkebulanreserve.com)
- Country Manager – Greece (Email: Greece@alkebulanreserve.com)
- Country Manager – Hungary (Email: Hungary@alkebulanreserve.com)
- Country Manager – Iceland (Email: Iceland@alkebulanreserve.com)
- Country Manager – Ireland (Email: Ireland@alkebulanreserve.com)
- Country Manager – Italy (Email: Italy@alkebulanreserve.com)
- Country Manager – Kosovo (Email: Kosovo@alkebulanreserve.com)
- Country Manager – Latvia (Email: Latvia@alkebulanreserve.com)
- Country Manager – Liechtenstein (Email: Liechtenstein@alkebulanreserve.com)
- Country Manager – Lithuania (Email: Lithuania@alkebulanreserve.com)
- Country Manager – Luxembourg (Email: Luxembourg@alkebulanreserve.com)
- Country Manager – Macedonia (Email: Macedonia@alkebulanreserve.com)
- Country Manager – Malta (Email: Malta@alkebulanreserve.com)
- Country Manager – Moldova (Email: Moldova@alkebulanreserve.com)
- Country Manager – Monaco (Email: Monaco@alkebulanreserve.com)
- Country Manager – Montenegro (Email: Montenegro@alkebulanreserve.com)
- Country Manager – Netherlands (Email: Netherlands@alkebulanreserve.com)
- Country Manager – Norway (Email: Norway@alkebulanreserve.com)
- Country Manager – Poland (Email: Poland@alkebulanreserve.com)
- Country Manager – Portugal (Email: Portugal@alkebulanreserve.com)



- Country Manager – Romania (Email: Romania@alkebulanreserve.com)
- Country Manager – Russia (Email: Russia@alkebulanreserve.com)
- Country Manager - San Marino (Email: SanMarino@alkebulanreserve.com)
- Country Manager – Serbia (Email: Serbia@alkebulanreserve.com)
- Country Manager – Slovakia (Email: Slovakia@alkebulanreserve.com)
- Country Manager – Slovenia (Email: Slovenia@alkebulanreserve.com)
- Country Manager – Spain (Email: Spain@alkebulanreserve.com)
- Country Manager – Sweden (Email: Sweden@alkebulanreserve.com)
- Country Manager – Switzerland (Email: Switzerland@alkebulanreserve.com)
- Country Manager – Ukraine (Email: Ukraine@alkebulanreserve.com)
- Country Manager – United Kingdom of Great Britain and Northern Ireland (Email: UK@alkebulanreserve.com)
- Country Manager – Vatican City (Email: VaticanCity@alkebulanreserve.com)

North America

- Country Manager – Canada (Email: Canada@alkebulanreserve.com)
- Country Manager – Greenland (Email: Greenland@alkebulanreserve.com)
- Country Manager – Mexico (Email: Mexico@alkebulanreserve.com)
- Country Manager – The United States of America (Email: USA@alkebulanreserve.com)

Central America and the Caribbean

- Country Manager – Antigua and Barbuda (Email: AntiguaandBarbuda@alkebulanreserve.com)
- Country Manager – The Bahamas (Email: TheBahamas@alkebulanreserve.com)
- Country Manager – Barbados (Email: Barbados@alkebulanreserve.com)
- Country Manager – Belize (Email: Belize@alkebulanreserve.com)
- Country Manager – Costa Rica (Email: CostaRica@alkebulanreserve.com)
- Country Manager – Cuba (Email: Cuba@alkebulanreserve.com)
- Country Manager – Dominica (Email: Dominica@alkebulanreserve.com)
- Country Manager – Dominican Republic (Email: DominicanRepublic@alkebulanreserve.com)
- Country Manager – El Salvador (Email: ElSalvador@alkebulanreserve.com)
- Country Manager – Grenada (Email: Grenada@alkebulanreserve.com)
- Country Manager – Guatemala (Email: Guatemala@alkebulanreserve.com)
- Country Manager – Haiti (Email: Haiti@alkebulanreserve.com)
- Country Manager – Honduras (Email: Honduras@alkebulanreserve.com)
- Country Manager – Jamaica (Email: Jamaica@alkebulanreserve.com)
- Country Manager – Nicaragua (Email: Nicaragua@alkebulanreserve.com)
- Country Manager – Panama (Email: Panama@alkebulanreserve.com)
- Country Manager – Saint Kitts and Nevis (Email: SaintKittsandNevis@alkebulanreserve.com)
- Country Manager – Saint Lucia (Email: SaintLucia@alkebulanreserve.com)
- Country Manager – Saint Vincent and the Grenadines (Email: SaintVincentandtheGrenadines@alkebulanreserve.com)
- Country Manager – Trinidad and Tobago (Email: TrinidadandTobago@alkebulanreserve.com)

South America

- Country Manager – Argentina (Email: Argentina@alkebulanreserve.com)
- Country Manager – Bolivia (Email: Bolivia@alkebulanreserve.com)
- Country Manager – Brazil (Email: Brazil@alkebulanreserve.com)
- Country Manager – Chile (Email: Chile@alkebulanreserve.com)
- Country Manager – Colombia (Email: Colombia@alkebulanreserve.com)
- Country Manager – Ecuador (Email: Ecuador@alkebulanreserve.com)
- Country Manager – Guyana (Email: Guyana@alkebulanreserve.com)
- Country Manager – Paraguay (Email: Paraguay@alkebulanreserve.com)
- Country Manager – Peru (Email: Peru@alkebulanreserve.com)
- Country Manager – Suriname (Email: Suriname@alkebulanreserve.com)
- Country Manager – Uruguay (Email: Uruguay@alkebulanreserve.com)
- Country Manager – Venezuela (Email: Venezuela@alkebulanreserve.com)

Sub-Saharan Africa

- Country Manager – Angola (Email: Angola@alkebulanreserve.com)
- Country Manager – Benin (Email: Benin@alkebulanreserve.com)
- Country Manager – Botswana (Email: Botswana@alkebulanreserve.com)
- Country Manager – Burkina Faso (Email: BurkinaFaso@alkebulanreserve.com)
- Country Manager – Burundi (Email: Burundi@alkebulanreserve.com)
- Country Manager – Cameroon (Email: Cameroon@alkebulanreserve.com)
- Country Manager – Cape Verde (Email: CapeVerde@alkebulanreserve.com)
- Country Manager – The Central African Republic (Email: TheCentralAfricanRepublic@alkebulanreserve.com)
- Country Manager – Chad (Email: Chad@alkebulanreserve.com)
- Country Manager – Comoros (Email: Comoros@alkebulanreserve.com)
- Country Manager – Republic of the Congo (Email: RepublicoftheCongo@alkebulanreserve.com)
- Country Manager – The Democratic Republic of the Congo (Email: TheDemocraticRepublicoftheCongo@alkebulanreserve.com)
- Country Manager – Cote d'Ivoire (Email: CotedIvoire@alkebulanreserve.com)
- Country Manager – Djibouti (Email: Djibouti@alkebulanreserve.com)
- Country Manager – Equatorial Guinea (Email: EquatorialGuinea@alkebulanreserve.com)
- Country Manager – Eritrea (Email: Eritrea@alkebulanreserve.com)
- Country Manager – Ethiopia (Email: Ethiopia@alkebulanreserve.com)
- Country Manager – Gabon (Email: Gabon@alkebulanreserve.com)
- Country Manager – The Gambia (Email: TheGambia@alkebulanreserve.com)
- Country Manager – Ghana (Email: Ghana@alkebulanreserve.com)
- Country Manager – Guinea (Email: Guinea@alkebulanreserve.com)
- Country Manager – Guinea-Bissau (Email: Guinea-Bissau@alkebulanreserve.com)
- Country Manager – Kenya (Email: Kenya@alkebulanreserve.com)
- Country Manager – Lesotho (Email: Lesotho@alkebulanreserve.com)
- Country Manager – Liberia (Email: Liberia@alkebulanreserve.com)
- Country Manager – Madagascar (Email: Madagascar@alkebulanreserve.com)



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- Country Manager – Malawi (Email: Malawi@alkebulanreserve.com)
- Country Manager – Mali (Email: Mali@alkebulanreserve.com)
- Country Manager – Mauritania (Email: Mauritania@alkebulanreserve.com)
- Country Manager – Mauritius (Email: Mauritius@alkebulanreserve.com)
- Country Manager – Mozambique (Email: Mozambique@alkebulanreserve.com)
- Country Manager – Namibia (Email: Namibia@alkebulanreserve.com)
- Country Manager – Niger (Email: Niger@alkebulanreserve.com)
- Country Manager – Nigeria (Email: Nigeria@alkebulanreserve.com)
- Country Manager – Rwanda (Email: Rwanda@alkebulanreserve.com)
- Country Manager – Sao Tome and Principe (Email: SaoTomeandPrincipe@alkebulanreserve.com)
- Country Manager – Senegal (Email: Senegal@alkebulanreserve.com)
- Country Manager – Seychelles (Email: Seychelles@alkebulanreserve.com)
- Country Manager – Sierra Leone (Email: SierraLeone@alkebulanreserve.com)
- Country Manager – South Africa (Email: SouthAfrica@alkebulanreserve.com)
- Country Manager – South Sudan (Email: SouthSudan@alkebulanreserve.com)
- Country Manager – Sudan (Email: Sudan@alkebulanreserve.com)
- Country Manager – Swaziland (Email: Swaziland@alkebulanreserve.com)
- Country Manager – Tanzania (Email: Tanzania@alkebulanreserve.com)
- Country Manager – Togo (Email: Togo@alkebulanreserve.com)
- Country Manager – Uganda (Email: Uganda@alkebulanreserve.com)
- Country Manager – Zambia (Email: Zambia@alkebulanreserve.com)
- Country Manager – Zimbabwe (Email: Zimbabwe@alkebulanreserve.com)

Australia and Oceania

- Country Manager – Australia (Email: Australia@alkebulanreserve.com)
- Country Manager – East Timor (Email: EastTimor@alkebulanreserve.com)
- Country Manager – Fiji (Email: Fiji@alkebulanreserve.com)
- Country Manager – Kiribati (Email: Kiribati@alkebulanreserve.com)
- Country Manager – Marshall Islands (Email: MarshallIslands@alkebulanreserve.com)
- Country Manager – The Federated States of Micronesia (Email: TheFederatedStatesofMicronesia@alkebulanreserve.com)
- Country Manager – Nauru (Email: Nauru@alkebulanreserve.com)
- Country Manager – New Zealand (Email: NewZealand@alkebulanreserve.com)
- Country Manager – Palau (Email: Palau@alkebulanreserve.com)
- Country Manager – Papua New Guinea (Email: PapuaNewGuinea@alkebulanreserve.com)
- Country Manager – Samoa (Email: Samoa@alkebulanreserve.com)
- Country Manager – Solomon Islands (Email: SolomonIslands@alkebulanreserve.com)
- Country Manager – Tonga (Email: Tonga@alkebulanreserve.com)
- Country Manager – Tuvalu (Email: Tuvalu@alkebulanreserve.com)
- Country Manager – Vanuatu (Email: Vanuatu@alkebulanreserve.com)

Division Managers – These General Managers are front-line Strategic Staff Members. They report directly to their respective Country Managers and they have general oversight over



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their specific business divisions, in charge of management of the day-to-day operations of ALKEBULAN at the divisional level. Together, they constitute **Country Management Committees**, which implement the strategic plan of ALKEBULAN at the country levels;

They include: (Email Addresses, managed online by alkebulanreserve.com)

- Division Managers – Renewable Energy, Oil & Gas (email: energy@alkebulanreserve.com)
- Division Managers – Infrastructure & Communication (email: infrastructure@alkebulanreserve.com)
- Division Managers – Real Estate & Building Construction (Affordable Housing & Mixed Use Developments) (email: realestate@alkebulanreserve.com)
- Division Managers – Agribusiness (Food Security) (email: agribusiness@alkebulanreserve.com)
- Division Managers – Manufacturing & Industry (Innovation & Value Addition) (email: industry@alkebulanreserve.com)
- Division Managers – Commodities Trading, Transport & Logistics (email: commodities@alkebulanreserve.com)
- Division Managers – Public & Private Finance (Development & Structured Investments Consultancy (Private Placements), Asset & Fund Management Liaison, Sovereign Development Finance, Public Private Partnerships and Investor Relations Advisory Services) (email: funding@alkebulanreserve.com)
- Division Managers – Government Relations and Corporate Social Responsibility (Impact Investments – Health, Education, Social Services & Environment) (email: thetable@alkebulanreserve.com, therepublic@alkebulanreserve.com, info@alkebulanreserve.com, thekingdomofchrist@alkebulanreserve.com)

The Officers are appointed by the Board to carry out the day-to-day management of ALKEBULAN. They are appointed at an annual meeting of the Board and may be discharged from office by an ordinary resolution of the Board, whether or not they have a service contract in force.

The Officers owe duties of honesty and loyalty to the Board (fiduciary duties) and a duty of care.

There will be three classes of duties that Officers have in ALKEBULAN namely fiduciary duty, duty of care and duty of loyalty.

FIDUCIARY DUTY

Fiduciary Duty: This means that our Officers act at all times in the best interest of ALKEBULAN and its shareholders. It means that they have to act for the good of ALKEBULAN as a whole as opposed to their own individual interests. The officers of ALKEBULAN have a higher duty above themselves and failure to uphold this higher duty may result in personal liability.

DUTY OF CARE

This means that our Officers do what a prudent business owner would be doing in regard to their own business. There will be several ways to breach the Duty of Care namely,



1. **Nonfeasance** (doing nothing) where an Officer is only liable if the breach of duty causes a loss. For example, if the Officer omitted to do something which if done would have prevented a loss, there would be a breach of duty.

2. **Misfeasance** (doing something that loses money) where an Officer is only liable if s/he carries out an action or authorizes an action that causes a loss of money. In order to determine this breach, inquiry is made into whether s/he carefully reviewed the course of action, caught out other options and arrived at a decision supported by prudent judgment, and if so, s/he will not be in breach of duty.

DUTY OF LOYALTY

This means that our Officers have to act in good faith and with a reasonable belief that what they do is in ALKEBULAN's best interest. There will be several ways, in which Officers may breach their loyalty namely,

1. **Interest in a Transaction** where an Officer or one of his/her relatives enters into a deal with ALKEBULAN such as sale of property or a loan. Such a deal will be annulled unless the Officer can show either,

a. That the deal was fair to ALKEBULAN or,

b. That disclosure was made and approval obtained from a majority of disinterested Officers.

2. **Competing Venture** where an Officer competes directly or unfairly with ALKEBULAN. For example, an Officer cannot be on the board of ALKEBULAN and start his/her such group or such of, any of its subsidiaries, without independent board approval.

3. **Corporate Opportunity** where an Officer usurps a business opportunity from ALKEBULAN. A corporate opportunity is anything ALKEBULAN would be interested in pursuing. Before taking the opportunity, an Officer will have to inform the Board and wait for the Board to turn the opportunity down before proceeding. ALKEBULAN will pursue to be awarded damages for loss of a corporate opportunity or ALKEBULAN will compel the Officer to turn over the opportunity to ALKEBULAN.

SKILLS AND QUALITIES OF OUR OFFICERS

Our Officers are senior executives and have a high standard of integrity and maturity. Our Officers have to have certain skills and qualities to successfully function in their respective capacities and achieve the strategic objectives that they have set out.

These skills and qualities include, but not limiting to:

1. **Managerial skills** such as motivational, organizational and delegation ability; ability to develop, direct and control staff; strategic and analytical thinking; problem solving and creative ability; technical expertise for calculated risk taking.

2. **Social and communication skills** such as of verbal and written communications, presentation, negotiation, co-operation, listening and empathy.

3. **Personal qualities** such as integrity, initiative, enthusiasm, drive for achievement and results, self-motivation and stress tolerance.

4. **The ability to lead** and work with a team of highly qualified professionals.



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OUR HUMAN CAPITAL MANAGEMENT POLICY

Our Human Capital Management Policy is such that our Human Capital has been designed and developed as a dynamic system in order to provide a sound implementation process to ALKEBULAN through policies and procedures that provide for dynamic administration and management of ALKEBULAN's professional staff. The Human Capital system represents the rules and regulations, as well as the fundamental rights and responsibilities of ALKEBULAN employees at all levels.

The Human Capital system is therefore a result of such rules and regulations and represents as well as interprets the policies and procedures, through which ALKEBULAN's best interest to pursue a corporate vision in Human Capital, that will give it an unequalled reputation as a caring entity where generation after generation of people will work and realize their full potential in their career paths and where staff will be given freedom to become who they are in the world.

ALKEBULAN's purpose for having a dynamic administration and management for its Human Capital as well as a comprehensive Human Capital system therefore comes from its primary goal of being a world-class employer and providing one of the world's greatest workplaces for its staff.

For ALKEBULAN to maintain its world-class employment status, as well as provide a world-class workplace it will require to establish a sustainable balance between the work and personal needs of its staff. ALKEBULAN aspires to be a leading world-class employer by carefully tending the architecture of its workplace and pursuing an ambitious goal of developing a socially responsible workforce more seriously than its counterparts in the world and issuing several exemplary annual reports assessing its performance as a corporate cosmopolitan.

Our dependency on what is called intellectual capital is the key to our success as a world-class employer.

It proposes to employ people on the partial basis of personal character and right attitude and then train them for competence with the appropriate skills for their career needs.

So many of ALKEBULAN's staff may come with no academic or professional background and then they are given a chance to learn and they are encouraged to develop their career pursuits. However, some may be even over qualified and may become strategic in training the less qualified.

In order to maximize the utilization of intellectual capital, ALKEBULAN will have a formal system of appraising staff with a view toward aligning their personal and corporate goals.

Everyone will be evaluated on the strength of their productivity rather than their position; on their performance rather than their papers so that what keeps ALKEBULAN's staff going is the team culture, a sense that their workplace is a meritocracy and not where you get ahead because of nepotism or academic background.

In many corporations and organizations, there is a trend in staff recruitment known as the "law of diminishing expertise". Simply stated, executives tend to recruit people who have



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abilities and expertise beneath their own. As a result, when the corporation grows and more people are hired, the number of people with lower expertise far exceeds the executives with higher expertise.

In order to achieve its goals of being a world-class employer as well as having a value added workforce, ALKEBULAN intends to pursue the reverse of this situation through what is referred to as the "law of distinguishing expertise".

This means that ALKEBULAN, will be striving for a new dynamic of doing things namely recruiting and raising corporate giants. This is based on the belief that developed characters usually cause corporate underdevelopment.

It is toward this end that ALKEBULAN's staff recruitment policies consist of two principles namely,

- **Making staff recruitment the responsibility of highly developed characters**
- **Making character development the distinguishing factor in staff recruitment**

Since great workplaces run on the energy generated by a loyal and committed workforce, ALKEBULAN intends to be a world leader by ensuring that its staff members are provided with a state-of-the-art work environment and will blend a socially stimulating atmosphere with a modern office facility managed on a highly professional interactive level.

There will be a great deal of staff empowerment with zero tolerance on just following orders where staff members will debate extensively on policies before they are adopted. Unlike other corporations, where advancement is typically moving up the ladder, ALKEBULAN will have something that is the reverse.

For instance, a senior staff may move to become a specialist staff just to expand his/her knowledge and skills for a particular position at that level.

OUR SERVICE STRUCTURE

Our Service Structure has been designed and developed in a manner that enables the Company to operate through an effective, efficient and equitable management structure with minimum administrative complexity, in order to provide all its products and services in an atmosphere where bureaucratic practice is virtually non-existent and where professional protocol is subjected to a dynamic performance-based system of service responsiveness.

Our Service Structure has also been established in this manner in order to provide a cost-effective payroll system by ensuring the non-existence of duplicated roles and responsibilities through a qualification structure of meritocracy.

This has resulted in the Staff identification and classification systems.

Our Service Structure constitutes two aspects through which the Staff members are classified and identified namely, Service Groups and Service Levels.

Service Groups classify the Staff in three categories mainly for the purpose of payroll congruence namely Contract Staff, Career Staff and Corporate Staff.



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For the purpose of functional congruence ALKEBULAN's staff members are identified as Service Levels, which are classified into five categories, namely Subordinate, Specialist, Support, Strategic and Senior staff.

STAFF ORGANIZATION

Service Groups: There will be three main Service Staff, Career Staff and Corporate Staff.

- 1) **Contract Staff** consist of those who will have worked in the Company for up to two years and will be usually referred to as entry-level staff.
- 2) **Career Staff** consist of those who will have worked in the Company for two to five years and will be usually referred to as expert level staff.
- 3) **Corporate Staff** consist of those who will have worked in the Company for at least five years or more and will be usually referred to as elite level staff.

Service Levels: There will be five main Service Levels namely Subordinate Staff, Specialist Staff, Support Staff, Strategic Staff and Senior Staff.

- 1) **Subordinate Staff** messengers, drivers, guards, aides, office assistants, clerks, carpenters, masons, casuals, etc
- 2) **Specialist Staff** will include professional and technical staff such as secretaries, consultants, accountants, auditors, technicians, administrators, architects, civil and mechanical and electrical engineers, quantity surveyors, land surveyors, etc
- 3) **Support Staff** will include team leaders and branch managers
- 4) **Strategic Staff** will include executives and senior managers such as corporate managers, general managers
- 5) **Senior Staff** will include senior executives such as directors and officers

STAFF RECRUITMENT

Recruitment of all staff shall be made on the basis of equal opportunity irrespective of gender, race, social or economic status. Personality and character shall be the Company's determinant factors in staff recruitment and selection. Professional competence will be considered after character appraisal and the successful candidates will undergo an orientation program. All new staff shall be contracted for a year with a probation period of three months during which their performance will be appraised to determine their suitability and potential. All staff under probation shall normally be entitled to a portion of their due salary and only after confirmation of appointment at the determination of the probation period shall they become entitled to their full pay. All staff must have their dossiers submitted to the Company's HR Office immediately their appointment is confirmed and must have them updated every six months.

STAFF LEAVE OF ABSENCE

All staff shall be entitled to an annual leave on completion of one year's service. The Company's HR Office will issue dates for leave days for every staff member at the beginning of each year as approved by the Nominating & Governance Committee. All staff will be required to observe the dates for their leave days and their leave allowances will be paid to them while going for leave. All staff shall be entitled to an ad hoc leave of absence upon



approval of their application for such leave. All staff shall be entitled to a leave of sickness and any reimbursement requested shall be upon submission of a certificate of invalidity signed by a recognized medical authority.

All staff shall be entitled to a leave of compassion for the purpose of attending to personal mishaps such as illness or demise of close relations. All staff with dependents shall be entitled to a childcare leave and staff with pa/maternal needs shall be entitled to a pa/maternity leave with full pay and a term with half pay. In addition such staff may work half-day for up to an agreed term after the expiration of the pa/maternity leave with full pay provided that the duty station does not provide child care facilities. In case such facilities are available, only the pa/maternity leave will be admissible for leave of absence.

STAFF DETERMINATION

All staff shall be entitled to at least one month's written notice of termination of services or one month's salary in lieu of notice provided that termination of service shall not have been caused by disciplinary action in which case the staff member may be summarily dismissed. All staff due for retirement shall be entitled to their terminal benefits. Voluntary retirement shall be considered at the minimum age of 40 years and statutory retirement shall be considered at the minimum age of 50 years except for senior staff, which shall be 60 years. All staff members who have worked for at least a year in the Group shall be entitled to a Certificate of Service upon determination of their services provided they were not summarily dismissed.

STAFF AFFAIRS & WELFARE

All staff shall be entitled to a hearing of their grievance by the Company's HR Office upon application at the said office and the Grievances/Discipline Procedures shall be followed. All staff affairs shall be co-coordinated by the HR Office concerned which shall establish and maintain continuous interactive programs in order to ensure satisfaction of staff in identifying, resolving and handling issues related to their welfare, general working and living conditions and other employment issues. All staff shall be entitled to Company support in relation to career development opportunities in accordance with the annual staff appraisals through academic advancement, seminars, workshops, exchange programs, membership in professional bodies and scholarships. Extensive training opportunities shall be available to all staff members at the Company's residential training center where the top brass shall spend a week every quarter involved in orientation or training activities.

SERVICE APPRAISAL SYSTEM

All staff shall be subjected to regular appraisal under the Company's Service Appraisal System, which has been developed as the Company's nervous system and its most important management tool. The SAS will be used to assess the performance and potential of a staff member and their strengths and weaknesses. The SAS will be also used to assess the Company's work targets and standards in order to ensure that they are communicated to all staff in concrete terms and also to ensure that all staff appraisals are meaningful and measurable. The SAS will detail work targets and standards to all staff in order to enable them achieve those targets and standards without much fuss. It will be the means by which the entire Company and its staff are appraised on the basis of their performance in relation to each other in order to identify areas of improvement and review.



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PAYROLL MANAGEMENT

This section concentrates on performance-related pay, which will be used to reward all those from the boardroom to the shop/construction floor, both professional and manual staff of ALKEBULAN. The introduction of a performance-related pay system is an important system of performance management. A performance related pay scheme is one, which provides for payments to individuals based entirely on their teamwork.

The term performance related pay is often used to refer to all the many ways in which performance and pay will be linked in order to motivate people at work to improve their performance. Performance-related pay will be distinguished as a system that seeks to enhance individual performance against specifiable criteria as well as taking individual characteristics into account. It will sometimes be referred to as merit pay and the rationale behind it will be that non-output related performance standards are introduced by providing goals for individual workers to strive for. Performance-related pay will be the explicit link of pecuniary reward to individual, group or company performance (or any combination of the three).

More specifically performance-related pay will link additional payments, over and above the remuneration, to a contribution outputs and skill assessment of an individual's performance within a team environment. Each team will be set targets or objectives at the beginning of the month, quarter or year and will be then assessed on them at the end. Depending on how well it has performed, the team members will be awarded a sum of money, which will be paid on top of their salary. The advantage of performance-related pay will be that it will embrace the notion of both increases in pay and of the movement of pay across and up pay bands and scales.

Performance-related pay will link pay progression to a performance rating which will be carried out during a performance review at different times and normally provide for an increase in base pay which will be governed by a rating against such criteria as performance and competence inputs. Commonly known as achievement bonus, this system will reward individual employees on the basis of ratings carried out on the team's performance.

This team-based performance-related pay will operate through a formal performance management system, which will be used to establish the linkage between the performance of individuals as a team and the performance of the ALKEBULAN as a whole. The rationale for performance related pay will be to improve the performance of ALKEBULAN through motivating individuals to improve their performance through teamwork.

This system will achieve its objectives through

- 1) Motivating all people in ALKEBULAN**
- 2) Focusing attention on the key areas which will improve overall performance**
- 3) Communicating information about the performance targets of ALKEBULAN**
- 4) Helping ALKEBULAN become more results or performance focused**
- 5) Supporting existing cultures or values, which are already performance oriented**
- 6) Emphasizing the importance of team work as well as individual effort**
- 7) Improving recruitment and retention of high-quality employees**
- 8) Ensuring that the pay bill varies in line with performance**



A formal performance management system will very often determine the success of a performance-related pay scheme especially one in which individuals will agree on work targets or objectives and their performance will be assessed in the light of their achievement in relation to those targets. The quality of the links to be established between performance-related pay and formal performance management systems will be crucial to the issue of raising organizational performance and therefore crucial to the success of performance-related pay systems if their declared objective is to improve organizational performance.

Clearly in such circumstances, the link between individual performance, team performance and organizational performance as a whole will be critical. For individual performance to impact positively on organizational performance the link between the two will need to be direct and self-evidently so. The team will be the only link that directly impacts both the individual performance and the organizational performance and its absence will have adverse effect to both the individual and ALKEBULAN. It will be through the team that the individual will relate with ALKEBULAN and the reverse will be true, ALKEBULAN will only relate with the individual through the team.

The assessment is carried out through Company's Strategic Office, which will use appraisals of the team done by three different teams superior, equal and subordinate to the team under assessment. These appraisals will then be scored and the HR Office will award the points as shown in the matrix below

THE ACHIEVEMENT MATRIX

Team Contribution	Team Score	Increment (%)	Stars
Par Excellent	80 = 100	30	3
Excellent	60 = 79	20	2
Good	40 = 59	10	1
Fair	20 = 39	0	0
Average	0 = 19	0	0

Those individuals whose team performance will be outstanding will be awarded at least 30 per cent and those whose team performance exceeds the targets may expect to be awarded at least 20 per cent. Those whose team performance will be just above the target range may expect to be awarded at least 10 per cent while those with lower team performance will be hardly worth giving anything. Integral to the achievement awards will be a personal development plan, team building plan and a business focus plan. Formal performance review will take place twice every month and employees will be coached continually. At the formal reviews employees will receive feedback on their team performance and objectives may be revised in the light of changing priorities. Employees must also be made aware of the performance criteria and the standards they have to meet. All documentation will be made available to the teams concerning their appraisal and final performance ratings so that they decide the best way in which they can improve their performance. In the end, the team members will have to figure out the best method for improving their performance and to determine the problem among them.

This will enable individuals to discipline and support each other for the common good and thereby enhance their integral contribution to the whole organization. However, the reality is that many people work together with other individuals but they are not necessarily teams.



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It will be therefore important to understand the intrinsic nature of teams and team working.

The members of a team will have the following characteristics that are integral to the team namely purpose, possession, preservation, position, price, process, production and play.

Purpose means that they will have a common goal and purpose.

Preservation means that they will have a common front and voice.

Position means that they will have the same identity as that of the team.

Price means that they will accept accountability for the other team members within their team and personally will undertake responsibility for the team's performance.

Process means that they will have a common way for getting the desired results.

Production means that they will have a common activity toward the desired results.

Play means that they will have a common ground for meeting and interacting with each other.

OUR PAYROLL SYSTEM

Upon capitalization, our Payroll System will constitute one of the world's most comprehensive pay packages and definitely, one of the most rewarding.

All staff members will be entitled to monthly salaries, which will include:

Basic Pay – 50% of Consolidated Pay p.m.

House Allowance – 40% of Basic Pay p.m.

Travel Allowance – 30% of Basic Pay p.m.

Duty Allowance – 20% of Basic Pay p.m.

Entertainment Allowances – 10% of Basic Pay p.m.

Tax Benefits – 30% of Consolidated Pay p.m.

In addition, all staff members will be entitled to annual benefits, which will include:

Medical Allowance – 120% of Consolidated Pay

Leave Allowance – 100% of Basic Pay

There will be an additional pay that will come through team performance where the staff members may earn up to 30% of their salaries. This will be determined by evaluating team performance through a team score with the number of team members. The score will determine the pay increment per month. If a team maintains a high toward the team's synergy. Appraisals of each team will be carried out by a superior team, a similar team and a subordinate team simultaneously. These teams will be given the discretion to award points within the specified range while taking into account the performance of the team as a whole.

The pay package will be complemented by a substantial benefits scheme for all staff which will include medical benefits, terminal benefits, loan entitlements, imprest benefits, child care schemes, bonuses, paid up family score for a quarter, it will be awarded an increment according to the stars gained in that quarter. The performance of a team will be determined by the members through the development of their skills, services and strategies vacations and tours which will be awarded as additional incentives for performance growth. The medical benefits will include sickness allowances, chronic illness allowances and an annual



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medical allowance.

The terminal benefits will include pension schemes, demise allowances and terminal illness allowances. The childcare schemes will include pa/maternity allowances, day care facilities and child care allowances. Advance facilities will also be given to staff at preferential rates for emergencies, car purchase, home ownership and startup capital. There will also be a comprehensive severance pay package that includes a lump-sum equivalent to three months' gross pay and a career placement assistance program, which will incorporate a career development-training schedule free of charge by ALKEBULAN.

CONSOLIDATED PAY

This is generally projected to be developed to match 20% of Gross Annual Revenues & thus be adjusted and structured to be performance based.

However, in order to establish ALKEBULAN as an international organization, whose compensation system is based on international standards, start-up consolidated pay ranges are as follows, (**Kenya Pound Ke£:KShs.20**)

Senior Staff: Pay Code S205-S255 [Kenya Pounds £2,700,000 to £3,000,000, Per Annum]

Strategic Staff: Pay Code S154-S204 [Kenya Pounds £2,100,000 to £2,400,000, Per Annum]

Support Staff: Pay Code S103-S153 [Kenya Pounds £1,500,000 to £1,800,000, Per Annum]

Specialist Staff: Pay Code S52-S102 [Kenya Pounds £900,000 to £1,200,000, Per Annum]

Subordinate Staff: Pay Code S1-S51 [Kenya Pounds £300,000 to £600,000, Per Annum]

Basic Salary – 50% of Consolidated Pay

House Allowance – 40% of Basic Salary

Travel Allowance – 30% of Basic Salary

Duty Allowance – 20% of Basic Salary

Entertainment Allowance – 10% of Basic Salary

Consolidated Pay, includes a 30% Tax Benefit

Medical Benefit – 120% of Consolidated Pay

Leave Allowance – 100% of Basic Pay

Credit Line Facility – 1 x Monthly Gross Pay [1% Interest per Annum, 30 Days Repayment Term]

Emergency Facility – 1 x Monthly Gross Pay [0% Interest per Annum, 90 Days Repayment Term]

Capital Facility – 1 x Annual Gross Pay [2.5% Interest per Annum, 5 Years Repayment Term]

Housing Facility – 10 x Annual Gross Pay [5% Interest per Annum, 30 Years Repayment Term]

Vehicle Facility – 3 x Annual Gross Pay [3% Interest per Annum, 3 Years Repayment Term]

OUR OFFICES

Regional Offices – There are Eight (8) Regional Offices around the world, managed online by alkebulanreserve.com, which are our contact points for top-level Strategic Staff Members, as well as all our stakeholders at the regional levels. These Regional Offices report directly to our Global Head Office and they have general oversight over their specific region's Country Offices. They are in charge of management of the day-to-day operations of ALKEBULAN at the regional level; ALKEBULAN plans to incorporate regional holding companies, which will establish their respective physical regional head offices and have professional staff members



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to interact directly with our regional stakeholders. The regional holding companies will be responsible for establishing the country-specific holding companies of ALKEBULAN. Each Regional Office will be headed by a Regional Manager and his/her professional staff members.

The Regional Offices include: (Email Addresses, managed online by alkebulanreserve.com)

- Regional Office – Asia (Email: Asia@alkebulanreserve.com)
- Regional Office – Middle East, North Africa, and Greater Arabia (Email: MENAGA@alkebulanreserve.com)
- Regional Office – Europe (Email: Europe@alkebulanreserve.com)
- Regional Office – North America (Email: NorthAmerica@alkebulanreserve.com)
- Regional Office – Central America and the Caribbean (Email: CentralAmericaCaribbean@alkebulanreserve.com)
- Regional Office – South America (Email: SouthAmerica@alkebulanreserve.com)
- Regional Office – Sub-Saharan Africa (Email: SubSaharanAfrica@alkebulanreserve.com)
- Regional Office – Australia and Oceania (Email: AustraliaOcenia@alkebulanreserve.com)

Country Offices – There are One Hundred and Ninety Six (196) Country Offices around the world, managed online by alkebulanreserve.com, which are our contact points for mid-level Strategic Staff Members, as well as all our stakeholders at the country levels. These Country Offices report directly to their respective Regional Offices and they have general oversight over their specific country's Business Division Offices. They are in charge of management of the day-to-day operations of ALKEBULAN at the country level. ALKEBULAN plans to incorporate country-specific holding companies, which will establish their respective physical country head offices and have professional staff members to interact directly with our country-specific stakeholders. The country-specific holding companies will be responsible for establishing the business divisions of ALKEBULAN, within their respective countries and paying all taxes on revenues generated by the business divisions of ALKEBULAN, within their respective countries. Each Country Office will be headed by a Country Manager and his/her professional staff members.

The Country Offices include: (Email Addresses)

Asia

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- Country Office – Brunei (Email: Brunei@alkebulanreserve.com)
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- Country Office – Turkmenistan (Email: Turkmenistan@alkebulanreserve.com)
- Country Office – Uzbekistan (Email: Uzbekistan@alkebulanreserve.com)
- Country Office – Vietnam (Email: Vietnam@alkebulanreserve.com)

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- Country Office – Swaziland (Email: Swaziland@alkebulanreserve.com)



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- Country Office – Tanzania (Email: Tanzania@alkebulanreserve.com)
- Country Office – Togo (Email: Togo@alkebulanreserve.com)
- Country Office – Uganda (Email: Uganda@alkebulanreserve.com)
- Country Office – Zambia (Email: Zambia@alkebulanreserve.com)
- Country Office – Zimbabwe (Email: Zimbabwe@alkebulanreserve.com)

Australia and Oceania

- Country Office – Australia (Email: Australia@alkebulanreserve.com)
- Country Office – East Timor (Email: EastTimor@alkebulanreserve.com)
- Country Office – Fiji (Email: Fiji@alkebulanreserve.com)
- Country Office – Kiribati (Email: Kiribati@alkebulanreserve.com)
- Country Office – Marshall Islands (Email: MarshallIslands@alkebulanreserve.com)
- Country Office – The Federated States of Micronesia (Email: TheFederatedStatesofMicronesia@alkebulanreserve.com)
- Country Office – Nauru (Email: Nauru@alkebulanreserve.com)
- Country Office – New Zealand (Email: NewZealand@alkebulanreserve.com)
- Country Office – Palau (Email: Palau@alkebulanreserve.com)
- Country Office – Papua New Guinea (Email: PapuaNewGuinea@alkebulanreserve.com)
- Country Office – Samoa (Email: Samoa@alkebulanreserve.com)
- Country Office – Solomon Islands (Email: SolomonIslands@alkebulanreserve.com)
- Country Office – Tonga (Email: Tonga@alkebulanreserve.com)
- Country Office – Tuvalu (Email: Tuvalu@alkebulanreserve.com)
- Country Office – Vanuatu (Email: Vanuatu@alkebulanreserve.com)

This **Corporate Profile** is a true statement of the current and proposed affairs of the Company, in the year 2023.

Sincerely yours,

For: **ALKEBULAN INVESTMENTS RESERVE LIMITED**

Mr. James Wanderi Kairu
CHAIRMAN

James.kairu@alkebulanreserve.com

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