



CAR & GENERAL (KENYA) PLC

QUESTIONS FOR THE ANNUAL GENERAL MEETING OF 24TH MARCH 2022

- 1) Is there a possibility to increase the company shareholding in Watu Holding Limited as it is currently doing well?

We increased our shareholding to 29%. At the moment there are no further shares available for purchase and so the opportunity to increase our shareholding further in Watu Holding Limited is limited but should the opportunity arise, we will certainly look at it as long as the valuation is right.

- 2) What has necessitated the significant increase on the cost of Staff Salaries and Wages?

The reason for the increase is that we significantly increased our headcount. The business grew by 42% during the year and this was largely driven by our people to a large extent. We are proud of the way we are contributing to the employment in Kenya.

- 3) Can the ICT training and development of our staff be done more frequently to increase the revenue?

The figure on the note on the revenue section are from NIIT our training centre and not training of our staff. NIIT is one of our businesses that deals in training. I hope this clarifies the note on the revenue. However, we will continue to train staff and increase the training and in return, we expect that this will increase our output and efficiency.

- 4) What has the Company done to enhance gender equality for sustainable tomorrow?

The company takes much interest in the social and other aspects of development. We have now grown in the areas of outreach, which includes inclusivity, gender equality, social and community interest and we do have a very thriving social investment program. Our staff contingent at the moment is 50% female and 50% male across the Group.

- 5) What role does the Company play in entrenching the sustainability of the company and what does the future holds for the Company?

For sustainability, we really do plan ahead and as you can see we are trying to diversify the business. We take great interest in ensuring that shareholder's value and interest is carefully placed in the right place.

- 6) Does the CEO have a mentor and what legacy would he want to leave after his tenure at Car and General plc?

The Board of Directors and other advisers like Mr. Conrad Nyukuri, the Company Secretary, Mr. Fred Aloo, the Auditor, are the mentors that coach us at Car and General plc. In terms of legacy, we would like to create a sustainable Company that exists and thrives beyond the next 100 years. Developing great people and developing gender diversity. We are confident that in the next 10-15 years we will

have great managers to take the company forward.

7) Why is the Company borrowings high?

The lead time in the global supply chain increased which made the working capital requirement to increase hence the growth in borrowings.

8) Please elaborate the KRA dispute and if the shareholders should be worried?

We have won the first round which was at the tribunal level and when judgment was issued in our favor, KRA has now appealed and the matter rests with the High Court and that will be a process that will take its course. We hope we will have a positive outcome and are confident we have a strong case.

9) Please clarify if we have hatchery for chicks that farmers buy from the company or keep them for rearing?

The Company (Kibo Poultry Products) deals in the sale of day old chicks and we don't rare the chicks.

10) Can dividends be paid by M-Pesa?

Yes, dividends can be paid by M-Pesa. Please reach out to the Share Registrar or the Company Secretary for advice on how to go about this.

11) How is the sustainability of the Boda Boda business?

As you can see the Boda Boda industry has a huge impact on our economy in terms of employing a million people, feeding about 6 million people a day and generating 3.4% of GDP which is huge. If you look at these figures, I think it is a relatively sustainable business in the sense that it is very important to the economy. However, I think we have the responsibility as the stakeholders of the Company and the industry to step up and make sure the industry is better managed and is better regulated to ensure safety of all our citizens.

Please contact the company secretary at info@adili.co.ke and Carol Omanjo at Carol.omanjo@cargen.com