

# **AL Habib Asset Management Limited**

## **Alignment of Interest Policy**

This Policy is prepared in accordance with the requirements of Regulation 60A and Schedule XXII of the Non-Banking Finance Companies and Notified Entities Regulations, 2008.

Chief Executive Officer, Chief Investment Officer and Head of Investment committee are collectively referred to as the “Key Employees” for the purpose of this Policy.

The Board of Directors (BOD) of the Company shall have an overall responsibility for implementation of the Alignment of Interest Policy.

### **KEY FEATURES**

- i. Ten percent of any performance bonus paid (net of income tax) to the key employees will be in the form of units of Collective Investment Scheme managed by the Company (CIS).
- ii. To align the interest of key employees, ten percent of any performance bonus paid (net of taxes) will be equally invested in CIS managed by the key employees.
- iii. The Company will disclose such bonus paid to the key employees in the form of units of each scheme in aggregate along with the scheme’s return in respective annual accounts.
- iv. The lock-in period for the units allocated to the key employees will be twelve months.
- v. The Chief Compliance Officer will be responsible for compliance and will ensure that adequate record with applicable requirements shall be generated and retained.
- vi. If any fraud, gross negligence, mis-selling or deceptive conduct is proved against a Key Employee, the Board will decide the amount to be forfeited/ claw backed from the account of the Key Employee in favor of the Company.
- vii. The AMC will disclose the formulated policy along with summary of any exemption to the policy on its website and annual report.
- viii. This Policy shall be reviewed periodically and revised as appropriate to reflect the evolving functions of the Board and developing trends of best practice and regulatory compliance in corporate governance.