



## **Alignment of Interest of Policy**

### **Preamble:**

The policy has been developed as per Regulation 60A and Schedule XXII of the NBFC & NE Regulations, 2008, to align the interests of its key employees i.e. allocate a part of compensation of the CEO, CIO and Head of Investment Committee with the units of the Collective Investment Schemes (CIS) managed by the Alfalah Asset Management Limited (AAML). The policy is approved by the Board of Directors of Alfalah Asset Management Limited in accordance with the requirement of Regulation 60A and Schedule XXII of the NBFC & NE Regulations, 2008 of Securities and Exchange Commission of Pakistan (SECP).

### **The Policy:**

The following are the requirements for alignment of interest of key employees with the unitholders of CIS/Mutual Funds managed by AAML:

In compliance with Regulation 60A of the NBFC & NE Regulations, 2008, the company aligns the interests of its key employees i.e. Chief Executive Officer (CEO), who chairs the Investment Committee(s) of the company and Chief Investment Officer (CIO) with that of the Unit Holders of its Mutual Funds.

Following are the covenants of this Policy:

#### **1. Allocation amount:**

10% of the annual Performance Bonus of CEO and CIO will be in the form of units of mutual fund(s) of their choice being managed by AAML.

#### **2. Lock-in Period:**

This investment will have a lock-in period of 365 days from the date of investment, after completion of which the unit holder may redeem their investment as they choose.

#### **3. Monitoring:**

The Compliance department will be responsible to ensure monitoring of this policy and report its status and breach (if any) to the Board on regular basis.