

## ALIGNMENT OF INTEREST POLICY

### 17.1. Alignment of Interest Policy

The objective of this policy is to align the interest of key employees with the unitholders of ABL AMC managed mutual funds.

For the purpose of this policy key employees shall constitute: CEO, CIO & Head of Investment Committee.

In order to ensure that the key employees perform their respective functions in the best interest of the unit holders following policy shall be followed:

- (i) Out of the total Annual Performance Bonus payable to the aforementioned Key Employees 5% share may be disbursed in the form of units of ABL Cash Fund / ABL Islamic Cash Fund;
- (ii) Minimum holding period will be 06 months after which the units can be redeemed by the relevant employee;
- (iii) Any type of established fraud, gross negligence, mis-selling or deceptive conduct on the part of key employee; may result into confiscation/forfeiture of invested units. The Disciplinary Action Committee (DAC) shall investigate, establish and report the findings and recommendations on any such involvement to the CEO/BHRC (whichever is applicable) for further decision;
- (iv) Disclosure of performance award paid to the Key Employees in the form of units of various types of mutual funds will be made in annual accounts according to the prevailing laws;
- (v) All the documents and records will be retained for a minimum period of 5 years.