

**PAK-QATAR**  
ASSET MANAGEMENT



**Today, for a Better Tomorrow**

**Alignment of Interest Policy**

**November 27, 2023**

## **INTRODUCTION**

In-line with the requirements of Regulation 60A of the NBFC & NE Regulations, 2008, the objective of this policy is to align the interests of its key employees with those of the unit holders of the Collective Investment Schemes (CIS) managed by Pak-Qatar Asset Management Company Limited (PQAMC).

For the purpose of this policy, key employees shall constitute: CEO, CIO, Head of Investment Committee and Fund Managers of respective collective investment schemes.

## **POLICY**

- Out of the total Annual Performance Bonus payable to the aforementioned Key Employees, 10% share shall be disbursed in the form of units of the CIS managed by PQAMC.
- In case of Fund Managers, the resultant amount shall be invested in funds/plans under their domain. In case of more than one fund/plans under management, the amount shall be invested in equal proportions.
- Respective key employees, other than fund managers will have the option to decide which fund this allocation is made in.
- Minimum holding/lock in period against each disbursement shall be 1 year. No redemption will be allowed during this period. Cases of retirement or expiry of contracts before the expiry of lock in period will be considered on a case to case basis by the management. In case of resignation or termination, the lock in period as above shall apply.
- If it is determined that the key employee has acted fraudulently or committed any misconduct, the management after enquiry including a hearing opportunity to the concerned, reserves the right to clawback part or all of the units allocated, if found guilty.
- In case of non-declaration of a performance bonus for any specific year, a 10% of a basic salary of the key employee for the last month of the preceding financial year (June) shall be allocated as per the guidelines above.
- PQAMC will disclose all the relevant information in accordance with the requirement of Schedule XXII of the Non-Banking Financial Companies and Notified Entities Regulation 2008.
- All the documents and records will be retained for a minimum period of 5 years.