

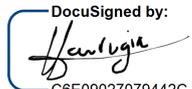


CONFLICT OF INTEREST POLICY

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Approval and Review

Approved by	Board of Directors
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Revision History

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1.2	2024.06.04	Eliza Montebello	Annual Update
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1. Introduction

Praude Asset Management Limited (the “Company”) is guided by the general principle to act honestly, fairly and in the best interests of our clients. Our Conflicts of Interest Policy (“the Policy”) serves to identify any conflicts of interest (“COI”) that may exist between:

- (a) ourselves or anyone linked to the Company and our clients; or
- (b) one client and another.

We must ensure that clients are not adversely affected by potential risks or conflicts, actual or perceived.

Employees and others acting on behalf of the Company must be free from any conflict of interest that may adversely influence their judgement, objectivity or loyalty in conducting the Company’s business activities. Where a COI does arise, it must be promptly reported so as to ensure that the best interest of our clients is upheld. The Company recognises that employees may take part in legitimate financial business, charitable and other activities outside their role at the Company. Any potential COI issues raised by these activities must be disclosed promptly to the Chief Executive Officer. The Company encourages a culture of openness – disclosures of COI should be embraced and not ignored.

All staff members must sign a declaration confirming that they have read this Policy and agree to abide to it every time it is updated.

A copy of the declaration to be signed by all staff is attached as Appendix A. Annually, the individual members of the Board of the Company present a Conflicts of Interest declaration which is tabled during the Board Meeting.

Further, a register of involvements of the Board members, key function holders and staff of the Company is tabled at each Board of Directors meeting. This allows the Company to assess and document any necessary arrangements in order to manage the conflicts identified that pose a material potential risk of damage to the interests of one or more clients.

2. What is a Conflict of Interest?

Conflicts of Interest which carry a material risk of damage to the interest of a client may include situations where the Company or any person directly or indirectly linked to the Company:

- Is likely to make financial gain or avoid a financial loss at the expense of the client;
- Has an interest in the outcome of a service or activity provided to the client or of a transaction carried out on behalf of the client, which is distinct from the clients’ interest in that outcome;
- Has a financial or other incentive to favour the interest of another client or group of clients over the interests of the client;
- Carries out the same business as for other clients;
- Receives or will receive from a person other than a client, an inducement in relation to a service provided to that client in the form of monies, goods or services other than the standard pre-determined commission or fee for that service;



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- Designs or recommends a product or service without prior proper consideration of the Company's other products and services vis-a-vis the interest of its clients and does not make the fees payable in such product clear to the client;
- Where there is non-disclosure of the Company's employees having an interest or position in an outcome of a transaction that is at odds with the outcome sought by the client.

3. Managing Conflicts of Interest

Employees are expected to conduct themselves in a way that avoids COI wherever possible. When a conflict is identified or where a potential conflict may arise, all employees have a duty to ensure the fair treatment of all the parties involved and to make the appropriate disclosures. In instances where a conflict cannot be avoided, the issue must immediately be disclosed to all the parties involved and all the circumstances surrounding the conflict must be reported to the Chief Executive Officer. If conflicts are not properly identified and managed, the Company and its employee could lose revenue, suffer reputational damage and be subject to legal or regulatory action. Accordingly, the Company has procedures for managing conflicts of interest as set out below:

3.1 Staff Dealing Policy

The Company maintains a separate Staff Dealing Policy which amongst other things sets out the Company's requirements and procedures for instances where staff undertake their own personal dealings. The policy deals with instances where personal dealings involve securities that are concurrently held by the Company's clients (both for discretionary mandates and those directly invested in the fund) as well as instances where this is not the case.

In instances where the external business interests of employees may conflict with the Company's interests and those of its clients, staff must obtain senior management approval.

3.2 Independence Policy

Where the Company or an employee has an interest in an arrangement or relationship which may be considered likely to influence any exercise of discretion of the Portfolio Managers then it/they must disregard that interest, arrangement or relationship when exercising that discretion.

3.3 Gifts Policy

Staff are not permitted to receive monetary gifts from any potential or existing service providers or clients in any way or form, unless considered and approved by the Board of Directors. The Company's stance on non-monetary gifts is limited to gifts that do not exceed €100 in value. Items exceeding this amount shall be put past the Board of Directors for consideration. Items such as pens, diaries, calendars and other souvenir items whose value does not exceed €100 are not considered gifts for the purposes of this Policy.

3.4 Chinese Walls

This term is used for the established arrangements, which prevent the unauthorised flow of confidential information from one predefined part of the Company to the other. These arrangements define the circumstances in which the Company can communicate confidential information within the entity and the procedures to follow. The nature of the Company's business is such that it does not



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need to have Chinese Walls in place on a permanent basis but such arrangement could be used on an ad-hoc basis if, and when, the need arises.

3.5 Restriction on Access to Information

To minimise the risk of accidentally disseminating confidential information, all employees are asked to ensure that when they leave their desk unattended, sensitive and confidential correspondence and information is not left on the desk where it is visible. Computers are to be either switched off or locked. As an additional precaution, computers will automatically lock if unattended for a short period.

The access to computer drives and to folders and files located within the drives can be and are restricted using passwords and user IDs. All employees have access to the drives though certain folders and files are restricted.

Where confidential information is to be disposed of, employees should make sure that this is done in a secure way e.g. through shredding.

The Company maintains separate detailed policies and procedures in this regard. Employees are referred to the Company's ICT_USIP policy and procedure in this regard.

3.6 Inducements Policy

The Company maintains an Inducement Policy and has a log detailing the current agreements on fees and commissions.

3.7 Separation of Function

Job roles are designed to limit the potential for COI. Where appropriate and proportionate, systems and controls exist to prevent employees from undertaking roles where such conflicts may exist. Part of the Company's compliance obligations are to review these to ensure that the segregation of duties is reviewed as appropriate.

3.8 Anti-bribery & Corruption Procedures

The Company has in place a Code of Business procedure.

3.9 Exercise of Voting Rights

The Company maintains an Exercise of Voting Rights Policy, which forms part of the Investment Management Policy and Procedure as well as Corporate Actions Log which details the actions and the reasons for such action taken by the Company in respect of corporate action requests.

4. Action to be taken when a "COI" is Identified

The Company takes all reasonable steps to prevent COIs from constituting or giving rise to a material risk of damage to the interests of our clients. Where the potential risk cannot be effectively managed with reasonable confidence to prevent it, it shall be disclosed to clients preferably prior to the provision of services, in a durable medium. The client shall be provided with sufficient detail so as to enable them to make an informed decision on how to proceed.



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Appendix B of this Policy contains a Conflict of Interest Register which is specifically designed to identify perceived or actual conflicts that staff and/or the Company may face together with the description of the conflict and the mitigating controls that the Company has put in place.

Directors and/or staff present at a Board Meeting are expected to recuse themselves from any discussions or decisions that involve any potential conflict of interest until that matter is dealt with. If the matter is of a highly confidential or controversial nature, the person involved should leave the room so as to avoid any doubt that the conflict has been dealt with and it should be minuted accordingly.

In circumstances where the Company's arrangements for managing conflicts of interest are insufficient to ensure the prevention of risks or damage to a client's interests, then Senior Management shall be promptly informed and shall consider bringing this to the client's attention and where necessary seek the permission of interested parties to act. The client shall be provided with sufficient detail so as to enable them to make an informed decision on how to proceed. In managing the COI, the Company will pay due consideration to the client's investment objectives, the content of their portfolios and the investor's objectives.

5. Disclosure of the Policy

A summary of the Policy is available on the Company's website and the full Policy shall be made available to any investor upon request. The subscription documents of the Company's clients provide investors with the appropriate information they need, including the details of the Company's website.

6. Amendment and Review of the Policy

The Company is committed to ensuring that its policies and procedures are comprehensive and up-to-date, particularly as new information, techniques and regulations come into effect. The Board of Directors may alter, add to, or eliminate specific aspects of the operating systems in place as they deem fit, in order to safeguard the investors best interests.

The Board of Directors shall review and update the Policy including the Conflict of Interest Register should the Company decide to introduce new procedures that are not sufficiently covered by the Policy currently in force or where new COIs are identified. In any case, the Board of Directors shall carry out an annual review of this Policy.

Appendix A

Confirmation of Receipt of Conflicts of Interest Policy

The overarching principle of the Conflict of Interest Policy of Praude Asset Management Limited (the "Company") is that every employee must primarily act in the interests of the customer and disregard any personal and/or any other material interest or conflict of interest when dealing for a client in the exercise of discretion.

I will ensure that any personal and/or any other material interest or conflict of interest will be disregarded when dealing on behalf of a client in the exercise of discretion.

Where it is not possible to disregard such personal and/or any other material interest or conflict of interest, I agree to discuss the matter with the Senior Management or the Board of Directors prior to exercising discretion and will only act on their instructions.

I declare that I have read and understood the contents of the Company's Conflict of Interest Policy

I also declare that I am aware of and agree to abide by the Company's Conflict of Interest Policy at all times. I further confirm that if I am in any doubt of how this policy is to be interpreted I will discuss the matter with the CEO or the Compliance Officer.

(Please sign and return one copy to the CEO)

[NAME AND SURNAME]

[DESIGNATION]

[DATE]

Appendix B

The following is a list of General Business Conflicts identified by the Company and the Mitigating Controls in place.

General Business Conflicts		
Conflict of Interest	Description	Mitigating Controls
Conflicting positions or trading strategies	<ul style="list-style-type: none"> - One portfolio manager manages multiple clients; - Having a conflicting position in securities or adopting conflicting trading strategies for different Clients such that dealing for one Client may potentially be detrimental to the other. 	<ul style="list-style-type: none"> - <i>Trade Allocation Policy</i> - <i>Best Execution Policy</i> - <i>TOR of IC, Portfolio Managers are Regulated positions and must abide by their Codes of Conduct</i> -
Management and performance fees	<ul style="list-style-type: none"> - Potential failure to properly disclose the amount and basis of calculation of the fees and commission charged on a particular fund could give rise to a conflict of interest between the interests of the Company, of its Clients and those of Investors. 	<ul style="list-style-type: none"> - Monitoring and board review of disclosures - Legal review of Offering Documents to ensure disclosures are adequate and in line with Regulations - External Administrator performance fee calculations
Trade Allocation	<ul style="list-style-type: none"> - Issues of allocation and aggregation between clients; - Investment opportunities between Clients; or between the Company, it's Personnel and Clients; may be allocated more preferably to one party, disadvantaging one or more Clients - Conflicts of interests arising in allocating investments to concurrent Funds/investors 	<ul style="list-style-type: none"> - <i>Independent Board oversight for all Funds</i> - <i>Order Allocation Policy</i>
Favouring counterparties	<ul style="list-style-type: none"> - Potentially favouring certain counterparties over others where such counterparties offer the Company or its staff other products, services, allocations, or other gifts, entertainment, fees or benefits. 	<ul style="list-style-type: none"> - <i>Gifts Policy</i> - <i>Best Execution Policy (in respect of the selection of brokers of other counterparties)</i>
Co-Investment	<ul style="list-style-type: none"> - Potential conflicts arising as a result of co-investment by the Fund(s) and Personnel in an individual capacity 	<ul style="list-style-type: none"> - <i>Staff Dealing Policy</i>

	<ul style="list-style-type: none"> - Personnel are permitted to invest on a deal by deal basis and/or different terms to those offered to Investors 	
<p>UBO roles and investments</p>	<ul style="list-style-type: none"> - UBO is invested in some of the clients managed by the Company whilst holding various positions including Portfolio Manager and Investment Committee Member. 	<ul style="list-style-type: none"> - <i>The Board believe that this is in fact a strength. Promoting a fund which you are invested in yourself is evidence that you are committed and believe in your strategy. If you do not believe in what you do, (i.e. if you are not invested in the fund you manage and promote), why should anyone else. However, we do note that it may be perceived as a conflict. The UBO has purchased the units with his own funds and therefore also carries an equal risk in the funds which he manages. Furthermore, the majority of his personal investments are carried out through companies which he owns, however he does not sit on the respective Boards who would ultimately have the final say on the respective company investments.</i> - <i>Staff Dealing Policy</i>
<p>Employees holding senior positions in the funds managed by the company</p>	<ul style="list-style-type: none"> - Various employees of the company occupy directorship roles or senior management positions in the funds managed by the Company. - This could give rise to a situation where the Company and the funds it manages have a conflicting interests and the employee is put in a position where they must choose a side. - Puppet director - Employees giving preferential treatment to the funds in which they hold a position (see client order handling) 	<ul style="list-style-type: none"> - <i>The Company understands that occupying a senior role such as a directorship gives rise to a fiduciary duty wherein the director must act in good faith and execute the office in a professional and ethical manner and is subject to its own separate requirements. Most of these roles are approved by the regulator so there is an added comfort in that.</i> - <i>Employees that are recommended for such roles have the utmost trust of the Company and as such are put in that position because the Company believes that they would always carry out their fiduciary duties diligently and fairly. The Company also provides independent training to employees who assume such a role to ensure</i>

		<p><i>that they are fully aware of their duties and responsibilities.</i></p> <ul style="list-style-type: none"> - <i>Company Employees do not make up a majority of the Board composition of the Fund's they are appointed Directors on.</i>
Client order handling	<ul style="list-style-type: none"> - Orders are not handled fairly and not executed in a timely manner 	<ul style="list-style-type: none"> - <i>Best execution policy</i>
Remuneration of Portfolio Managers	<ul style="list-style-type: none"> - Article 33(1)(c) 	<ul style="list-style-type: none"> - <i>Remuneration policy</i>
Investments in entities with close links	<ul style="list-style-type: none"> - Business relations may exist with investee companies, or there may be close links between portfolio managers and the investee companies 	<ul style="list-style-type: none"> - <i>All staff are required to declare their involvements on a quarterly basis.</i> - <i>Any portfolio manager having a vested interest in an investee company is to abstain from any decision involving the investment in that company.</i>
Investment in the Funds managed by the Company	<ul style="list-style-type: none"> - Praude may be directly or indirectly invested in the Funds it manages 	<ul style="list-style-type: none"> - <i>Best Execution Policy</i> - <i>Order Allocation Policy</i>
Conflicting interests between funds with different investment strategies	<ul style="list-style-type: none"> - Conflicts may arise when different funds managed by Praude have different investment strategies 	<ul style="list-style-type: none"> - <i>The Funds managed by the Company have largely similar investment strategies.</i> - <i>Should a situation arise where funds have conflicting investment strategies, a portfolio manager will be assigned to each fund accordingly.</i>
Related Party Transactions	<ul style="list-style-type: none"> - Related party transactions include, but are not limited to, any arrangements or transactions between the Company or / and any of the funds it manages, or / and associate companies and a Directors, other Officers, a controlling shareholder or associates of a Directors, Officer or controlling shareholder. 	<ul style="list-style-type: none"> - <i>Oversight by the Compliance Officer(s)</i> - <i>External auditors and the related party disclosure requirements under IFRS and IAS.</i>
Trade Execution for related entities	<ul style="list-style-type: none"> - Senior Trader of the Company is temporarily appointed to execute trades for a related entity. 	<ul style="list-style-type: none"> - <i>No investment discretion is granted to the Senior Trader in executing trades for the related entity;</i>

		<ul style="list-style-type: none">- <i>All trades will only be placed under the instruction of the Director of the related entity;</i>- <i>Related entity is not a client of Company; no fees or services are being rendered by the Company;</i>- <i>The execution trader's involvement is contingent, non-discretionary, and will be documented via a Board Resolution of the related entity;</i>- <i>A memo in this regard was circulated to the Board of the Company in line with this Policy.</i>
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