



الصكوك الوطنية
NATIONAL BONDS

NATIONAL BONDS CAPITAL PROTECTED SHARI'A COMPLIANT FUND
ALTERNATIVE END-OF-SERVICE BENEFIT SYSTEM (SAVINGS SCHEME)

EMPLOYER GUIDE

- ✉ mohre@nationalbonds.ae
- ☎ 600 522279
- 🌐 nationalbonds.ae/MOHRE
- 📍 Head Office: Dubai
Branches : Abu Dhabi, Dubai,
Sharjah, Al Ain

WHAT IS THE SAVINGS SCHEME?

Through this scheme the end of service benefits of employees are invested in well-proven Investment Funds that are with good record, and which are approved by the Emirates Securities and Commodities Authority (The SCA). The scheme known as National Bonds Capital Protected Shari'a Compliant Fund aims to provide investment returns to employees on their end of service benefits.

The employer chooses the employees they wish to register into the Scheme, while ensuring their employees' entitlements from the previous period (as per the Labour Law) are preserved. These contributions will be invested by the Fund Manager with the opportunity to earn investment returns and grow their end of service benefits.





OBJECTIVE OF THE SCHEME

The savings scheme aims to protect employees from inflation and provides employees with the opportunity to benefit from investing in various economic activities in the UAE.

- Boosts UAE economy and consolidates protection and wellbeing of workers.
- Aims to increase investment revenue for subscribers and offers an additional voluntary contribution option.
- Enhancing the attractiveness and flexibility of the labour market to further support workers through elevating the quality of services.
- Further capitalisation of investment tools available in the diverse economic activities in the UAE.

NATIONAL BONDS CAPITAL PROTECTED SHARI'A COMPLIANT FUND

About National Bonds:

National Bonds was launched in 2006 with a mission to promote a savings culture that will benefit the people of the UAE. National Bonds is 100% owned by the Investment Corporation of Dubai (ICD), a principal investment arm of Government of Dubai. National Bonds is licensed and supervised by the Securities and Commodities Authority and audited by Dubai Government Financial Audit Authority, Shari'a Supervisory Board as well as reputable international external auditors.

National Bonds is proud to be approved as an Investment Manager to facilitate and provide all services related to the Savings Scheme for employers who volunteer to invest their employees' end of service benefits under MOHRE's Saving Scheme.

The Fund:

National Bonds Capital Protected Shari'a Compliant Fund is an investment Fund that allows employers to provide financial care and benefits to its employees by investing their end of service benefit in a simple and convenient manner. This investment option is suitable for employers seeking to grow their employees' end of service funds in a Shari'a compliant manner with low risk tolerance, and with the aim of generating money market-like returns.

With National Bonds Capital Protected Shari'a Compliant Fund, companies can monitor the performance via a digital and interactive platform. National Bonds aims to achieve a positive return on the fund for distribution to unit holders in the long run.

19
YEARS
940,221+
SAVERS & INVESTORS

DISTRIBUTED OVER
AED
2.9 **BILLION**
IN RETURNS

INVESTMENT PORTFOLIO
AED
16.4
BILLION

100+
COMPANIES
ENROLLED IN OUR CORPORATE
SOLUTIONS PROGRAM.

STRUCTURE FRAMEWORK



FUND MANAGER



EXTERNAL AUDITOR



منهاج للاستشارات
MINHAJ ADVISORY

SHARI'A ADVISOR

**Baker
McKenzie.**

LEGAL ADVISOR



standard
chartered

CUSTODIAN



FUND ADMINISTRATOR

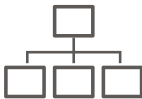
BENEFITS FOR EMPLOYERS



Unique Investment Opportunity Backed With Expertise And Experience Of National Bonds

National Bonds Capital Protected Shari'a Compliant Fund offers the following advantages to the employers who choose this option:

- Control of redemption in line with MOHRE guidelines.
- Shari'a Compliant.
- Capital Protected through its underlying investment strategy.
- User friendly and seamless experience through its portal.



Reducing Administrative Burden

National Bonds Capital Protected Shari'a Compliant Fund manages the end of service benefits seamlessly and efficiently through its expertise in scheme administration reducing the administrative burden on companies allowing them to focus on growth and development.



Gain Control on Disbursements of Money

Over the medium to long term, the Savings Scheme will be a financially and operationally feasible option for employers looking to manage their end of service benefits efficiently.



Enhancing Talent Acquisition and Retention

Employers benefit from National Bonds Capital Protected Shari'a Compliant Fund by way of enhancing financial wellbeing and hence productivity and job satisfaction of their employees. This is not only effective in attracting top talent but also crucial in retaining them, providing a significant advantage in today's competitive job market.

BENEFITS FOR EMPLOYEES

01

Unique Investment Opportunity with Sustainable Returns

- NAV calculated and announced on a weekly basis.
- Shari'a Compliant
- Capital Protected option for preserving investments.
- User-friendly portal for visibility of funds.

02

Alternative Investments Options

Employees have the option to enhance their investments by voluntarily adding their own funds to the available options. These additional investments are entirely at the employee's discretion, supplementing the employer's contributions.

The voluntary subscription raises awareness on financial planning for personal savings, as it offers workers the opportunity to keep investing their entitlements even after leaving their jobs.

03

Various Savings Opportunity

By offering diverse options to get returns on savings, the Scheme also helps precise financial planning, contributing to a more stable and prosper labour market.

04

Empowering Financial Awareness and Financial Planning

- It enables them to take control of their financial future and grow their savings. By participating, employees gain some of the knowledge necessary to make informed investment choices, helping ensure a more secure financial future.
- Additionally, the program offers the flexibility to continue investments with National Bonds even after their employment ends. This ongoing opportunity allows for sustained growth and long-term financial stability, reinforcing our commitment to supporting employees beyond their current workplace.

STEPS TO REGISTER FOR NATIONAL BONDS CAPITAL PROTECTED SHARI'A COMPLIANT FUND

1. Choosing the fund and Registration:

- Following approval, the employer chooses an approved investment fund.
- In this case, it is National Bonds Capital Protected Shari'a Compliant Fund.
- The employer signs up for the Savings Scheme through the MOHRE website.

2. Investment Agreement:

- The Company signs the investment agreement with National Bonds, the latter being the Fund Manager and Registry Administrator.

3. Subscription mechanism:

- Through the system, the fund gives the employer a user name to involve workers who want to invest in the fund.
- Informing the establishment on the method of transferring subscription amounts.
- Providing the employer with the ability to view the establishment's account in the fund.
- Pay the subscription for the employer he wishes to register.

4. Periodic transfer of subscription amounts:

- The company periodically transfers subscription amounts to the Fund as per the MOHRE and the Fund's terms.

5. Electronic data transmission:

- The MOHRE electronically transmits the data of participating employees and companies to the Registry Administrator.
- Providing employers and workers with electronic data statements.

The National Bonds Capital Protected Shari'a Compliant Fund aims to grow employees' savings and provide expected investment returns, thus boosting the economic impact of the employer and the worker in the UAE. For more information, please feel free to ask further questions by calling 600 522279

RULES OF PARTICIPATION IN THE SAVINGS SCHEME*

Basic subscription amount

Employers' contribution to the investment fund for full-time employees as per MOHRE guidelines is as follows:

- 5.83% of their employees' monthly basic salary if the employee has not completed five years of service.
- 8.33% if the employee has served more than five years.

Subscriptions must be transferred into the investment fund within 15 days of the beginning of each calendar month.

Additional voluntary subscription

In addition to the basic subscription made by the employers, subscribed employees may contribute voluntarily a percentage of their salary or an additional amount, either in instalments or as lump sum.

The voluntary contribution will be deducted from their salaries, provided it does not exceed 25% of the total annual salary.

For more information about subscription in the Savings scheme and fees for other work patterns, refer to Ministerial Resolution No. 668 of 2023 Regarding Subscription under the Alternative End of Service Benefits System.

Entitlements of the employee

The employee is entitled to all basic subscription amounts paid by the employer and any returns resulting from it during the subscription period, within 14 days after the termination of employment. He also has the option to continue investing in the scheme. Employees can withdraw part or all of the voluntary contributions or their investment returns at any time during their employment, in accordance with terms set forth by the fund manager.

* Based on the prime minister office resolution 2023/96# in respect of complimentary savings scheme, the alternative off employees end of service system.

For queries or for more information, please contact:



mohre@nationalbonds.ae



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