

Compliance Charter BNG

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1 Purpose of the Compliance Charter

Purpose

The purpose of the Compliance Charter is to define the objective and scope of the second line compliance function and to explain the nature, stature, authority, roles and responsibilities of the compliance function within BNG.

Ownership and maintenance

The owner of this charter is the Head of Compliance. The charter is part of the internal governance framework of BNG. The charter will be reviewed at least once every two years by the owner, and updated if and when required. The Risk Management function is consulted in case of updates.

Approval

The Compliance Charter has been approved by the Executive Committee in its meeting of 20-05-2025.

2 Objective of the function

The second line compliance function (hereafter: the compliance function) promotes and monitors the integrity of the organization, its clients, its employees and the markets in which BNG operates and the compliance with rules, regulations and internal standards.

In this function, it advises, supports and challenges management and staff in fulfilling their responsibility to comply with the integrity standards, and with applicable laws, regulations (including codes and covenants) and supervisory requirements, aiming to achieve the purpose and strategic objectives of the bank and meeting legitimate expectations from stake holders.

By setting up and performing an adequate compliance risk management process, the compliance function aims to ensure that BNG effectively manages its integrity and regulatory compliance risks, in order to act in line with the respective risk appetites.

The Head of Compliance fulfills the role of AML/CFT compliance officer as described in the EBA Guideline on role and responsibilities of the AML/CFT compliance function (EBA/GL/2022/05). The compliance function is performed in accordance with the EBA guidelines on internal governance (EBA/GL/2021/05) and applicable Dutch financial law.

The compliance function is performed by the Compliance department.

5 Scope of the function

Risk area

The compliance function is covering the compliance risk area. This concerns the risk of insufficient compliance with or recognition of corporate values, codes of conduct, generally accepted social standards and values, laws, regulations and supervisory requirements. Compliance risk covers both integrity risk (conduct risk, financial crime risk, internal fraud risk, external fraud risk) and regulatory compliance risk.

Policy areas

The compliance function engages in the following policy areas, including the related rules and regulations:

- Client integrity: financial economic crime, including tax integrity and sustainability related due diligence, external fraud;

- Market integrity: product approval and review, duty of care, customer interest, market abuse, competition;
- Employee integrity: conduct, conflict of interest, gifts & entertainment, employment screening, insider dealing, whistleblowing, internal fraud;
- Organizational integrity: governance, key functions, organizational conflict of interest, suitability and reliability, remuneration, sustainability, regulatory compliance;
- Privacy: general topics as referred to in the General Data Protection Regulation.

The Compliance department is either policy owner of integrity related framework policies, or is consulted when the policy owner is another department.

Scope of the activities: Compliance cycle

The activities of the compliance function stem from her key tasks as defined in the Compliance cycle, where necessary further detailed in policies or procedures owned by the compliance function. The cycle, policies and procedures define how the compliance function operates and secure an adequate compliance management process.



The compliance following tasks and activities:

cycle consists of the

1. Governance & compliance universe:
 - Setting supporting governance for the compliance function;
 - Initiating and maintaining the regulatory compliance risk management framework;
 - Defining the compliance annual plan ultimately approved by the Executive Committee.
2. Risk-identification & assessment:
 - Advising on the risk appetite for integrity and regulatory compliance risk, ultimately approved by the Executive Committee;
 - Organizing adequate processes of identification and assessment of integrity and regulatory compliance risks, in alignment with the bank-wide risk methodology;
 - Supporting and challenging the organization in performing its Systematic Integrity Risk Analysis (SIRA), including drawing up the aggregated SIRA-report and action tracking.
3. Compliance policies & procedures:
 - Developing and maintaining integrity and regulatory compliance related framework policies, guidance and compliance procedures, including these related to privacy;
 - Executing compliance procedures owned by the compliance department.
4. Training & awareness:
 - Supporting the organization with compliance related training & awareness activities;

- Communication on regulatory developments and integrity related topics;
 - Stimulating sufficient management attention on sound compliance risk culture.
5. Advise & support:
- Advising on compliance related matters;
 - Supporting and facilitating the organization in implementing integrity and regulatory change policies, including the privacy policy and procedures.
6. Monitoring:
- Defining the annual compliance monitoring program;
 - Risk based and mandatory monitoring, including action tracking, of integrity and regulatory compliance risks, acting as challenging partner of the business; monitoring includes client complaints from a duty of care perspective.
7. Reporting:
- Giving insight in regulatory developments, material integrity and regulatory compliance risks, incidents and investigations;
 - Incident management of integrity related incidents;
 - Reporting on the effectiveness of the function

Legal entities/organization

The scope of the activities of the compliance function covers both BNG (including outsourced activities) and its 100% subsidiary BNG Gebiedsontwikkeling B.V.

3 Position of the compliance function

Organization

BNG Bank considers the 'three lines of responsibility' model as an authoritative and effective organization model for managing risks. In order to safeguard its independence, the compliance function is fulfilled by a separate second line department, hierarchically positioned directly under the CRO. The compliance function is framework setting and responsible for second line compliance risk management, including advising and supporting the first line in its risk owner related responsibilities and including second line monitoring.

The first line is risk owner and responsible for:

- Identification and assessment of compliance risks and determination of the risk response (accept, mitigate, avoid or transfer the risks);
- Implementation, execution, monitoring and reporting on controls including compliance with laws and regulations;
- Day-to-day management of compliance risks generated by its activities implying ownership of risks and responsibility for effective controls.

The compliance function is reviewed by the third line Internal Audit Department.

Role in Committees

Executive Committee

- The Head of Compliance attends the meetings of the Executive Committee quarterly and when necessary to explain compliance reports and other compliance related topics and receives the agenda, documents and minutes of the meetings.
- At minimum once a year the CEO and the Head of Compliance have a bilateral session. All Executive Committee members can have bilateral sessions with the Head of Compliance on ad

hoc basis.

- At minimum once a year the member of the management body who is appointed to be ultimately responsible for the implementation of the AML/CFT obligations and the Head of Compliance in the role of AML/CFT compliance officer have a bilateral session.

Supervisory Board

- The Head of Compliance participates in the meetings of the Risk Committee of the Supervisory Board and receives full agenda and underlying documentation ahead of the meetings. At minimum the annual compliance plan, the Systematic Integrity Risk Analysis (SIRA) and the quarterly compliance reports are scheduled.
- Once a year the chair of the Risk Committee and the Head of Compliance have a bilateral session. All Risk Committee members can have bilateral sessions with the Head of Compliance on ad hoc basis.
- The Compliance department reviews the incentives and performance elements of identified staff as supervised by the Risk Committee from compliance risk perspective.

ExCo-committees

The Head of Compliance is member of the *Non-Financial Risk Committee (NFRC)* and of the *Client Acceptance and Review Policy Committee (CARPC)*. Compliance is represented in the taskforce *Client Acceptance and review Committee (CARC)*. In these committees and taskforce the Compliance representatives act with due regard to the independent second line position of the compliance function; further details are described in the committees' mandate documents.

Reporting, involvement, access to board and escalation

The Head of Compliance has a direct reporting line to the Executive Committee and Supervisory Board.

In order to provide appropriate knowledge about the outcome of the compliance risk management process, including material risks, the following reports are drawn:

- Quarterly compliance report, of which the essentials are part of the second line integrated risk report;
- Annual report on (follow-up of) the SIRA;
- Annual activity report on AML/CFT related matters;
- Reports on request and at Compliance's own initiative.

The Compliance department must be involved by business management:

- In the assessment of the impact on the integrity and regulatory compliance risk profile in case of and prior to material changes and exceptional transactions. This includes strategic decisions, new business models, material organizational changes and product approval and review (PARP);
- When developing and reviewing policies in the policy areas of the compliance function, such as remuneration, employment screening, incident handling and PARP;
- In material topics and relevant communication with supervisors;
- In the review process of the business in control statements.

The Head of Compliance can escalate or report to the Executive Committee, respectively the Supervisory Board in case of insufficient follow-up of a compliance advice, instruction or finding in order to keep identified compliance risks within the risk appetite of the bank.

The Head of Compliance has unlimited access to the chairs of the Risk Committee, the Remuneration Committee and the Supervisory Board.

4 General principles

The Executive Committee is responsible for the establishment of effective second line functions that meet the requirements set out in the internal governance framework, risk framework and relevant charters. This implicates the following general principles applying to all second line functions:

General principles for second line functions and explanation	
Assignment & withdrawal procedure	The appointment and withdrawal of the head of the second line function is approved by the Executive Board. The Head of Compliance must not be removed without the prior approval of the Supervisory Board and the competent authorities shall be informed promptly about the approval and the main reasons for the removal.
Authority	The second line function derives its authority from the Executive Board. The head of the second line function is appointed to be responsible for the second line function and is empowered to execute this role in an appropriate manner. This includes having full access to all necessary information required and having appropriate IT systems and support at its disposal. This includes delivery of needed input from other functions/departments/people on a timely basis to respond to supervisory requests.
Independency	The second line function forms an expert judgement independent from the business (the first line). This independence is safeguarded by the condition that the second line function will have no operational involvement in day to day business operations and individual business decisions. Indirectly the second line function can be involved by means of the advising and supporting role.
Objectivity	The second line function will execute its activities in an objective manner, having an unbiased mental attitude and avoiding possible conflicts of interest.
Resources	The head of the second line function ensures to have sufficient resources to perform the function. This includes requests for additional capacity if the number of qualified staff should become inadequate to fulfill the roles and responsibilities as set out in this charter. The Executive Committee ensures to provide sufficient resources for the second line to perform its function. Material budget reduction is explicitly explained by the Executive Committee.
Expertise & quality	The head of the second line function ensures adequate expertise and quality of the resources including regular training (and on occasions hiring external expertise) to remain sufficiently qualified. This includes complying with relevant external standards/market practices up to the ambition level of BNG Bank.

6 Roles & responsibilities and authority

6.1 Roles & responsibilities

General explanation for second line functions

Second line functions help to ensure that risks are appropriately identified and managed, thus enabling the organization to be in control. The overall roles and responsibilities of second line functions consist of

three fundamental roles: 1) Advise, 2) Facilitate & Support and 3) Challenge & Monitor. Within these roles accompanying responsibilities and activities are identified.

Specific explanation for the compliance function

The compliance function has the following main roles and responsibilities:

- To advise the Executive Committee and process owners on integrity and regulatory compliance risks; advising on integrity and regulatory compliance risk appetite;
- To facilitate and support first line departments with their integrity and regulatory compliance risk management, including to support with implementing compliance policies and facilitate compliance related training & awareness;
- To challenge and monitor integrity and regulatory compliance risks and to report to the Executive Committee, NFRC, CARPC, CARC and Supervisory Board.

The following figure provides overview:

Topics	Advise	Facilitate & Support	Challenge & Monitor
Compliance strategy	<ul style="list-style-type: none"> ▶ Advise ExCo and process owners on integrity laws & regulations ▶ Advise ExCo on compliance risk appetite ▶ Advise ExCo on compliance risks of strategic decisions, new business models and material organizational changes 	<ul style="list-style-type: none"> ▶ Assign impact assessment and implementation of new laws and regulations to process owners ▶ Draw up annual compliance plan and compliance monitoring program ▶ Support business in performing SIRA; draw up integrated SIRA-report ▶ Support process owners with implementing compliance policies ▶ Support owners of personal data processing with adherence to privacy regulations 	<ul style="list-style-type: none"> ▶ Challenge impact assessment by process owners of new laws and regulations ▶ Monitor timely implementation of new laws and regulations ▶ Monitor compliance profile against risk appetite and report to ExCo, NFRC, CARPC and SB ▶ Challenge personal data impact assessments by owners of personal data processing
Compliance governance & framework	<ul style="list-style-type: none"> ▶ Advise ExCo on compliance governance and compliance risk management design 	<ul style="list-style-type: none"> ▶ Develop, perform and maintain compliance management by the compliance cycle ▶ Develop, perform and maintain the Regulatory Compliance Risk Management (RCR) policy ▶ Support process owners in creating regulatory overview ▶ Develop and maintain compliance framework policies and procedures ▶ Develop process and methodology for compliance risk identification and assessment, including SIRA 	<ul style="list-style-type: none"> ▶ Monitor compliance risks by execution of the compliance monitoring program, including action tracking and reporting on outcomes ▶ Report on function effectiveness
Integrity profile, company culture & values	<ul style="list-style-type: none"> ▶ Advise ExCo on sound company and risk culture ▶ Advise ExCo and process owners on sound integrity profile and on follow up of integrity incidents 	<ul style="list-style-type: none"> ▶ Promote sound company and risk culture ▶ Communicate on integrity topics and regulatory developments ▶ Organize training & awareness activities at request of the organization and at own initiative ▶ Act as notification point for and stimulate reporting of compliance incidents, including integrity incidents and personal data breaches 	<ul style="list-style-type: none"> ▶ Monitor and challenge observed company and risk culture and behavior ▶ Challenge ExCo on sufficient management attention on sound company and risk culture ▶ Monitor and investigate integrity incidents ▶ Report material compliance incidents to ExCo and SB
Relation with supervisors	<ul style="list-style-type: none"> ▶ Advise ExCo on regulatory compliance and follow up of recommendations of supervisors 	<ul style="list-style-type: none"> ▶ Perform notifications and report material integrity incidents and personal data breaches to supervisors ▶ Answer inquiries from supervisors 	<ul style="list-style-type: none"> ▶ Challenge ExCo, process owners and owners of personal data processing on expectations from supervisors ▶ Challenge ExCo on disclosing relevant information regarding integrity and regulatory compliance

Cooperation with the risk management function

In developing and maintaining the compliance cycle and underlying processes, the compliance function seeks alignment with the general risk management framework and risk methodologies as developed and maintained by the second line risk management function.

Integrity and regulatory compliance risk appetite are included in BNG's risk appetite documents. The compliance function is consulted by the risk management function when renewing the bank's Risk Appetite Statement and Cascading Risk Appetite. Also the compliance function is consulted for the annual risk analysis on remuneration policy and practices. The compliance function gives input to risk management's annual incidents report.

6.2 Authority

Specific competencies related to the second line compliance function are as follows:

- Giving solicited and unsolicited advice and support on integrity and regulatory compliance risks;
- Giving binding advice and instructions on compliance with laws and regulations;
- The compliance function acts as notification point for integrity incidents;
- The Head of Compliance can investigate integrity incidents among which violations of the ethical code of conduct for the Dutch banking industry and/or the bankers' oath and advises the Executive Committee on follow-up;
- With regard to the bank's Regulation on Internal reporting of malpractice (whistleblower regulation) the Head of Compliance acts as notification point;
- Under conditions Compliance has access to hard copy documents, digital data, e-mail, physical and logical access-registration, camera recordings, recorded phone calls and chat conversations;
- Access to complaints information;
- Access to personal targets of identified staff and sales staff;
- Exchange of information with other second line functions and with the company accountant;
- The compliance function is responsible for the reporting of unusual transactions to the Financial Intelligence Unit and sanction violations to the Dutch Central Bank.