

Personal Account Dealing Policy

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PART A: BACKGROUND AND CONTEXT

1 Introduction

1.1 What is the purpose of this policy?

This Personal Account Dealing Policy ('the policy') provides the minimum requirements to:

- Protect ABN AMRO's Clients, Employees and the Bank's good reputation and business integrity against improper use or the perception of improper use of information and harm because of unlawful transactions in Financial Instruments.
- Protect the integrity of the financial market and ensure ABN AMRO is not creating any unfair advantages for specific (groups of) market participants.
- Ensure that Employees manage transactions in Financial Instruments for their personal account in a manner which does not breach any law or regulatory requirements.
- Ensure that Employees are informed of the requirements that must be adhered to when they intend to execute transactions in Financial Instruments for their personal account.

1.2 What is the scope of this policy?

This policy applies to everyone, regardless of the type or duration of the contract, working for or on behalf of ABN AMRO Bank N.V. and all of its subsidiaries, branches, representative offices inside and outside the Netherlands ('entities') that are under its control (together referred to as 'ABN AMRO' or 'the Bank'), unless explicitly stated otherwise. It applies everywhere, for all locations, roles and seniority levels. This includes members of the Management Body of ABN AMRO Bank N.V. (i.e. members of the Executive Board and Supervisory Board, including executive and non-executive members of equivalent bodies of ABN AMRO subsidiaries). Where local or business specific requirements are stricter than those set out in this policy (for example due to the regulatory requirements in the local market) or additional local requirements are in place, these stricter requirements will apply.

2 Background

ABN AMRO must have in place, and be able to demonstrate, appropriate controls to ensure that Employees do not take advantage of Inside Information obtained during the execution of ABN AMRO business activities. Employees working for ABN AMRO may come to possess Inside Information. This could be Inside Information on ABN AMRO or about Financial Instruments of ABN AMRO. Additionally, this could also be Inside Information on other Issuers or about Financial Instruments of other Issuers.

Insider Dealing in Financial Instruments conflicts with the basic principle that all parties dealing on financial markets should simultaneously have access to the same information about Issuers and/or Financial Instruments to make an informed decision on whether to make an investment or a trade in relation to such Issuers and/or Financial Instruments. When Insider Dealing occurs, it may have grave consequences under administrative, criminal and employment law for the parties involved, including Issuers.

Employees are expected to pursue the best interests of ABN AMRO and its Clients and should not put their own interests ahead of these interests. Conflicts of Interest of Employees related to personal account dealing must be avoided and managed appropriately.

PART B: POLICY RULES AND REQUIREMENTS

3 Policy principles and rules

This policy sets out the minimum requirements within ABN AMRO for personal account dealing of all Employees of ABN AMRO.

3.1 Employees in scope

All Employees of ABN AMRO are in scope of this policy. When referenced throughout this policy, the term 'Employee' includes members of the Management Body of ABN AMRO Bank N.V. (i.e. members of the Executive Board and Supervisory Board, including executive and non-executive members of equivalent bodies of ABN AMRO subsidiaries).

The policy does not apply to persons who are working on behalf of a service provider for ABN AMRO (who are categorised in the HR source systems as 'non-employees'). Notwithstanding the previous, all such persons should, during their provision of activities and services to ABN AMRO, comply with laws and regulations related to Market Abuse and Insider Dealing. However, it is the responsibility of such person's direct employer to ensure compliance of their own staff in accordance with such laws and regulations and their own internal policies.

3.2 Insider Status

All Employees must be assigned one of the following Insider Statuses:

Code	Insider Status	Definition
N	Non-Insider	Employees who are not expected to have access to Inside Information about ABN AMRO nor other companies as part of their formal role, position or activities.
G	General Insider	Employees who have a formal role or position or who perform activities in which it is necessary or inevitable to have access to Inside Information about companies other than ABN AMRO.
A	ABN AMRO Insider	Employees who have a formal role or position or who perform activities in which it is necessary or inevitable to have access to Inside Information about ABN AMRO itself.
D	Dual Insider	Employees who have a function or position or who perform activities that meet the criteria of both General Insider and ABN AMRO Insider.
LL	Local List Insider	Employees who have a formal role or position or who perform activities in which it is probable to have access to Inside Information about listed companies in which Wealth Management and Personal & Business Banking clients of ABN AMRO hold directorship positions. This information may also be related to (pending) investment transactions by such clients. These companies are included on Local Restricted Lists maintained by the client unit.

3.3 Personal Dealing Account

A Personal Dealing Account is any account that has brokerage capability and over which the Insider (i.e. General Insider, ABN AMRO Insider, Dual Insider or Local List Insider) has influence. This influence may be exercised directly by performing transactions or indirectly by providing investment advice or advising on transactions in Financial Instruments. This means that a Personal Dealing Account may be in scope of this policy even though the Personal Dealing Account is not in the (exclusive) name of the Insider. Examples of such Personal Dealing Accounts not (entirely) owned by the Insider include a joint securities account held partially by the Insider, a securities account in the name of a minor child of the Insider or a securities account over which the Insider holds a Power of Attorney.

In order to manage the risks associated with personal account dealing, the following generic principles apply:

1. All transactions in a Financial Instrument executed through a Personal Dealing Account are deemed to have been executed by the Insider.
2. Accounts held in the sole name of **Connected Persons** of the Insider (who is not a Person Discharging Managerial Responsibilities in line with chapter 7 of this policy), are not formally identified as Personal Dealing Accounts, except in those cases where the Insider gives or is perceived to give advice on

transactions in Financial Instruments through these accounts. In those instances, the Insider shall explicitly inform their Connected Persons that regulatory restrictions apply.

3. Insiders must make every effort to ensure that their Connected Persons do not execute any transactions in Financial Instruments through an account which would constitute a violation of this policy if the transaction would have been carried out by the Insider.
4. All Personal Dealing Accounts must be disclosed to Compliance (or the PAD Office in the Netherlands) even if the account is dormant or not used for trading in Financial Instruments in scope of this policy (regardless if such Personal Dealing Account is held at or outside ABN AMRO). If such Personal Dealing Account is not already in scope of Compliance monitoring, Insiders must provide account statements outlining transactions undertaken on said Personal Dealing Account to the Compliance department (or the PAD Office) upon request. These requests will facilitate ad hoc and sample-based monitoring for compliance in line with the policy and regulatory requirements.
5. Private Investments, which are not administered on a securities account (e.g. investments in non-listed companies or partnerships), are out of scope of this policy and are subject to the Outside Business Activities Policy (108-30-16).
6. **Discretionary Managed Accounts** are not considered to be Personal Dealing Accounts, provided that the Insider has concluded a written Discretionary Management Agreement ('DMA') with an investment manager and provided the following conditions are met:
 - a. The DMA is based on a strict separation between ownership and management of the Discretionary Managed Accounts where the Insider has no ability to provide advice regarding specific investments or participate or influence the manager in any investment decisions in relation to such accounts.
 - b. The (intended) DMA is disclosed to and approved by Compliance (i.e. Personal Account Dealing Office for Insiders in the Netherlands; or the Country Compliance Head or his/her delegate for Insiders outside the Netherlands).
 - c. The Insider shall submit any proposed amendments to the DMA to Compliance for prior approval. Compliance will inform the Insider in writing of the decision concerning these intended changes to the DMA.
 - d. The Insider shall immediately inform Compliance of the termination of the DMA before the termination becomes effective. As of the date of termination of the DMA, the pre-approval, holding period and Restricted Lists requirements (as outlined in chapter 5 this policy) will be fully applicable in relation to the relevant Discretionary Managed Account.

3.4 Financial Instruments

Inside Information can be misused through dealings in Financial Instruments and therefore most Financial Instruments are in scope of this policy. Only Financial Instruments that, by their nature cannot be misused by the Insider to engage in Insider Dealing may be specifically excluded from the requirements of this policy.

Unless explicitly mentioned as out of scope of this policy (or confirmed in writing by the PAD Office), all tradeable cash and derivative instruments are considered to be Financial Instruments in scope of this policy..

3.4.1 Financial Instruments out of scope of the Policy

1. Collective investment funds that are open-ended, such as Undertakings for Collective Investment in Transferable Securities (UCITS) and Alternative Investment Funds (AIFs), that are subject to regulatory requirements related to equivalent levels of risk spreading in their assets. Employees and Connected Persons may not be involved in the management of the undertaking. This exception does not apply to collective investment funds that directly or indirectly invest in commodities.

2. Government bonds, provided the issuing country is considered investment grade (as opposed to high-yield) by all three major credit rating agencies (Standard & Poor's, Fitch, and Moody's). Sovereign bonds of countries in which ABN AMRO has a presence (in form of a subsidiary, branch or registered office) are out of scope regardless of the rating.
3. ETFs and other Financial Instruments whose value movement depends entirely on an official index in a country considered investment grade (as opposed to high-yield) by all three major credit rating agencies provided that this index is based on 20 or more companies.
4. Spot contracts in currencies or cryptocurrencies. This exception does not apply to Financial Instruments and derivative contracts in which currencies or cryptocurrencies are the underlying asset.

4 Requirements for all Employees

4.1 Prohibition of Insider Dealing and misuse of Inside Information

Employees that possess Inside Information about a Financial Instrument, the issuer of a Financial Instrument, or a pending or contemplated client order in a Financial Instrument are strictly prohibited from:

1. engaging or attempting to engage in dealing based on Inside Information;
2. recommending that another person engages in dealing or induces another person to engage in dealing based on Inside Information; or
3. unlawfully disclosing such Inside Information.

Employees are also not allowed to trade in a Financial Instrument if it can be reasonably foreseen that this could be perceived as acting based on Inside Information.

4.2 Prohibition of Market Manipulation

Employees are not permitted to effectuate Personal Account Dealing transactions or carry out other actions, such as the dissemination of information, which may lead to:

1. incorrect or misleading signals being given;
2. fluctuation of the Financial Instrument's prices or such prices being kept at an artificial level. The same applies to benchmarks; or
3. any type of fraud or deception in relation to the Financial Instruments and/or the issuer.

4.3 Power to impose additional restrictions

One or more of the provisions in this policy may from time to time be imposed on Employees, even if they are not or no longer identified as an Insider under the current policy. The period of time during which such additional restrictions will apply will be determined at the time the restriction is imposed. This could for instance occur if the Employee has or could have access to Inside Information in his or her capacity as a member of a project group. This might also occur when an Insider changes jobs and is assigned a different Insider Status (e.g. non-Insider status) in the new role. In that case it might be required to maintain existing restrictions until such time that the Employee can no longer be expected to have Inside Information or the information possessed by the Employee becomes public or stale, which can also be referred to as a 'cooling down period'. Such cooling down periods will usually last between 3 and 12 months although the periods may be shortened or lengthened in special circumstances. Compliance will advise Line Managers on appropriate length of the cooling down period.

Under certain circumstances, such period will remain applicable after the Insider leaves ABN AMRO. This set-up is in effect to protect the Insider from risks associated with (the perception of) Insider Dealing, which is a criminal offense in the majority of jurisdictions in which ABN AMRO operates.

Additional restrictions may be imposed on the Employee, including, for example, a prohibition against effectuating certain Personal Account Dealing Transactions, maintaining compliance with Restricted Lists, a Holding Period, an obligation to request a pre-clearance for the effectuation of Private Transactions and/or an obligation to formally disclose Personal Account Dealing Transactions.

Compliance and the PAD Office are responsible for deciding and documenting whether additional restrictions may apply in each case and to what extent.

5 Additional Requirements for Insiders

In addition to the requirements for all Employees outlined in chapter 4, the requirements set out in this chapter of the policy apply to all Insiders (General Insiders, ABN AMRO Insiders, Dual Insiders and Local List Insiders), unless specified otherwise herein.

5.1 General Disclosure Obligation

1. The Bank has a regulatory obligation to monitor the adherence by its Employees to the Requirements for Insiders regarding transactions in Financial Instruments; therefore, all Personal Dealing Accounts covered by this policy and the transactions that are executed on these accounts must be disclosed to the Bank.
2. For these purposes a Location Duty applies to all Insiders in the Netherlands (see section 5.1.1)
3. Outside the Netherlands, Local Compliance is required to determine and communicate to Insiders in their country how to fulfil the relevant disclosure obligation(s) (e.g. by Location Duty or otherwise, such as submitting account statements to Local Compliance).

5.1.1 Location Duty in the Netherlands

1. In the Netherlands, all Insiders are obliged under this policy to meet the Disclosure Obligation by holding their Personal Dealing Accounts at ABN AMRO ('Location Duty') and permitting the Bank to monitor the transactions on these Personal Dealing Accounts for compliance with the Personal Account Dealing Policy.
2. Under certain circumstances Insiders may request an exemption from the Location Duty. However, in any event, the general Disclosure Obligation as explained in this section 5.1.1. under 3. remains in force. Exemption requests are reviewed by the PAD Office on a case-by-case basis. A generally accepted reason for granting such exemption would include Insiders who work for ABN AMRO on a temporary basis, i.e. for a duration of one year or less, via a contracting arrangement, internship or on secondment.
3. If an exemption to the Location Duty applies, such as described in the previous clause, the Insider shall meet the General Disclosure Obligation by providing periodically (frequency to be determined by the Personal Account Dealing Office) an up-to-date overview of the portfolio of Financial Instruments to the Personal Account Dealing Office. This overview is expected to be provided in a timely manner, in an official pdf format as received from the broker, and shall also include a list of all transactions that have taken place on the Personal Dealing Account during the specified period.
4. Insiders who trade exclusively in out of scope Financial Instruments may perform such trading on a non-ABN AMRO account. This, however, does not release Insiders from the duty to disclose possession of such account(s), nor does it release Insiders from the Disclosure Obligation. Insiders who have declared that they only trade out of scope Financial Instruments will fulfil the Disclosure Obligation by providing an up-to-date overview of their portfolio of Financial Instruments to the Personal Account Dealing Office upon request. This overview must be provided by the Insider in an official pdf format as received from the broker and should also include a list of all transactions that have taken place on the account during the specified period.

5.2 Global Restricted List (GRL) and Business Line / Country Specific Restricted Lists

In order to avoid any (perceived) dealing on the basis of Inside Information and/or (perceived) Conflicts of Interest between business and private interests, Insiders are subject to the Global Restricted List (GRL) and/or additional Restricted Lists:

1. The GRL is an internal list of companies with restrictions on:
 - a. Trading in financial instruments of companies on the GRL for Personal Account Dealing (PAD),
 - b. solicitation of (prospective) customers to trade, and
 - c. publication of research.
2. The GRL is published on the Bank's intranet page, applies to General Insiders, ABN AMRO Insiders (with respect to ABN AMRO's Financial Instruments only) and Dual Insiders globally, and is owned and maintained by the Global Control Room.

3. In addition to the GRL, specific Business Lines, Countries and/or Teams can maintain Restricted Lists of Companies in which trading for Personal Account Dealing is prohibited (referred to collectively as 'Local Restricted Lists'). It is the responsibility of the Business Lines and/or Country issuing a specific Restricted List to maintain it and to ensure adherence to it by Insiders that are impacted by these Restricted Lists.
4. Insiders are prohibited from engaging in transactions in Financial Instruments which are restricted by the GRL with a PAD restriction. Insiders to whom an additional Restricted List applies are also prohibited from engaging in transactions in Financial Instruments prohibited by these Lists.
5. Insiders are responsible for checking the GRL and the relevant Restricted Lists prior to asking pre-approval for trading from their Line Manager. The Line Manager is also responsible for checking the GRL and the relevant Restricted Lists prior to providing pre-approval for such trade.

5.3 Pre-approval

1. In order to protect the Bank as well as Insiders from breaching the requirements of the Personal Account Dealing Policy, including any relevant Business Line or Country specific requirements, Insiders must obtain pre-approval prior to engaging in transactions in Financial Instruments which are in scope of the Personal Account Dealing Policy. To obtain such pre-approval, a pre-approval form must be filled out (depending on the location of the Insider, either in a dedicated Bank system, or as an electronic form attached to an email). A link to the relevant dedicated Bank system and the pre-approval form is available on the SharePoint.

Pre-approval is required first from the direct Line Manager, as designated in the Bank's HR systems. The Chairman of the Executive Board must obtain pre-approval from the Chairman of the Supervisory Board.

ABN AMRO Insiders must obtain pre-approval only when dealing in ABN AMRO Financial Instruments. For all other Financial Instruments, ABN AMRO Insiders are not required to obtain pre-approval.

2. After the pre-approval from the direct Line Manager is obtained, a subsequent pre-approval must be obtained from Compliance and from the Personal Account Dealing Office. In the Netherlands both these approvals are handled by the Personal Account Dealing Office. Outside the Netherlands, compliance pre-approval is first required from the Country Compliance Head or his/her delegate and subsequently from the PAD Office. For members of the Executive Board and the Supervisory Board approval is required from the Chief Compliance Officer and the PAD Office.

This point is applicable to General Insiders, Dual Insiders and ABN AMRO Insiders. For ABN AMRO Insiders, application of this point is limited to transactions in ABN AMRO Financial Instruments only. The point does not apply to Local List Insiders.

3. Transactions in Financial Instruments that are in scope of the Personal Account Dealing Policy, may only be placed in the market or executed after relevant written (either electronically or otherwise) approvals have been obtained as described under clauses 1. and 2. of this section 5.3.
4. For the locations and entities not using a dedicated pre-approval system, the pre-approval given by the Line Manager should be sent to Compliance and to the PAD Office on the same business day on which such approval is given.

5. The pre-approval from the PAD Office is valid for 48 hours from the moment it is given, and the order must be executed within these same 48 hours. If the order is not executed within these same 48 hours, a new pre-approval from the Line Manager and subsequently Compliance and the PAD Office is required. **NB:** Please note that these approvals do not follow business day convention. For example an approval provided on Friday will expire on Sunday.
6. When deciding on whether or not to grant pre-approval for an intended transaction by an Insider, the Line Manager shall assess whether the Insider may have, through their professional responsibilities or other relationship with the Issuer, directly or indirectly obtained Inside Information about the Issuer, their Financial instruments or pending transactions, as well as any other factors that may lead to actual or perceived Insider Dealing by engaging in such transaction. After the Line Manager has approved the request, Compliance, either through its PAD Office or through the Country Compliance Head, should consider all relevant information at their disposal in its decision on whether or not to grant pre-approval. This information may include, for example, business-related conflicts of interest or requirements outlined within this policy and the outcome of Compliance's assessment might be different than the Line Manager's decision.
7. If either the Line Manager or Compliance reject the transaction request, the Insider may not place or execute the relevant transaction.
8. A rejection of the transaction request is a final decision and the PAD Office is not obligated to provide any rationale for the decision if it is determined that provision of such rationale might not serve the best interest of the Insider or the Bank (e.g. transaction can cause the perception of Insider Trading, but provision of such rationale to the Insider would cause contamination of the Insider with new Inside Information).

5.4 Holding Period

1. Insiders are prohibited from taking personal investment decisions that can be perceived as speculative or only taken for the short term, because this may give the appearance of Insider Dealing and/or have an adverse effect on integrity of the markets. Therefore, all executed transactions in Financial Instruments in scope of this policy are subject to a minimum 28 calendar days holding period, meaning that within a period of 28 calendar days no opposite transaction may be executed in relation to the same Financial Instrument. This rule also applies to a different Financial Instrument that references the same underlying Financial Instrument.
2. For the sake of clarity, this also means that Financial Instruments that have been sold cannot be bought again within a period of 28 calendar days. Additional holding period requirements may be applicable per Business Line or Country.
3. Combined trades, including for example option strategies where opposite transactions in the same Financial Instruments (or different Financial Instruments but referencing the same underlying Financial Instrument) are permissible, provided the orders are placed simultaneously and the strategy does not indicate purely speculative intent, but rather exhibits that the Employee has a consistent conviction about the underlying asset's future behaviour.
4. In case of very specific circumstances, Compliance or the PAD Office can decide to grant an exemption from the Holding Period.
5. Intraday trading is prohibited under any circumstances.

5.5 Open Trading Windows

To protect ABN AMRO Insiders and Dual Insiders from the perception of dealing on the basis of ABN AMRO Inside Information, ABN AMRO Insiders and Dual Insiders are not permitted to execute any transaction in Financial Instruments relating to ABN AMRO outside the Open Trading Windows. While the Open Trading Windows indicate an appropriate time for ABN AMRO Insiders and Dual Insiders for submission of their transaction requests to trade in ABN AMRO Financial Instruments, such requests are still subject to standard pre-approval process and may be rejected.

The Open Trading Windows are determined by the Chief Compliance Officer, after consultation with the Ad Hoc Group Disclosure Committee (Ad Hoc GDC). The Ad Hoc GDC determines if any projects involving ABN AMRO include Inside Information about ABN AMRO. Based on the determinations of the Ad Hoc GDC and any additional relevant information, the CCO can decide to offer an Open Trading Window for all or some ABN AMRO and Dual Insiders or can decide to keep the window closed. Open Trading Windows are

announced on the ABN AMRO intranet and employees who are restricted from participating are notified accordingly.

6 Persons Discharging Managerial Responsibilities

1. Additional and deviating principles may be applicable to certain designated Dual Insiders who also qualify as Persons Discharging Managerial Responsibilities (PDMR) and their Connected Persons. All members of the Executive Board and the Supervisory Board of ABN AMRO are regarded as PDMRs and by virtue of their membership of these boards, are also assigned the Insider Status of Dual Insider.
2. A PDMR (or a Connected Person) must notify the Bank's Corporate Office and the Dutch Regulator (*Autoriteit Financiële Markten*, AFM) promptly of every transaction conducted on their own account relating to Financial Instruments of ABN AMRO or to derivatives or other financial instruments linked to these Financial Instruments. Once a transaction is disclosed to the Bank's Corporate Office, it will ensure that the transaction is also disclosed to the AFM. At the same time, the Bank's Corporate Office informs the PAD Office of the transaction.

These transactions include:

- a. acquisition, disposal, short sale, subscription or exchange
- b. acceptance or exercise of a stock option, including of a stock option granted to managers or employees as part of their remuneration package, and the disposal of shares stemming from the exercise of a stock option
- c. entering into or exercise of equity swaps
- d. transactions in or related to derivatives, including cash-settled transaction
- e. entering into a contract for difference on a Financial Instrument of the concerned issuer or on emission allowances or auction products based thereon
- f. acquisition, disposal or exercise of rights, including put and call options, and warrants
- g. subscription to a capital increase or debt instrument issuance
- h. transactions in derivatives and Financial Instruments linked to a debt instrument of the concerned issuer, including credit default swaps
- i. conditional transactions upon the occurrence of the conditions and actual execution of the transactions
- j. automatic or non-automatic conversion of a Financial Instrument into another Financial Instrument, including the exchange of convertible bonds to shares
- k. gifts and donations made or received, and inheritance received
- l. transactions executed in index-related products, baskets and derivatives, insofar as required by Article 19 of Regulation (EU) No 596/2014.
- m. transactions executed in shares or units of investment funds, including alternative investment funds (AIFs) referred to in Article 1 of Directive 2011/61/EU of the European Parliament and of the Council (1), insofar as required by Article 19 of Regulation (EU) No 596/2014.
- n. transactions executed by the manager of an AIF in which the person discharging managerial responsibilities or a person closely associated with such a person has invested, insofar as required by Article 19 of Regulation (EU) No 596/2014.
- o. transactions executed by a third party under an individual portfolio or asset management mandate on behalf or for the benefit of a person discharging managerial responsibilities or a person closely associated with such a person, insofar as required by Article 19 of Regulation (EU) No 596/2014.
- p. borrowing or lending of shares or debt instruments of the issuer or derivatives or other Financial Instruments linked thereto.

PDMRs and their Connected Persons are informed separately about their PDMR status and the additional requirements in connection with their PDMR status by the Corporate Office or the **Chief Compliance Officer** (or a delegate thereof).

7 Roles and Responsibilities

Employees are responsible for:

1. Acknowledging their Insider Status promptly and without undue delay, in any case no later than 14 calendar days after such (new) Insider Status is assigned.
2. Safeguarding Inside Information and the integrity of the market by ensuring to not engage in Insider Dealing, to not disclose Inside Information and to not engage in Market Manipulation and/or any other prohibited activities set out in this policy.
3. Adhering to the requirements set out in this policy and as implemented in their respective jurisdiction. This includes for instance the (periodic) acknowledgement by Insiders of their respective Insider Status;
4. Following procedures established by the Employee's work unit applicable to their function. For example, coverage bankers cannot trade or attempt to trade in Financial Instruments of specific companies that are clients of ABN AMRO and are active in the sector relating to their function. Additionally, research analysts that cover a specific sector cannot trade in Financial Instruments related to companies active in the same sector who are domiciled in the same continent.
5. Not trading or attempting to trade in Financial Instruments related to companies in which they hold Outside Business Activities (refer to Outside Business Activities Policy (108-30-16)), unless the transaction is in line with the respective regulations, allowed, and/or approved by said company.

The Line Manager as appointed in the Bank's HR systems, is responsible for:

1. Assigning the correct Insider Status promptly to the Employee and ensuring the acknowledgement thereof by the Employee is completed as soon as practically possible, but no later than 14 calendar days after such (new) Insider Status is assigned. Employee must have the Insider Status assigned upon commencement of their job / role / assignment at ABN AMRO and the 14 day period is counted from the 1st day as registered within relevant HR systems.
2. Maintaining the correct Insider Status of Employees and registering this in the Bank's systems.
3. Pre-approving (or rejecting) requests for pre-approval of personal account dealing transactions by Insiders from a local business perspective.
4. Ensuring requests for pre-approval of personal account dealing transactions are rejected if:
 - a. They are not compliant with restrictions on Global or Local Restricted Lists.
 - b. The Insider intends to trade in a Financial Instrument that is inconsistent with the procedures established by the Employee's work unit applicable to their function.
 - c. They might be perceived as dealing on the basis of Inside Information due to Insider's specific circumstances (most predominantly known Outside Business Activities of the Insider).
 - d. The Line Manager is aware of potential Inside Information the Insider might have in relation to the intended transaction.
5. If the Line Manager is absent (or otherwise cannot fulfil his/her duties), the above listed responsibilities are transferred by the Line Manager to another manager at the same level or higher within the same organizational entity as the Line Manager in accordance with the Bank's hierarchy.

Chief Compliance Officer is responsible for:

1. Setting and publishing the Open Trading Windows.
2. Pre-approving (or rejecting) personal account dealing transaction requests by members of the Executive Board and of the Supervisory Board of ABN AMRO.

Compliance is responsible for:

1. Providing advice to Employees on (the application of) this policy and related rules and regulations.
2. Providing advice to Line Managers on the Insider Status of Employees.
3. Providing training to and enhancing awareness of Employees on personal account dealing.
4. Maintaining oversight of Personal Dealing Accounts as disclosed by Insiders.
5. Maintaining oversight of Discretionary Management Agreements as disclosed by Insiders.
6. Informing Insiders whether a Discretionary Managed Account is in line with the requirements set out in this policy.

7. Deciding on potential requests from Insiders for an exception to (specific conditions of) this policy in specific circumstances, either independently or at the request of an involved party.
8. Deciding on potential additional restrictions for Non-Insiders.
9. Pre-approving (or rejecting) personal account dealing transaction requests (after they have received Line Manager pre-approval) from Insiders from a local Compliance perspective.
10. Reporting breaches by Insiders to the relevant management bodies.
11. Reporting breaches of the Personal Account Dealing Policy to Compliance Management.
12. Monitoring executed personal account dealing transactions by Insiders.
13. Monitoring if Line Manager's approvals are in line with provisions of this policy.
14. At its discretion, provide advice to Line Manager and/or HR on imposing sanctions for breaches of this policy.

Personal Account Dealing Office is responsible for:

1. Pre-approving (or rejecting) personal account dealing transactions requests by Insiders globally.
2. The Compliance responsibilities in the previous section that have been accordingly marked for employees in the Netherlands.
3. Monitoring Employees in the Netherlands for compliance with this policy and imposing sanctions for violations or escalating breaches to the Labour Affairs department.

8 Violations and Sanctions

8.1 Violations

1. All transactions on Personal Dealing Accounts in scope of this policy are subject to monitoring by Compliance (Personal Account Dealing Office for Insiders in the Netherlands or the Country Compliance Head or his/her delegate for Insiders outside the Netherlands) and supervisory review in accordance with applicable regulations.
2. Before Compliance reports any potential violation of this policy to the Employee's Line Manager, the Business Compliance Officer, and any other relevant body, the Employee concerned shall be informed.
3. The Employee concerned shall be given the opportunity to respond to the potential violation identified by Compliance. Employee's reaction will be added to the violation report.
4. Repeated breaches or significant violations of this policy will also be reported to the Labour Affairs department, who may decide to take over processing of said violations and issue adequate sanctions.
5. At all times, ABN AMRO is authorised to start an investigation in relation to a transaction in a Financial Instrument executed by or on behalf of a Non-Insider, a General Insider, an ABN AMRO Insider, a Dual Insider or a Local List Insider. At the request of Compliance, the aforementioned persons must provide all relevant information.

8.2 Sanctions

In the event of a violation of any provision of this policy, ABN AMRO reserves the right to impose any sanctions which it is entitled to impose pursuant to applicable laws and regulations and/or the (employment) agreement with the person in question. Such sanctions may include termination of the (employment) agreement with the person involved, by way of summary dismissal or otherwise. In the event applicable laws or regulations are violated, persons involved may also be subject to regulatory sanctions and civil and criminal penalties. In certain circumstances (e.g. in case of actual Insider Dealing), information will be shared with third parties (e.g. regulatory authorities).

9 Other Provisions

9.1 Authority to interpret and appeals

1. If an Employee has any doubt as to whether a prohibition or obligation in this policy applies to him/her, the Employee should contact his/her Compliance Officer and seek advice.
2. The PAD Office maintains a dedicated intranet page where additional guidance and advice is available to all Employees, including a Frequently Asked Questions document and process visualisation document. Interpretations of this policy should be consulted with the additional materials available on said intranet page.
3. If there is any lack of clarity regarding the interpretation or application of this policy, and in cases not provided by this policy, the Compliance Officer in consultation with the Personal Account Dealing Office will decide.
4. An Employee may appeal in writing against such decision to the Chief Compliance Officer by means of a reasoned letter of appeal. The Chief Compliance Officer shall have the right to take decisions in any circumstances not covered by this policy, doing so in accordance with all applicable laws.

9.2 Financial disadvantage or loss

Compliance with the Personal Account Dealing Policy for Insiders is a requirement for working in the financial industry. Therefore, an Employee will not be compensated for any financial disadvantage or loss arising from (the application of) this policy.