

INTEGRITY STATEMENT

N.M.T. GROUP

Introduction

As a trust organisation the N.M.T. Group plays an important role in the financial services sector, both at national and international level. This role can only be optimally fulfilled if society – and more specifically our clients – have trust and confidence in the N.M.T. Group and in the integrity that N.M.T. Group exercises towards all its stakeholders.

The Board, Supervisory Directors and Shareholders of the N.M.T. Group are committed to ensuring that everyone who works with the N.M.T. Group is informed of our principles, internal guidelines and applicable codes of conduct. The N.M.T. Group has drawn up eight principles which shall govern the actions of all employees, clients and business associates.

Principle 1

The N.M.T. Group wants no – witting or unwitting – involvement with any affairs where assets are put to any form of improper use, including but not restricted to: money laundering, tax fraud, insider trading and financing of terrorism. This strategic choice underlines our pursuit of quality and reliability on behalf of all stakeholders (shareholders, clients, employees, supervisors and business associates). Dutch law shall prevail in this respect. It should be noted that the term improper may extend beyond the law in situations involving legal but morally objectionable affairs.

Principle 2

The contacts with employees at all levels of the N.M.T. Group rest on respect for the individual. The N.M.T. Group aspires to offer all employees safe working conditions and market-based conditions of employment. Discrimination on grounds of sex or race is not permitted.

Principle 3

The N.M.T. Group expects impeccable behaviour from all employees, irrespective of their position. It is acknowledged that all business contacts, both in and outside the N.M.T. Group, rest on honesty, integrity and fairness.

Principle 4

All employees are required to avoid any (semblance) of conflict between their personal interests and the interests of the N.M.T. Group.

Principle 5

All transactions are recorded completely, truthfully and accurately. This also applies to the reporting of time worked and expenses incurred in the performance of duties for the N.M.T. Group.

Principle 6

All employees are expected to handle information carefully. More specifically, the confidentiality of all business information and processed data must be assured in conformity with applicable laws and regulations.

Principle 7

The direct or indirect solicitation, offer or acceptance of or cooperation in bribes is unacceptable in any form. In many business sectors and countries, gifts and entertainment (wining and dining) are used to strengthen business relations. One principle shall prevail worldwide in this respect: no gift, favour or preferential treatment may be accepted or given if this causes any semblance of partiality or places the recipient under any obligation.

Principle 8

The N.M.T. Group entrusts all its employees with various business assets together with the explicit responsibility to handle these with all due care. This duty to protect not only concerns cash funds and other financial assets of ourselves and our clients but also our building, interior and equipment.