## DORA Experiences **Event**

An event by the NOREA DORA Taskforce



## Program of the day

- ❖14.30 Walk-in (with drinks)
- ❖14:45 Opening by Rene Zendijk
- ❖15.00 DORA Taskforce product launch Sandeep Gangaram Panday
- ❖15.20 Speaker I DNB Marcel Verhoeven
- ❖15.50 Speaker II Achmea Martijn de Laat & Christopher Nield
- **♦**16.20 Break
- ❖16.35 Speaker III CM.com Anjeni Bedi
- ❖17.05 Panel moderated by Shairesh Algoe
- ❖~ 17.45 Closing with drinks & dinner (BBQ)

# NOREA DORA Taskforce



**Otto Hulst**Beleidsadviseur
Pensioenfederatie



Marvin Kruin ZZP IT auditor



**Nico Mossel** CISO Bunq



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Jeroen van Bommel Risk manager PME Pensioenfonds



**Rico Zundert** CISO Argenta



**Dirk-Jan Knaapen** Manager IT TVM verzekeringen



**Danny Bos**Senior manager
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**Christopher Nield** Senior Risk manager Achmea & DUFAS



**Shairesh Algoe**CISO
Quantum Foundation



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KPMG



**Jeremy Oschmann** Customer Director Schuberg Philis



Jesper de Boer Director IT Audit & Assurance Deloitte



**René Zendijk** Head Internal Audit Scildon



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Sandeep Gangaram Panday Trust Officer Schuberg Philis



Wilfred Hanekamp IT auditor / Partner Afier



**Yvonne Telleman**Consultant
Argis



Rob Imming ZZP DigiNovus



**Jacco Jacobs**Director
Norea



**Ali Karaagac** ZZP IT auditor BNG Bank



Harry Boersen Consultant Ayvens



#### SPEECH

## A race we cannot afford to lose: cybersecurity in an age of geopolitical tensions



To keep financial institutions and the financial system safe, resilience against cyberattacks has become just as important as holding sufficient capital and liquidity.', said Steven Maijoor at the ISDA Annual General Meeting in Amsterdam today. In his speech he talked about the cyber threat against the financial industry, and market infrastructures in particular.

Published: 14 May 2025



To keep financial institutions and the financial system safe, resilience against cyberattacks has become just as important as holding sufficient capital and liquidity. So we need to do whatever we can to further boost it. Both in terms of detection and recovery. And we need to work together. Governments, banks, market infrastructures, supervisors, telecom, energy and other vital players in the outsourcing chain. Because this is a race we cannot afford to lose.





## **DORA in Control**

A Practical Guide to Achieve Enhanced Digital Operational Resilience

### A study report by NOREA

#### Authors:

S. Gangaram Panday – Schuberg Philis

J. Oschmann – Schuberg Philis

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DORA IN CONTROL

### **NOREA**



## **DORA in Control**

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DORA IN CONTROL

## Key features







**Accessible language** 

**Actionable controls** 

**DNB** maturity model





**Progress tracking** 

**DNB58** mapping

## **DORA Simplified**

## **Governance and Risk Management**

- 1. Management responsibilities
- 2. Risk management framework
- 3. Risk assessments
- 4. (Internal) ICT audit

#### **Operational Management**

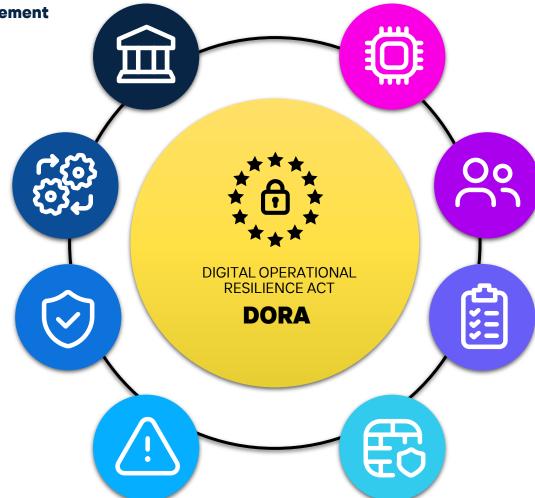
- 5. Asset management
- 6. Change management
- 7. ICT operations

## **Continuity Management**

- 8. Backup management
- 9. Response & recovery

#### **Incident Management**

- 10. Incident classification
- 11. Incident management



#### Software and Systems Development

- 12. Acquisition, development, and maintenance
- 13. Project management

#### **Third-party Risk Management**

- 14. Third-party due diligence and selection
- 5. Third-party (standard) contract management
- 16. Third-party (critical) contract management
- 7. Third-party risk management
- 18. Subcontracting management

#### **Resilience Testing**

- 19. Digital operation resilience testing
- 20. Threat-led penetration testing

#### **Security Management**

- 21. Architectural and network security
- 22. Security monitoring & log management
- 23. Data and (legacy) system security
- 24. Encryption and cryptography
- 25. Identity and access management
- 26. Physical and environmental security
- 27. Security awareness
- 28. Vulnerability and patch management



**Progress Dashboard** 

DORA Domains:	Code:	Sub- domain ID:	Sub-domain:	Control ID	Control:	Control description:	DORA Level 1 and 2 Articles:
Governance and Risk Management	GRM	1	Management Responsibilities	1.1	Governance of ICT risk	entity. As such, the management body periodically (e.g. annually) reviews and approves:  - Policies related to the availability, authenticity, integrity, and confidentially of data, including the policy on arrangements with ICT third-party service providers (see control 2.1).	5.1 5.2 5.3 5.4 6.8 13.4 13.7
Governance and Risk Management	GRM	1	Management Responsibilities	1.2	Knowledge of the Management Body	The Management body shall ensure that it is kept up to date with sufficient knowledge and skills to understand and assess ICT risks and operations (e.g. through periodic trainings).	
Governance and Risk Management	GRM	1	Management Responsibilities	1.3	Digital Operational Resilience Strategy	The Management body shall set and approve the digital operational resilience strategy and periodically update when needed.  The digital operation are sellience strategy must:  - Set out how the risk management framework will be implemented Elaborate on the alignment between the risk management framework and the business strategy and objectives Establish the ICT risk tolerance level (based on risk appette) and the impact tolerance level for ICT distruptions Include clear security objectives, including Key Performance Indicators (KPIs) and risk metrics Include clear security objectives, including Key Performance Indicators (KPIs) and risk metrics Include clear security objectives, including Key Performance Indicators (KPIs) and risk metrics Coultine the mechanisms in place to detect ICT-related incidents - Outline the mechanisms in place to detect ICT-related incidents - Outline the mechanisms in place to detect ICT-related incidents - Outline the mechanisms in place to detect ICT-related incidents - Outline the mechanisms in place to detect ICT-related incidents - Outline the communication and the effectiveness of preventive measures Outline the communication strategy in case of incidents (see 11.3)  The Management body shall allocate and review the budget required for resources to fulfill the digital operational resilience.  Ensure monitoring is arranged on the the effectiveness of the implementation of the digital operational resilience.	
Governance and Risk Management	GRM	1	Management Responsibilities	1.4	Business Continuity Oversight	The Management body reviews and approves periodically (e.g. annually) the ICT business continuity policy and the ICT response and recovery plans.	
Governance and Risk Management	GRM	1	Management Responsibilities	1.5	Audit Plan Approval and Review	The Management body reviews and approves periodically (e.g. annually) internal ICT audit plans, ICT audits, and material modifications to the audits.	

## **DORA in Control Framework**

## **DORA** in Control is endorsed by:



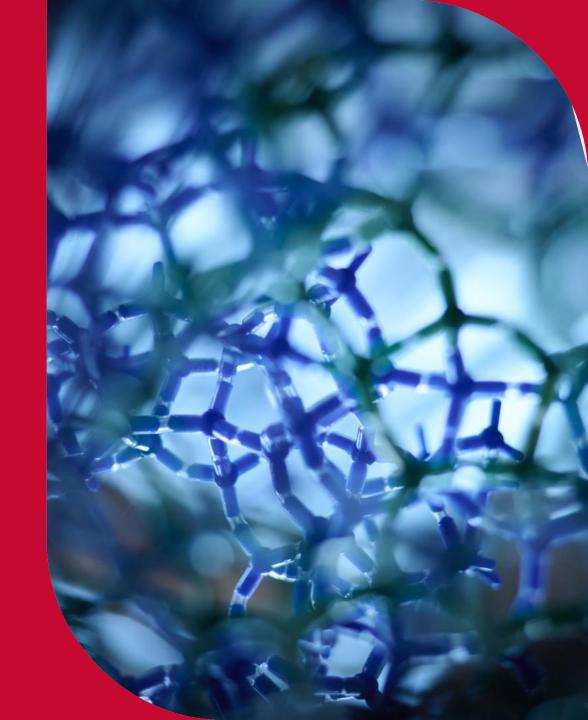






# DORA Control Framework V3.1

- DORA Control framework becoming more and more a market standard
- 8400 downloads
- Followers on LinkedIn from 40+ countries
- We received some feedback from users for improvements



## **DORA Control Framework V3.1**

Since publication of the framework in October 2024, the following standards changed:

RTS/ITS	Impact on the controls	Changed controls
RTS on content, timelines, and templates on incident reporting	No	N/A
ITS Major incident Reporting	No	N/A
RTS Threat-led penetration testing	Yes	Control 20.2
ITS Register of information	No	N/A
RTS Subcontracting	Yes	Controls: 16.3, 18.1, 18.2, 18.3

## **DORA Control Framework V3.1**

- Additionally, based on feedback we changed 11 other controls
- In total 16 controls have changed
- No new controls have been added
- Detailed change log is included

		including unrestricted rights to access, inspection, and audit. This encompasses alternative assurance levels, cooperation with regulator inspections, and full disclosure of audit scope, procedures, and frequency. Include a mandatory transition period upon termination, allowing the service provider to continue services during migration, affording the entity time to transition to another provider or in-house solutions based on service complexity. Mandate the implementation and testing of business contingency plans and the establishment of a security management system by the service provider. Require the service provider's participation in the entity's (advanced) testing program (TLPT), where required.	When negotiating contractual arrangements, consider the use of standard contractual clauses developed by public authorities for specific services.  Require the service provider's participation in the entity's (advanced testing program (TLPT), where required. Where participation of an ICT third-party service provider in TLPT may adversely impact service or data confidentiality for customers outside the scope of DORA, it
			may be agreed in writing to perform a pooled TLPT.
16.3	Third-party Critical Subcontracting Management	Delineate critical and important ICT services in contracts with third-party ICT service providers, specifying conditions for subcontracting. Require continual monitoring of subcontracted services supporting critical functions to ensure compliance with contractual obligations. Detail monitoring and reporting responsibilities of the third-party service provider to the financial entity, including risk assessments related to subcontractor locations and data ownership. Mandate incident response and business continuity plans for subcontractors, along with adherence to specified service levels and security standards. Ensure subcontractors grant the same audit and access rights to the financial entity as the primary service provider. Retain termination rights for the financial entity in cases of unauthorized subcontracting or failure to meet agreed-upon service levels. Implement changes relative to contractual agreements as soon as possible and document the planned timeline for the implementation.	Delineate critical and important ICT services in contracts with third-party ICT service providers, specifying conditions for subcontracting. Require continual monitoring of subcontracted services supporting critical functions to ensure compliance with contractual obligations. Detail monitoring and reporting responsibilities of the third-party service provider to the financial entity, including risk assessments related to subcontractor locations and data ownership. Mandate incident response and business continuity plans for subcontractors, along with adherence to specified service levels and security standards. Ensure subcontractors grant the same audit and access rights to the financial entity as the primary service provider. Retain termination rights for the financial entity in cases of unathorized subcontracting or failure to meet agreed-upon service levels. Implement changes relative to contractual agreements as soon as possible and document the planned timeline for the implementation

## **Download DORA Framework v3.1 here:**



www.norea.nl/dora



# DORA BOARDROOM training guideline





# **Guideline DORA Boardroom training**

A guideline by NOREA

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# **Guideline DORA Boardroom training**

A guideline by NOREA

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The Netherlands
e-mail: norea@norea.nl

## **Key features**







**Accessible language** 

Actionable objectives

DORA requirement clarified





Build on DORA control framework

NIS2 included

Domain	Knowledge objectives	Responsibility objectives	Mapping to practical questions for improved boardroom dialogue based on the factsheet from the NCSC <sup>5</sup> and CSR <sup>6</sup>	Typically the responsibility of the management body?
1.Governance & Risk Management	<ul> <li>Understand the collective and individual role and accountability of the Management Body members</li> <li>Being able to contribute to the definition of the organization's risk appetite and risk tolerance level</li> <li>Understanding the organisation's critical functions and their dependency on ICT services</li> <li>Understanding the organisation's ICT risk management framework and the risk cycle (plan, do, check and act)</li> <li>Understand the expectations of the Digital Operational Resilience Strategy (DORA or NIS2 specific) or IT security strategy</li> </ul>	Carry out the management body responsibility for digital resilience and updating the ICT risk framework taking into account the organization's environment (e.g. increased threats or geopolitical developments)  Oversee the resilience of most critical ICT and the mitigation of the cyber security risks of the organization within the risk appetite  Understand the Internal Audit year plan and specifically, the prioritization and added value of the audits in relation to the key IT risks  Oversee compliance with regulatory cyber requirements (DORA or NIS2 specific) or IT security strategy.	<ul> <li>What are the most pressing issues I need to focus on?</li> <li>What do you need to ensure that management allocates sufficient people and resources to achieve the objectives?</li> <li>What mechanism is in place within the organization to secure the cybersecurity strategy and approval of policies around risk management by management?</li> <li>With what frequency is cybersecurity on the agenda to ensure that there is sufficient progress on this topic?</li> <li>What is the role and task of the CISO when it joins board meetings?</li> <li>As a board member, what do I need to know to gain sufficient insight into this organization's cybersecurity risks?</li> <li>Are risk assessments carried out, if so, what are the main issues and outcomes of the risk assessments carried out?</li> </ul>	Yes

Domain	Knowledge objectives	Responsibility objectives	Mapping to practical questions for improved boardroom dialogue based on the factsheet from the NCSC <sup>5</sup> and CSR <sup>6</sup>	Typically the responsibility of the management body?
	<ul> <li>Understanding the different types of back-up and recovery strategies</li> </ul>			
4.Incident management	<ul> <li>Understanding the key aspects of the incident management policy and escalation paths.</li> <li>Understanding classification and reporting of incidents</li> <li>Knowing the most important stakeholders and their roles in the event of a major incident.</li> </ul>	Knowing the DORA and NIS2 specific major incident reporting timelines (if relevant also SEC)     Knowing how to report major incidents to the supervisory authorities in the different regions     Capacity to lead the technical incident response and participate in the strategic response to major incidents	Do we have an incident response plan?     Are we, as a company and as the board, (sufficiently) insured against cyber risks?	No
5.Software and systems development	<ul> <li>Understanding the key aspects of the software and systems development policy</li> </ul>	<ul> <li>Understanding most critical aspects regarding testing systems</li> <li>Understanding how well the required tests are performing</li> </ul>	N/A	No
6.Third-party Risk management	Understanding the third-party risk management process incl. supplier management and understand that third party risk must be managed as an integral component of ICT risk and ICT risk management framework     Understanding key contractual agreements such as e.g. exit strategy, unrestricted rights of access, inspection and audit and notice periods and reporting obligations of the TPP	Knowing the critical third-party providers of the institution and oversee their periodic evaluation whether the strategy still fits     Knowing the impact of changes in the chain of critical subcontractors     Knowing the level of compliance to the required security and contractual requirements of the critical third-party providers of the institution     Having insight in involvement of the critical third-party providers of	NCSC:  Which third parties do we use?  CSR:  Do we know the dependencies of ICT suppliers and do we control the involved risks?	Yes

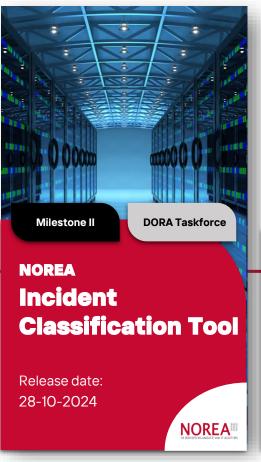
## **Boardroom training guideline available here:**



www.norea.nl/dora

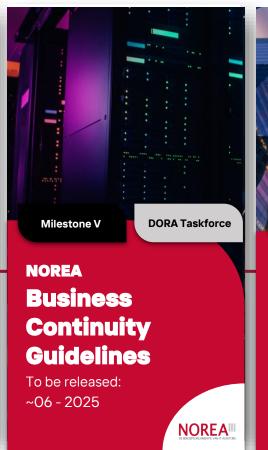


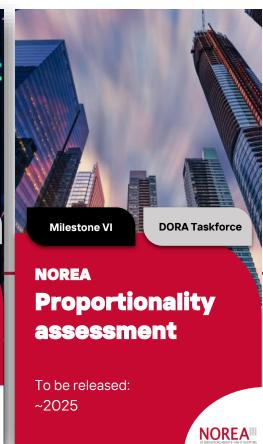
## Roadmap











## DORA Experiences Event

14 mei 2025

Martijn de Laat

**Christopher Nield** 



achmea 🖸







## Today we will share our experiences

To ensure a complete picture, we will do this together



Martijn de Laat Group Information Security Officer



Christopher Nield Program manager DORA ODV



## Roadmap

There will be time for questions at the end of the presentation





## Achmea consists of a group of labels and companies

Woven into the fabric of Dutch homes and our financial sector



**Mortgages** 

























Beheer







**Pensioenservices** 











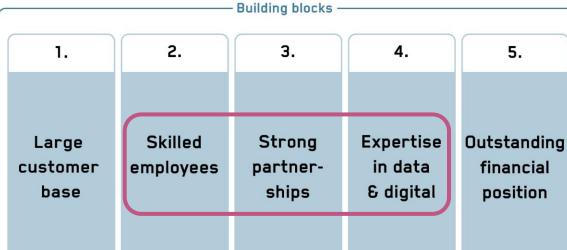








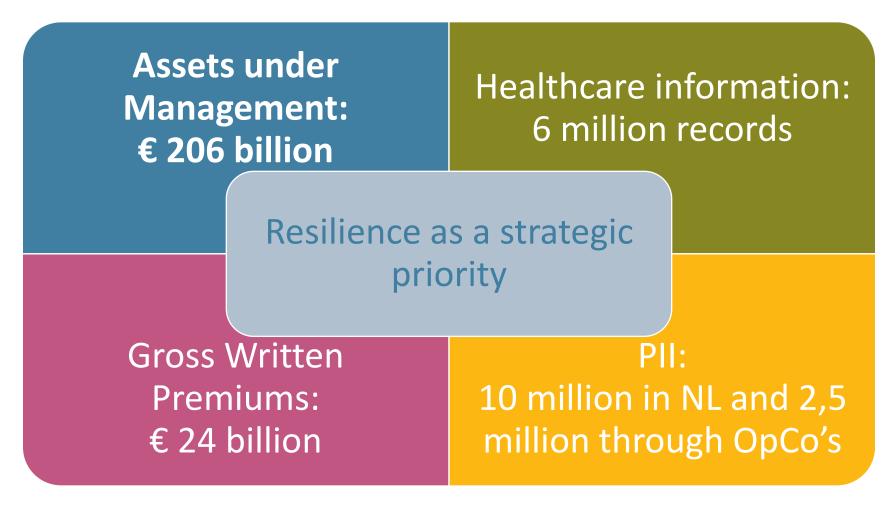






## Achmea takes her responsibility

A high level of resilience is required, not least because of our interwovenness in homes and lives





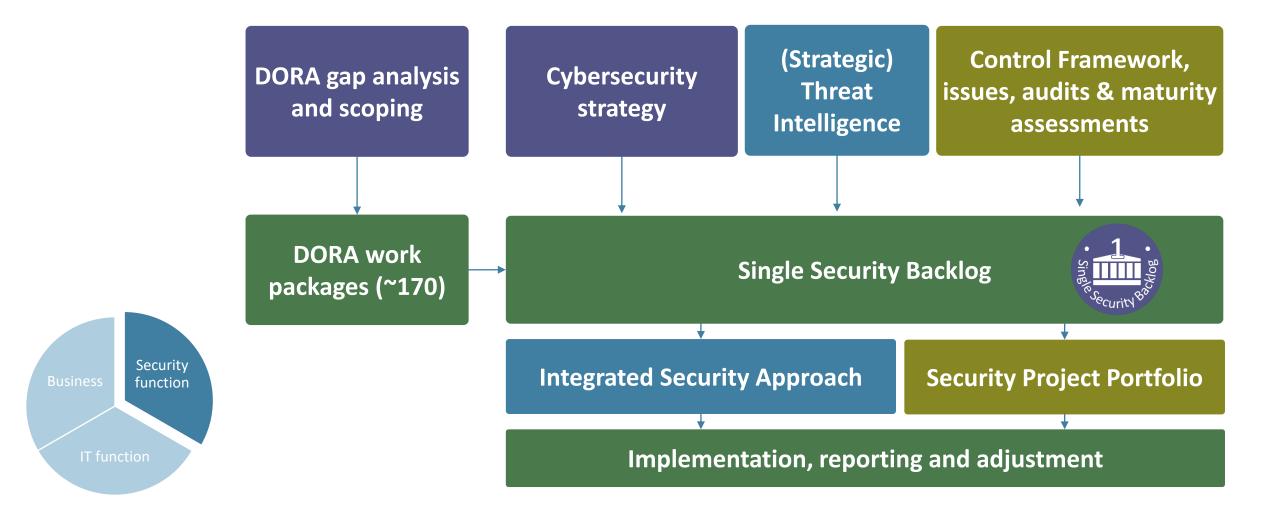
Achmea's challenge is to maintain balance between demonstrable compliance with the DORA and focussing on actual resilience

To achieve this, we reuse existing solutions and governance to implement the DORA



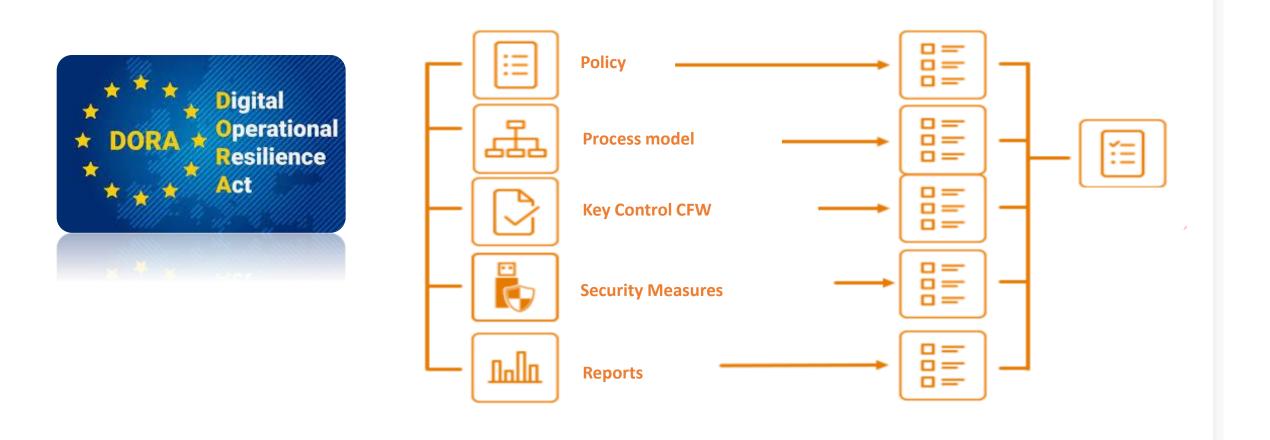
## How do you eat an elephant?

Through a cascade of strategy, goals and work packages (and cutlery)



## How did we conduct the Gap Analysis?

All articles from DORA have been checked against impact on five topics



## Focal points of our DORA implementation

Strategic accents to clarify priority and way of working

#### Scoping

- Clear scoping is essential
- (re)Define critical and important functions

### Third Party Risk

- Definition of an ICT service / classification
- Legal documentation
- Information register

## **Resilience Testing**

- Resilience Testing strategy
- Possibility of designation
- Process integration (TIBER/ART)

## Resilience Strategy

- Integrating DORA in existing policies and frameworks
- Balancing legal interpretation and practical implications

#### Reuse

Integration preferred over adding new elements





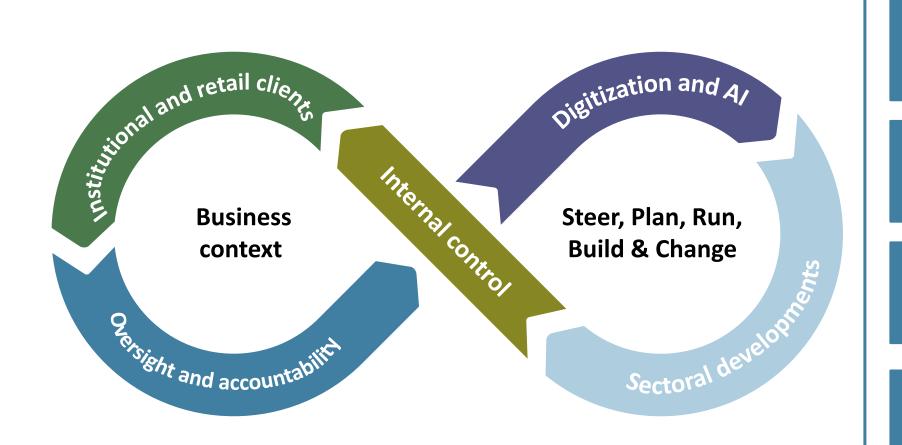






## DORA is interwoven in all aspects of operations

Achmea isn't an IT company, but DORA requires attention across the board



DORA demands attention from non-IT teams

DORA has impact with regards to commercial choices and propositions

Institutional clients impose additional demands

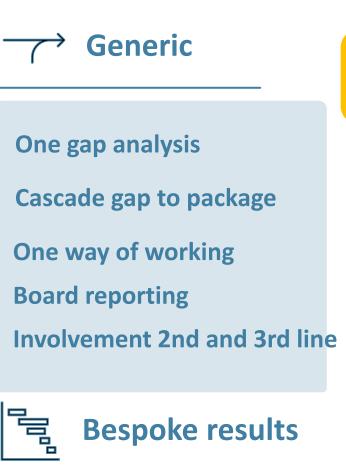
Transforming requirements into local results

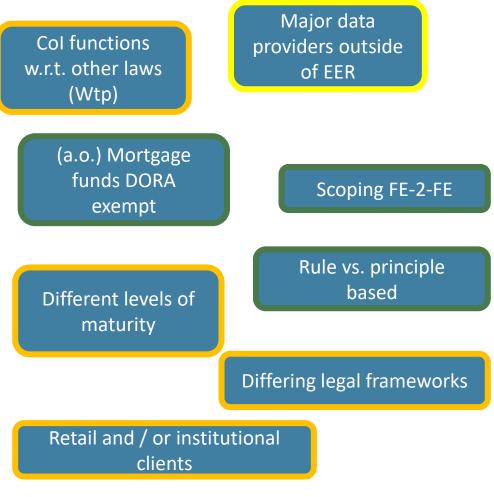


### Achmea consists of a diverse set of financial entities

Aligning differing business context with one way of working

- Credit institution
- Managers of alternative investment funds
- Investment firms
- Insurance undertakings
  - Life insurance
  - Pension insurance
  - Health insurance
- Pensions
  - Premiepensioeninstelling
  - Pensioenuitvoerder







### Integrating strength as both an opportunity and a threat

No add-on and high reuse, however DORA implementation becomes less explicit

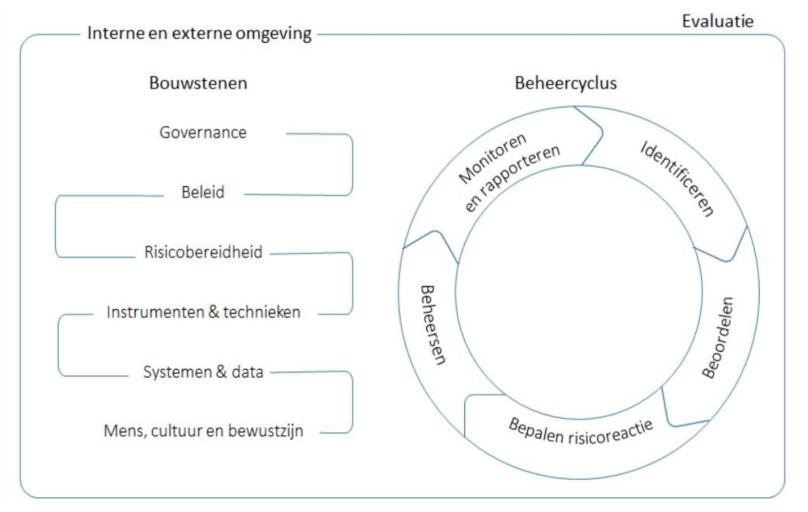


### **IGRC** beleid

Integrated Governance, Risk en Compliance systeem



Colofon
Versie: 1.1
Status: Definitief
Datum: 18-02-2025
Classificatie: Intern





### Trust the process

Focus on the best way of implementation, not the most visible

# **Policy**

- ESAIncident management
- OutsourcingBCM
- DORT
   Information security

### **Process**

- Major incident process
- Security monitoring
- 55 IT processes assessed

Integrating DORA into business as usual

### Governance

- New board requirements
- Assessing existing charters

Additional challenge is
how to maintain an
integrated system with a
reproducible trail to its
components to ensure
demonstrable compliance

# **Technology**

- Toolchain incident management
- Additional security monitoring
- Additional MFA
- Ransomware, TLPT & PQC

## People

- Security awareness
- Education, training and communication
- Legal liability



### What did we learn?

We can be (and are) very proud of what our colleagues have achieved

Challenge

Where the magic happens

**Lesson learned** 

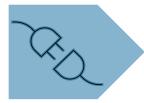
**CSF** 



Differing opinions on the 'how' of DORA compliance. Width, depth, ...

Cocreation with clients and partners; garner support and avoid surprises. Proactive communication to clarify uncertainties

**Open mindedness** 

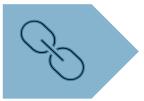


DORA's scope is broad with high impact regarding cost of control. Col-functions as framework and risk

Aligning with legal definitions objectifies discussion and increases harmonisation

Insight in process, IT- and contract landscape.

Risk based



Short implementation timeline and a long internal focus before starting

Forging ahead to maintain dialogue with clients, suppliers, colleagues and overseers

**Daring to make choices** 



Tension between a generic way of working and specific requirements, specifically handshakes

Necessary additional governance to ensure alignment legal frameworks and business context on generic way of working

Committing and delivering



# Thank you for your attention



achmea 🖸





DORA Experiences
Payment Institutions (PI's)

14 May 2025











# Intro



### Anjeni (Pancham) Bedi ⊘

Executive Board Member Payments CM.com | Compliance | Lid RvT Kunst Centraal | SER Topvrouwen

The Randstad, Netherlands · Contact info

CM.com Dutch technology company specialized in services for conversational commerce

**Enhance customer engagement** 

Founded in 1999 by Jeroen van Glabbeek & Gilbert Gooijers

Breda based but global presence





### **VBIN Verenigde Betaal Instellingen Nederland**

# Represent the interests of the Dutch Payments Institutions & pursue an even level playing field



Maurice Jongmans Chair VBIN CEO Online Payment Platform B.V.



Alexander Verhoeven
Board VBIN
Head of Compliance &
Risk Intersolve Payments
B.V.



André Reumerman Treasury VBIN CFO Buckaroo B.V.



Anjeni Bedi Board VBIN Exec. Board Member CMP B.V.



### **VBIN Verenigde Betaal Instellingen Nederland Selection of our Members**





































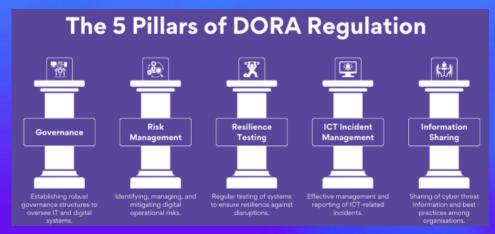






# DORA...the beginning

- Early alignment with other VBIN members on key topics from DORA
- 2. VBIN provided a platform for discussion with members, key experts, DNB and other interest groups
- 3. DNB facilitated events to discuss key topics
- 4. Many events around DORA



Source: Metomic

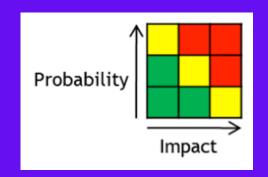




# Challenges in DORA implementation







# A) Risk Based Approach Focus on integrity risks



**RISK APPETITE** 





**Priority Commerce** 

# B) A wide variety of PI's in the Fin-ecosystem

**Services -** What do payment institutions do?

Processing credit transfers and direct debits

Issuing and acquiring payment cards

Providing mobile payments or online payment gateways

Operating payment accounts (excl. deposit accounts)

**Technical role** – How does the technical infrastructure look like?

### Payment Service Provider (PSP)

Role: PSPs facilitate the connection between merchants and acquiring banks, providing technology for processing payments, but they do not hold merchant accounts.

### <u>Acquirer</u>

Role: Acquirers are banks or financial institutions that manage merchant accounts, process card transactions, and settle funds to merchants.

### Payment Facilitator (PFAC)

Role: PFACs, or PayFacs, are similar to acquirers but they aggregate multiple sub-merchants under a single master merchant account. They onboard sub-merchants, handle underwriting, and facilitate payment processing on their behalf.



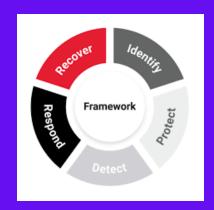
Special attention for specific roles for payment institutions in the Fin-ecosystem and DORA adherence

Function	Regulated under DORA	Direct ICT Risk Management	Incident Reporting	Subject to TLPT	Third-Party Risk
PSP	✓ Yes	✓ Full	Yes	Possible	Yes
Acquirer	✓ Yes	✓ Full + Merchant Risk	Yes	Possible	✓ Yes
PFAC (regulated)	✓ Yes	✓ Full	Yes	Possible	✓ Yes
PFAC (unregulated)	<b>X</b> No	▲ Limited via Acquirer	▲ Indirect	X No	✓ Subject to Oversight

Priority Commerce



# C) Overhaul ICT risk mgt





- Fragmented or legacy systems
- Aligning all departments and processes under a single ICT risk framework can be complex and costly
- Compliance fatigue due to overlapping NIS2, PCI- DSS, GDPR, and DORA audits
- Insufficient internal policies



- OneTrust platform to streamline policy mapping & audit workflows
- Vanta generating & tracking compliance documents and embedded review/approval process
- Apply mapping to different frameworks instead of separate documents
- Build audit-ready documentation via Confluence
- Store test results, policies and evidence in centralized repositories





# D) Top management alignment



"The management body is accountable for defining, approving, overseeing, and implementing all arrangements related to the ICT risk management framework."

Not only sponsorship but actual involvement!



Management reports including KRI's and KPI's to report on operational resilience

VBIN -> early involvement of top management in VBIN discussion platforms Improve training content for executive board members as well as for Supervisory Board Members/Non –executive board members



# Arrange Distriction Arrange Ar

# E) Third Party Risk management



- Raise the bar in terms of third-party risk management!
- Integrate steps in purchasing processes -> including specific clauses in contracts & follow up on (performance) evaluation
- More collaboration with suppliers in the area of testing
- Defining exit strategies -> is this workable?
- Renegotiating existing vendor contracts to include DORA clauses, ensuring service continuity and compliance across the chains



- RiskRecon to increase visibility in the chain of vendors and related exposure
- Tooling to simplify onboarding of third party with a structured risk assessment scoring



# F) Incident management & reporting



- Insufficient forensic readiness for post-incident investigations
- Difficulty tracking & reporting minor ICT incidents and near misses
- Multi discipline approach often weak and/or misalignment exist
- Focus on remediation/damage control rather than gathering datapoints for reporting
- Even datapoints cannot be retrieved easily/centrally



- Implementation of Velociraptor for endpoint visibility, forensic collections and knowledge on chain of custody procedures
- Use of Jira for automated logging and classification
- RCA guiding in steering in operational resilience -> multiple occurrences of an incident with a similar cause, need focus to solve the underlying problem
- Use of the NOREA incident classification tooling





# E) Testing



- Lacking a strategic vision on this topic
- No structured process for scenario-based resilience testing (as required under DORA)
- Tests are often managed in silo's (vulnerability tests, penetration tests, business continuity tests...)
- Critical functions and dependencies are not properly in scope
- Not always internal expertise present to conduct the testing
- Lack of traceable resilience testing history
- Difficulty with alignment with ICT third party providers on testing obligation & necessity



- Tabletop Exercise tools to simulate a crisis and collaborate with a third party consultancy
- Adoption of Jira and Confluence to manage test results and evidence collection
- Clear roles, responsibilities and accountability, including PR role!
- Re-assess test strategy and practice what you preach!



# F) Intragroup ICT outsourcing





- Lack of formal SLAs or contracts with intragroup providers, relying on informal governance or implied cooperation
  - \* Due diligence obligations must be met
  - \* Formal contracts with all required clauses are mandatory
- Drafting compliant contracts internally can be politically and operationally sensitive
- Intragroup arrangements can create systemic risk within a group, & oversight may be weaker than with
   external vendors
- Intragroup services not considered as "outsourcing" for reporting purposes -> non-compliance
- Difficult to implement realistic exit strategies due to shared infrastructure or group-level dependencies



# F) Intragroup ICT outsourcing





- Development group-wide DORA outsourcing policy including intragroup arrangements
- Internal provider = "third party" for compliance purposes—apply same vetting, oversight, & contractual controls
- Standardized intragroup outsourcing contract templates with DORA-required clauses
- Maintenance of a central register of all intragroup ICT dependencies & assess concentration risk regularly
- Implement business continuity & resilience plans specifically for central ICT hubs or shared service centers
- KPI's and regular performance reporting to monitor intragroup ICT delivery
- Draft plausible exit strategies, even if complete disengagement is unlikely
- Gap analysis between existing intragroup arrangements and DORA requirements.
- Run training programs for internal service providers to understand their regulatory obligations.
- Implement a DORA compliance dashboard that flags gaps or outdated contracts



# 25 Years at the Forefront of Innovation.

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