

BCE INC.

RISK AND PENSION FUND COMMITTEE CHARTER

I. Purpose

The purpose of the Risk and Pension Fund Committee is to assist the Board of Directors in its oversight responsibilities related to:

- A. the Corporation's enterprise risk governance framework and the policies, procedures and controls management uses to evaluate and manage key risks to which the Corporation is exposed;
- B. the Corporation's exposure to key risks, except for risks that remain the primary responsibility of another Committee of the Board;
- C. the administration, funding and investment of the defined benefit provisions (the "DB Plan") and the defined contribution provisions (the "DC Plan") of the Corporation's pension plans (the "Plans") and funds (the "Funds");
- D. identifying, evaluating, managing, and monitoring risks that may adversely impact the Plans' ability to operate as intended and deliver benefits to Plan beneficiaries; and
- E. the unitized pooled funds sponsored by the Corporation for the collective investment of the Plans and the BCE master trust fund (the "Master Trust Fund").

II. Duties and Responsibilities

The Risk and Pension Fund Committee shall perform the functions customarily performed by risk committees and pension fund committees and any other functions assigned by the Board of Directors. In particular, the Risk and Pension Fund Committee shall have the following duties and responsibilities:

A. *Risk Oversight*

- 1. Review, monitor, report and, where appropriate, provide recommendations to the Board of Directors on the Corporation's risk governance framework, including the policies, procedures and controls management uses to identify, assess, mitigate and, where required, report key risks to which the Corporation is exposed; and
- 2. Review, monitor, report and, where appropriate, provide recommendations to the Board of Directors on the Corporation's exposure to key risks that may result in significant operational,

financial, legal or reputational impacts, except risks that remain under the primary responsibility of another Committee of the Board, including:

- (1) operational risk exposures including the Corporation's network resiliency, business continuity plans, work stoppage and disaster recovery plans;
- (2) regulatory and public policy risks;
- (3) data governance and privacy risks;
- (4) artificial intelligence risks;
- (5) security risks, including information security (cybersecurity), physical security and fraud;
- (6) oversight of vendor management and risks; and
- (7) reputation and sustainability, social and governance (including climate change and climate-related) risks and trends;
- (8) technological risks;
- (9) safety risks and trends; and
- (10) geo-political risks.

B. *Pension Plans Oversight*

B.1 Establishment of Strategy and Policies

1. Through review and establishment of the policies that govern the investment and management of the Plans, adopt an overall risk appetite, risk tolerance and risk limits for investments, and review and monitor processes for (i) evaluating and prioritizing identified risks, including funding risks, actuarial risks, investment risks, governance risks, operational risks and sustainability risks, and (ii) measuring accountability and effectiveness of controls established to mitigate any such risks.
2. Review any proposed change in the Corporation's Plans and in particular, the impact on the Plan liabilities and funding of proposed changes to benefits under the DB Plan and the impact on members and the attainment of savings and investment objectives under the DC Plan and advise the Board of Directors thereon.
3. Approve long-term funding objectives in relation to the DB Plan's liabilities.

4. At least annually, confirm, or approve changes to the Funding Policy, the Statement of Investment Beliefs, the Responsible Investing Policy and the Statement of Investment Policies and Procedures ("SIPP's") of the Funds and the Master Trust Fund, including the DB Plan long-term asset mix and the DC Plan set of investment options and level of fees.

B.2 Appointments of Agents and Delegation to Management or a Management-level Committee

1. Approve the appointment or removal of the actuary for the Plans.
2. Recommend for Board of Directors approval, the appointment (including the terms thereof and any changes thereto), or removal, of the custodian(s), trustee(s) or principal investment manager, for the Plans, Funds and Master Trust Fund.
3. Approve the appointment (including the terms thereof and any changes thereto), or removal, of the auditors for the Funds and Master Trust Fund.
4. Appoint members to a management-level committee and delegate to such committee (or to management, if such committee is not appointed), any responsibilities determined by the members of the Risk and Pension Fund Committee to be of an operational nature with respect to the administration, communication to members, monitoring of agents' performance and investment of the Plans, Funds and Master Trust Fund.
5. Obtain reasonable assurances that members of the management-level committee or management, as applicable, have the necessary skills and knowledge to fulfil their responsibilities and that, if needed, they are seeking assistance from outside advisors.

B.3 High-Level Monitoring

1. Review at least annually the policies and procedures in place for carrying out the Corporation's responsibilities as employer, sponsor and administrator of the Plans and Funds and as sponsor of the Master Trust Fund, including supervision and monitoring procedures (the "Control System").
2. On a periodic basis, as determined by the Risk and Pension Fund Committee, obtain reasonable assurances from management that the Control System is adhered to and that it has not detected any material non-compliance.
3. Obtain reasonable assurances that the Plans, Funds and Master Trust Fund are administered and invested in material compliance with the Plans' texts, applicable contractual arrangements, the applicable SIPP and applicable law.

4. Review and approve the audited financial statements of the Funds and Master Trust Fund.
5. On a periodic basis, as determined by the Risk and Pension Fund Committee, obtain and review a report on the Plans' activities and on the Funds' and Master Trust Fund's respective investment performance.
6. Review, monitor, report and, where appropriate, provide recommendations to the Board of Directors on the Corporation's exposure to risks related to pension fund liabilities.
7. On a periodic basis, as determined by the Risk and Pension Fund Committee, obtain and review a report on DC Plan member contribution rates, investment selection and investment performance.

III. Evaluation of the Risk and Pension Fund Committee and Report to Board of Directors

- A. The Risk and Pension Fund Committee shall evaluate and review with the Corporate Governance Committee of the Board of Directors, on an annual basis, the performance of the Risk and Pension Fund Committee.
- B. The Risk and Pension Fund Committee shall review and discuss with the Corporate Governance Committee of the Board of Directors, on an annual basis, the appropriateness of the Risk and Pension Fund Committee charter.
- C. The Risk and Pension Fund Committee shall report to the Board of Directors periodically on the Risk and Pension Fund Committee's activities.

IV. Outside Advisors

The Risk and Pension Fund Committee shall have the authority to engage outside counsel and other outside advisors as it deems appropriate to assist the Risk and Pension Fund Committee in the performance of its functions. The Corporation shall provide appropriate funding for such advisors as determined by the Risk and Pension Fund Committee.

V. Membership

The Risk and Pension Fund Committee shall consist of such number of directors, in no event to be less than three, as the Board of Directors may from time to time by resolution determine.

VI. Risk and Pension Fund Committee Chair

The Chair of the Risk and Pension Fund Committee shall be appointed by the Board of Directors. The Chair of the Risk and Pension Fund Committee leads the Risk and Pension Fund Committee in all aspects of its work and is responsible to effectively manage the affairs of the Risk and Pension Fund Committee and

ensure that it is properly organized and functions efficiently. More specifically, the Chair of the Risk and Pension Fund Committee shall:

- A. Provide leadership to enable the Risk and Pension Fund Committee to act effectively in carrying out its duties and responsibilities as described elsewhere in this charter and as otherwise may be appropriate;
- B. In consultation with the Board Chair and the Chief Executive Officer, ensure that there is an effective relationship between management and the members of the Risk and Pension Fund Committee;
- C. Chair meetings of the Risk and Pension Fund Committee;
- D. In consultation with the Chief Executive Officer, the Corporate Secretary's Office and the Board Chair, determine the frequency, dates and locations of meetings of the Risk and Pension Fund Committee;
- E. In consultation with the Chief Executive Officer, the Corporate Secretary's Office and, as required, other Officers, review the annual work plan and the meeting agendas to ensure all required business is brought before the Risk and Pension Fund Committee to enable it to efficiently carry out its duties and responsibilities;
- F. Ensure, in consultation with the Board Chair, that all items requiring the Risk and Pension Fund Committee's approval are appropriately tabled;
- G. Ensure the proper flow of information to the Risk and Pension Fund Committee and review, with the Chief Executive Officer, the Corporate Secretary's Office and, as required, other Officers, the adequacy and timing of materials in support of management's proposals;
- H. Report to the Board of Directors on the matters reviewed by, and on any decisions or recommendations of, the Risk and Pension Fund Committee at the next meeting of the Board of Directors following any meeting of the Risk and Pension Fund Committee; and
- I. Carry out any special assignments or any functions as requested by the Board of Directors.

VII. Term

The members of the Risk and Pension Fund Committee shall be appointed or changed by resolution of the Board of Directors to hold office from the time of their appointment until the next annual general meeting of the shareholders or until their successors are so appointed.

VIII. Procedures for Meetings

The Risk and Pension Fund Committee shall fix its own procedure at meetings and for the calling of meetings. The Risk and Pension Fund Committee shall meet in

executive session in the absence of management, at each regularly scheduled meeting.

IX. Quorum and Voting

Unless otherwise determined from time to time by resolution of the Board of Directors, two members of the Risk and Pension Fund Committee shall constitute a quorum for the transaction of business at a meeting. For any meeting(s) at which the Chair of the Risk and Pension Fund Committee is absent, the Chair of the meeting shall be the person present who shall be decided upon by all members present. At a meeting, any question shall be decided by a majority of the votes cast by members of the Risk and Pension Fund Committee, except where only two members are present, in which case any question shall be decided unanimously.

X. Secretary

Unless otherwise determined by resolution of the Board of Directors, the Corporate Secretary of the Corporation or the Corporate Secretary's delegate shall be the Secretary of the Risk and Pension Fund Committee.

XI. Vacancies

Vacancies at any time occurring shall be filled by resolution of the Board of Directors.

XII. Records

The Risk and Pension Fund Committee shall keep such records as it may deem necessary of its proceedings and shall report regularly its activities and recommendations to the Board of Directors as appropriate.