

FY 2025-26 Enterprise Compliance, Risk & Governance Mid-Year Update

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Goal

Mature an industry standard enterprise compliance and risk program utilizing integrated technology systems, people, and process capabilities to manage and mitigate compliance and ethics risks.

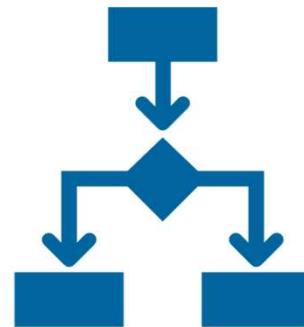
Priorities

PEOPLE



- Recruit and educate compliance team
- Deepen first/second line roles & responsibilities

PROCESS



- Enhance conflict of interest oversight
- Mature Risk Assessment Program
- Conduct Monitoring & Assurance Reviews

TECHNOLOGY



- Expand eGRC Technology Platform key to compliance and risk foundational structure

People



Awareness

Expansion of the Enterprise Risk Management programs and execution of a multi-channel communication strategy to increase awareness of compliance and risk fundamentals and reinforce first line accountability.

Guidance and Education

Established dedicated advisory group to support team members enterprise-wide with inquiries regarding conflicts of interest or compliance with ethics rules.

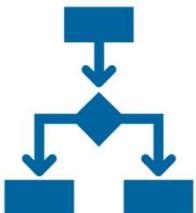
Upgrading and Upskilling Talent

Continue to actively recruit for subject matter expertise in compliance and risk management.

2026

Process Enhancements

Through ongoing process enhancements, ECRG strengthens organizational risk intelligence and promotes awareness of risk and compliance standards.



Improved

Risk and Control Self-Assessment (RCSA) process and further refined risk and control measures and methodologies; developed comprehensive educational materials and guidelines.

Enhanced

Regulatory Change Management process with clearly defined roles and responsibilities, expanded ongoing monitoring to include legislative and regulatory resources, and developed plans to reinforce compliance and risk oversight.

Delivered

Multiple enhancements to monitoring conflicts of interest, including augmented personal trading reporting metrics and third-party agreement conflict check processes.

Developed

Strategy for enhanced policy governance across the organization to streamline and strengthen policy management and oversight.

Launched

Improved data and dashboard metrics to ensure continuous Form 700 monitoring and issue management.

Technology Upgrades

As the foundation for an industry standard compliance and risk program, ECRG has continued to enhance our technological resources and tools that support compliance and risk mitigation.



- Dashboards and Data Enhancements** – Continued collaboration within the division to formalize and operationalize monitoring of investment policies and standards.

- Risk Management Platform and Tools** – Established a single system as book of record to monitor individual compliance, identify trends, and address risks.

Improved technology supports key data analysis to further monitor, assess, and reduce risks across the organization.