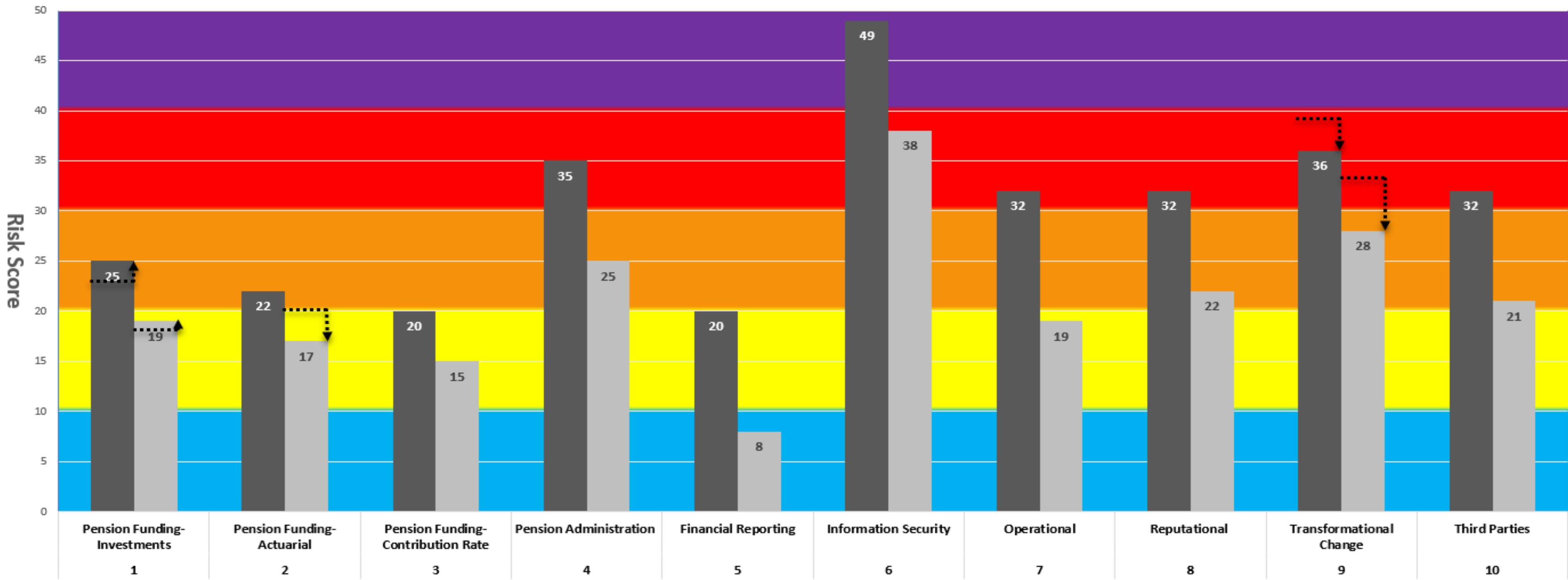


Enterprise Risk Management Heat Map as of December 31, 2023



Risk Score Key:

very high	41-50
high	31-40
medium	21-30
low	11-20
very low	1-10

Risk Categories

Inherent Risk Score
  Residual Risk Score

↑ Increase since prior period (June 30, 2023)  
 ↓ Decrease since prior period (June 30, 2023)