



**Conning Holdings Limited (“Conning”) COVID-19 Readiness  
March 25, 2020**

The safety of our employees and serving the needs of our clients are Conning’s top priorities. Our company has robust processes in place to ensure business continuity, and while we recognize the current COVID-19 pandemic is a dynamic situation, our global offices have responded quickly to put in place best practices to continue to provide a high level of service to our clients.

Conning’s Enterprise Risk Management Committee (ERMC) aggregates and oversees risks across our business units and regions. Our Chief Risk Officer has worked with his team and representatives from across the enterprise to identify key risks to Conning’s business areas as a result of COVID-19 concerns. In addition, each business unit has a Business Continuity Plan (BCP) which provides tactical steps to quickly address any barriers to our continued operations. We have implemented those plans and continue to refine them to better support long-term off-site business continuity.

From an operational standpoint, Conning has undertaken measures to protect the health of our employees without disrupting our ability to serve our clients. Over the past few weeks, we have invested in our remote technology infrastructure to ensure our employees can work from home in an effective manner. Conning implemented a split workforce arrangement earlier this month. Given the success of this approach, and in light of the government-mandated restrictions, all Conning employees globally (with very limited exceptions) have been working from home since mid-March and are required to work from home until further notice. We are confident that we can continue to leverage technology to keep our business functioning smoothly and our personnel safe.