



THE **AGENTIC** AI LEADERSHIP CHARTER



LEADING THE DEVELOPMENT OF AGENTIC AI, SO AGENTS CAN BE FULLY TRUSTED

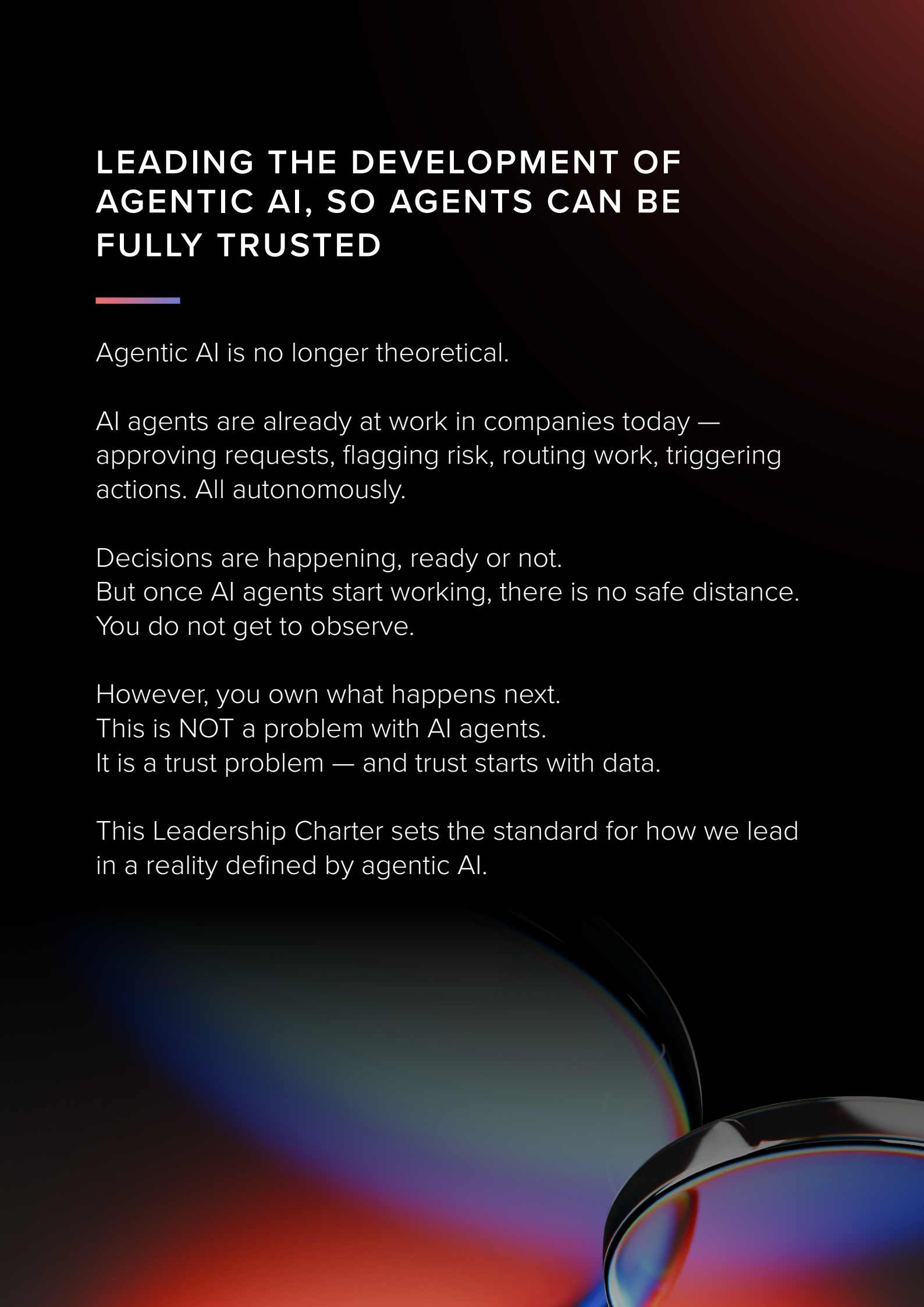
Agentic AI is no longer theoretical.

AI agents are already at work in companies today — approving requests, flagging risk, routing work, triggering actions. All autonomously.

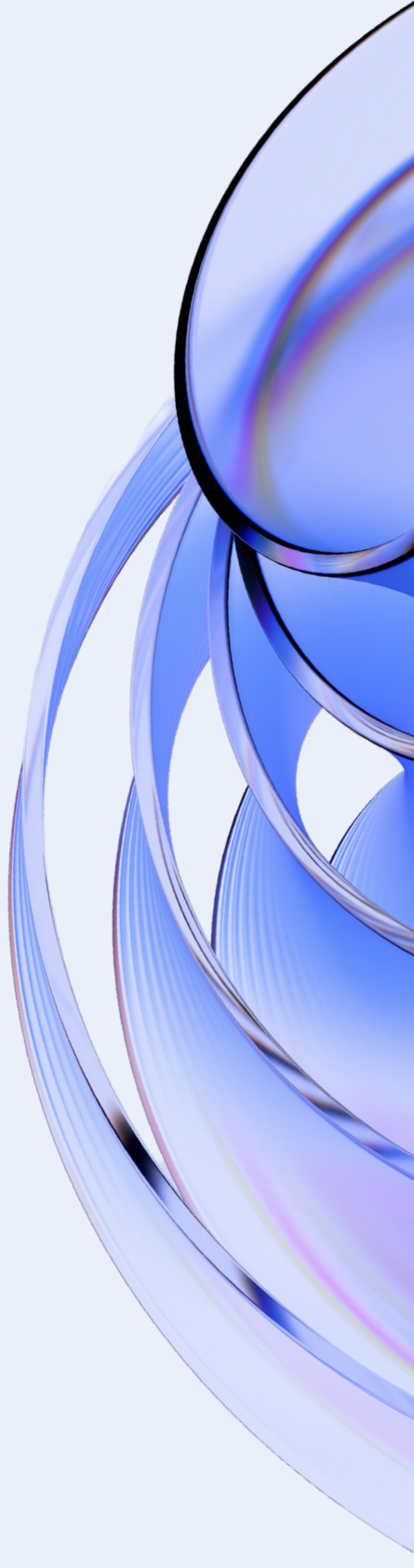
Decisions are happening, ready or not. But once AI agents start working, there is no safe distance. You do not get to observe.

However, you own what happens next. This is NOT a problem with AI agents. It is a trust problem — and trust starts with data.

This Leadership Charter sets the standard for how we lead in a reality defined by agentic AI.



WHY THIS CHARTER EXISTS



Most AI programs do not slow down because the technology hits a wall. They slow down because leaders stop believing in the outcomes.

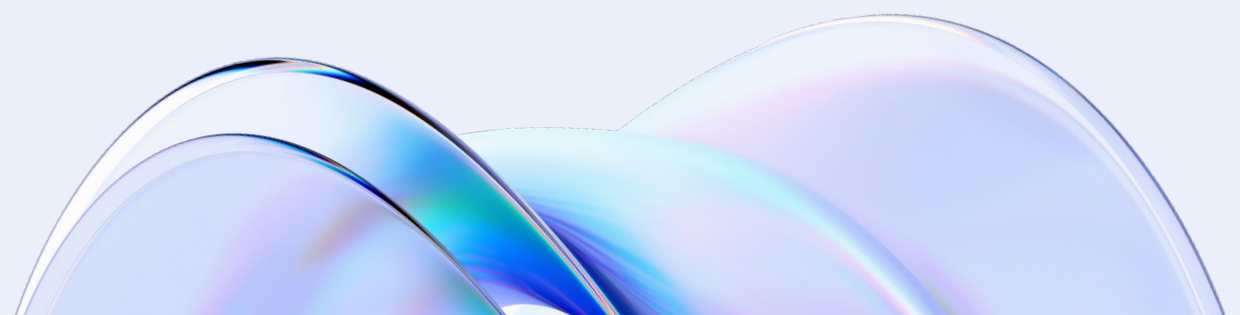
When AI agents behave unpredictably...
When answers cannot be explained...
When decisions do not line up with how the business actually works...

Trust disappears.

Without trust, AI does not scale; it stalls.
That breakdown is not caused by the LLMs.
It is caused by data that is old, out of context, or ungoverned.

- Data becomes old when it no longer reflects the current state of the business.
- Data is out-of-context when it lacks semantics or business meaning.
- Data is ungoverned when there are no policies determining who can access what data.

**If the data cannot be trusted, the AI
— and the agents — also cannot be trusted.**



OUR COMMITMENT AS LEADERS



We treat trust as non-negotiable.

Trust is not something you hope for after deployment. It is something you design for — deliberately — through the data that AI agents are allowed to access, interpret, and act upon. If the foundation is not solid, no amount of intelligence fixes it.

We make sure AI understands what is happening now.

AI agents cannot act responsibly based on yesterday's view of the world. The systems we sponsor operate with live awareness of what is happening across the business — not delayed snapshots or partial signals. Current, relevant data is not simply a performance advantage. It is a requirement for trustworthy decisions.

We insist on relevance, not noise.

Giving AI more data does not make it smarter. Giving it the right data does. Context — what matters, when it matters, and why — helps AI focus on the information that is relevant, improving judgement while avoiding unnecessary processing.

We build guardrails into the way AI works.

Trust breaks when AI operates outside expectations. In an agentic model, guardrails are not optional — they are the foundations of trust. Security, compliance, and governance are not obstacles to innovation — they are what make AI agents safe to run in the real world.

We don't outsource accountability.

If AI acts on behalf of the organization, responsibility stays human.

Agentic AI does not remove ownership.

It makes it more visible.

Decisions must be understandable, traceable to the data behind them, and defensible to customers, regulators, and the business.

We judge AI by credibility, not activity.

Demos and pilots do not inject trust. Trust is earned when AI agents behave predictably — under pressure, at scale, in real conditions.

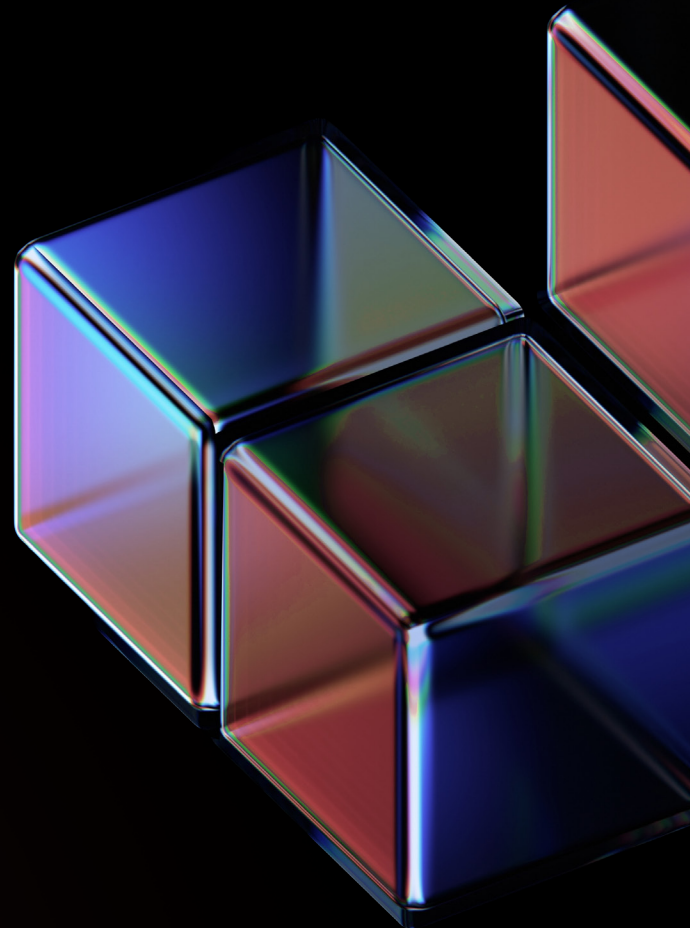
If agents cannot be trusted to act deterministically, they are not ready.

We invest in data foundations that don't crack under pressure.

Trust does not come from patches and workarounds.

It comes from platforms that deliver live data without lag, that preserve business meaning, and that apply governance everywhere AI agents operate.

That is how trust compounds as AI expands, instead of eroding.



THE GOALS OF THIS CHARTER



This Charter is about recognizing that to operate predictably, AI agents need live data, with context, and guardrails.

It is about building trust – with employees and customers – that the outcomes from autonomous agents are accurate and explainable.

It is about establishing the data foundation that gives AI agents access to live data, appropriate business context and semantics, and the governance needed to operate reliably.

WHO THIS CHARTER IS FOR



This Charter is for leaders who are responsible for AI initiatives:

- Executive sponsors accountable for results
- Business and digital leaders carrying real risk
- AI and data leaders responsible for making AI operational

If AI decisions affect your organization, this applies to you.



Stand up for Trusted Agentic AI

Agentic AI that acts without trust is not innovation.
It is exposure.

This is not an LLM problem.
It is a trust problem — and trust starts with data.

This is the Agentic AI Leadership Charter.

