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	Level 1	Level 2	Level 3	Level 4	Level 5
	None	Defined	Managed	Optimized	Adaptive
Policy	 No formal AI policies. High regulatory risk	 Basic principles drafted. Thresholds defined.	 Standardized frameworks (NIST, ISO) adopted.	 Automated policy enforcement. Strict compliance.	 Dynamic, self-adapting policies to regulations.
Process	 No inventory. Manual, undocumented approvals.	 Manual inventory. Basic accountability assigned.	 Formal oversight committee. Mandatory gates.	 Automated workflows. Rapid incident response.	 Continuous governance. Real-time automated auditing.
Technology	 Disconnected tools. Shadow AI prevalent.	 Basic cataloging, lineage. Siloed monitoring.	 Automated drift/bias monitoring. Centralized hubs.	 Advanced LLM/ agentic controls. unified platform.	 Fully unified, platform-enabled ecosystem.
Culture	 Governance seen as roadblock. Limited awareness.	 Acknowledgment of risk. Initial training.	 Governance integrated. Clear model ownership.	 Governance by design. Proactive collaboration.	 Ethical AI as board-level competitive differentiator.