

2023-2024 Chairman's Roadshow

Michel Liès, Chairman of the Board

November 2023
Investor presentation
Zurich Insurance Grout



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Strategy



Key messages



Earnings growth	We are on track to deliver on our 8% EPS growth target, underpinned by P&C top-line growth, improved margins in Retail, growth in preferred lines in Life, Farmers Exchanges ¹ turn-around and expense discipline
Successful strategy execution	The Swiss and German business units showcase the ability of the organization to deliver on its customer promise, efficiency, while driving growth initiatives
Commercial insurance leadership	We are consolidating our market leadership in Commercial Insurance, pursuing growth in middle market and selected lines of business, while managing volatility
Life focus confirmed	We have a growing and well diversified Life franchise, relatively immune to interest rate volatility
Farmers transformation	Farmers Exchanges ¹ have completed a number of transformational initiatives to restore profitability and capital strength
Shareholder return	Growth in earnings and execution of our capital management priorities support delivering superior shareholder return

¹ For all references to Farmers Exchanges see the disclaimer and cautionary statement.



Continuing to pursue our strategic vision established in 2016

Consistent strategy



Deliver cross-cycle outperformance in Commercial based on technical excellence and opportunistic growth



Accelerate **customer loyalization in Retail** through relevant, innovative propositions and holistic experiences



Value creation through **customer intelligence**, **advanced data analytics** and targeted, customer-led digitalization



Leverage strengths in **distribution to pursue targeted growth opportunities** in attractive, fast-growing segments



Drive climate transition through focus on sustainable solutions, engaging with customers and investees

Financial targets for 2023 – 2025¹

~	BOPAT ROE ²	>20%
ul	EPS growth ³	8%
0	SST ratio	≥160%
\$	Cash remittances ⁴	>13.5bn

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¹ Financial targets for 2023-2025 are based on IFRS 17.

² Business operating profit after tax return on equity, excluding unrealized gains and losses.

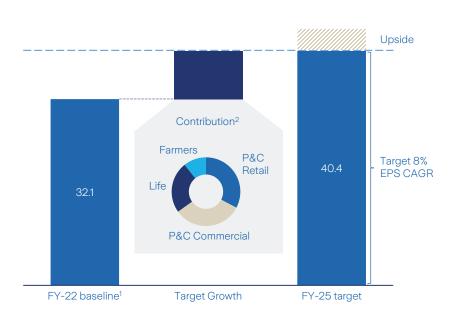
³ The baseline for the 2023-2025 EPS growth target was the assumed achievement of the 5% EPS CAGR target of the 2020-2022 strategic cycle (i.e., EPS of USD 32.1).

⁴ Cumulative net cash remittances over the period 2023-2025 (in USD).



Profit growth driven by P&C top-line and retail margin recovery, continued growth in Life and expense efficiency

EPS growth over the cycle (USD)



Growth drivers

- P&C Retail: customer value initiatives and rate increases
- P&C Commercial: top line growth in middle market and selected lines; continued rate increases
- Life: continued growth in protection and unit-linked
- Farmers: benefits from business transformation at Farmers Exchanges³
- Expense discipline

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¹ The baseline for the 2023-2025 EPS growth target was the assumed achievement of the 5% EPS CAGR target of the 2020-2022 strategic cycle (i.e., EPS of USD 32.1).

² Contribution based on planned BOP.

³ For all references to Farmers Exchanges see the disclaimer and cautionary statement.



We are focused on continuing to reward our shareholders

Dividend policy¹



NIAS² payout ratio of ~75%

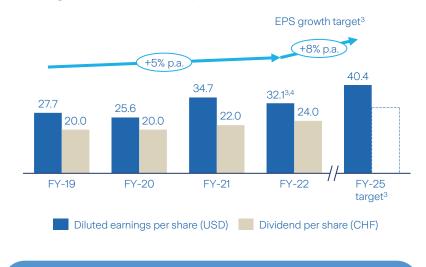


Dividend increases based on sustainable earnings growth



Minimum target of prior year level

Earnings and dividend per share



FY-23 dividend expected to be supplemented by a share buyback. Total payout ratio up to 100% of underlying NIAS²

¹ The dividend is subject to the approval by the shareholders at the Annual General Meeting.

Net income attributable to shareholders.

³ The baseline for the target was the assumed achievement of the 5% EPS CAGR target of the 2020-2022 strategic cycle, i.e., EPS of USD 32.1.

⁴ Diluted EPS of USD 30.8 on a reported basis, USD 32.2 adjusted for the earnings per share impact of H2-22 loss on disposals of USD 260m mainly related to the sale of the legacy Life back book in Italy.



Corporate Governance





A diverse and independent Board, well positioned to support management delivery on strategic priorities



25%

Finance, accounting & audit

¹ Board members are allocated to one or more nationality, sectors and/or specialization areas based on their individual profile. For nationalities the percentages may not total 100 due to rounding. The information provided is as of December 31, 2022, there have been no changes in the Board composition at the AGM on April 6, 2023.



Board leadership and commitment to key strategy and policy issues

Key focus areas in 2022-2023



Strategy: continued analysis of customer needs and development of innovative insurance and service propositions, continued focus on the Group's Life business and Al risks and opportunities



Sustainability – driving the implementation of the sustainability strategy and monitoring the sustainability performance.

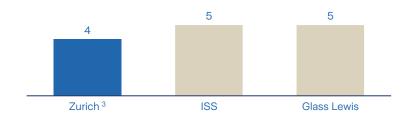


Implementation of IFRS 17 and IFRS 9 and implications for the Group

2022 Board meeting attendance ¹



Maximum number of mandates in listed companies ²



Board and Committees; GNSC stands for Governance, Nominations and Sustainability Committee

² According to European proxy voting guidelines 2022. Please note that proxy advisors have additional limitations for directors who serve as chairmen or executives. These special cases were not considered here.

³ Including mandate at Zurich Insurance Group Ltd. Additional limitations exist, amongst others, for the total number of mandates (including listed and non-listed). For details, please see article 33 of the Articles of Association



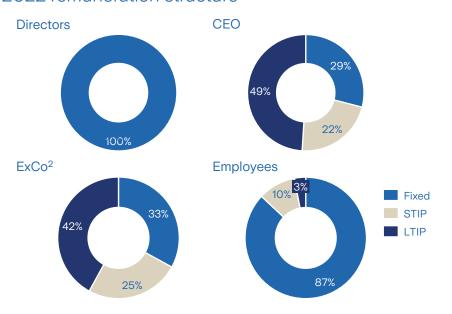
Remuneration





Significant portion of remuneration is deferred for senior management

2022 remuneration structure¹



Fixed remuneration / fees

- Base salary benchmarked towards relevant market median
- Pensions and benefits in line with relevant market practice benefits can include life insurance, medical cover, flexible benefits and expatriate/cross-border allowances
- For Directors, includes fees paid in cash and shares (sales-restricted for 5 years)

Short-term incentive Plan (STIP)

- 1-year performance period, paid in cash
- Award mainly driven by relevant BOP and TNPS (80/20), as well as individual performance assessment of pre-defined targets

Long-term incentive Plan (LTIP)

- Annual target allocation
- Pre-defined performance criteria BOPaT ROE, cash remittance and relative TSR with equal weight, assessed over 3 years
- 3-year cliff vesting half of vested shares sales-restricted for additional 3 years for ExCo

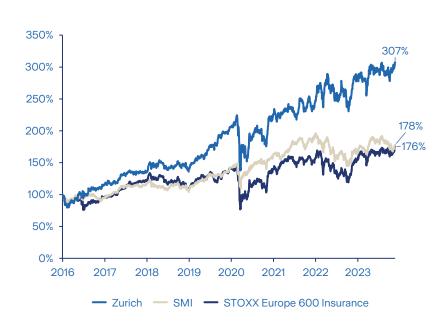
¹ At target, as a percentage of total remuneration considering ExCo members active for the full year, including the Group CEO

² Including the Group CEO

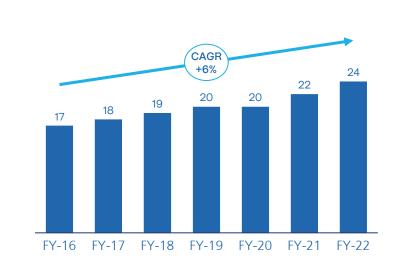


Zurich has created significant value for shareholders

Total shareholder return (USD since Jan 1, 2016)1



Dividend per share (CHF)



¹ Source: Datastream as of November 20, 2023.



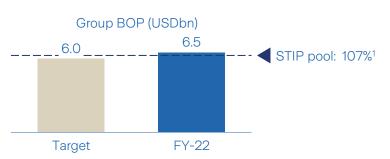
ExCo STIP metrics support Group strategy



2023 CEO target card framework



2022 ExCo STIP funding achievement



CEO exceeded goals in 2022

Target	Weight	Achievement
Financial measures supporting strategy execution	50%	Exceeded
Customers	40%	Exceeded
Employees	10%	Exceeded

CEO individual award level of 185% of target

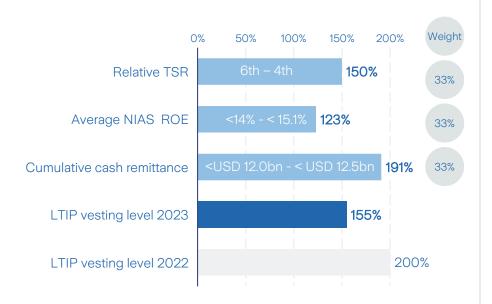
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 $^{^{\}rm 1}$ $\,$ STIP pool achievement level can be in target range of 0 to 175%.

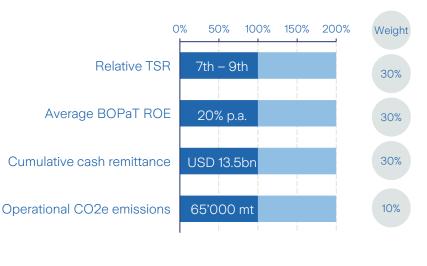


LTIP metrics reflect strategic ambition and priorities

2023 LTIP vesting determination for 2020-20221



LTIP targets for 2023-2025 performance period



^{1 2021} and 2022 in-flight plans will be based on adjusted NIAS ROE defined as BOPaT ROE – 2.5% for the change in shareholders' equity resulting from the introduction of IFRS17 accounting standard.



Our ESG approach



Our ESG approach is driven by sound risk management, societal expectations and regulatory and transparency requirements



Risk management

Deploy effective risk management in order to **navigate risks and opportunities** presented by disruption



Societal expectations

Support the **social transformation** resulting from the energy transition and respond to the **changing preferences** of customers and employees



Regulators and transparency

Increased **regulatory demands** for climate risk assessment and reporting; development of **ESG reporting** frameworks

ZURICH



Our materiality assessment helps us to prioritize sustainability risks and shape our strategic competitive response

Business model

Zurich's materiality matrix



Investors' top 5 issues³



Climate resilience and adaptation



Decarbonization



Business ethics and conduct



ESG integration in strategy



Board leadership and effectiveness

Shaping our competitive response

We address our most material issues through:

- Our strategic sustainability framework
- Deep integration across our operating model

Governance

1 External view (2022) based on stakeholders' expectations for Zurich and their own perceived importance of the topic.

² Internal view (2022) based on surveys and interviews with Zurich leaders and employees.

Environmental

Issue category:

Important to

stakeholders1

Potential for future business impact²

³ Investors' assessment of Zurich's most material issues, based on a materiality survey of key institutional investors conducted in 2022.



Sustainability framework underpinned by qualitative ambitions and quantitative targets

Customer: Support transformation towards a sustainable future



Grow sustainable revenue

Increase impact investments to 5% of assets

Deliver digital sustainability

Planet: Mitigate and adapt to climate change



Net-zero operations by 2030, investments and underwriting by 2050

Interim 2025 target set for operations and investments¹

Interim targets for underwriting to be set by 2024

People: Future proof our people and enable more to thrive



Increase share of internal hires

Create values-aligned work environment embracing DEIB²

Support people to protect their physical, mental, financial and social wellbeing

¹ Details in the following sections of this document.

² Diversity, Equity, Inclusion and Belonging.



We deploy AI to improve customer service, while mitigating risks through our own AI Assurance Framework

Our general approach

- Zurich's Al Assurance Framework (AIAF) is a risk-based approach implemented in line with market and regulatory expectations
- The AIAF follows a human-centric approach in line with OECD AI principles, centred around transparency, fairness and accountability.

Existing 140 Al use cases at Zurich



Claim processing



Customer information



Risk modelling



Broker submission processing

Additional controls on generative Al

- We only use Generative AI models (such as GPT) in our private/protected environment.
- We monitor and control all GenAl operations at Zurich
- We always keep a human in the loop
- Current explorations of GenAl in underwriting, risk engineering and agent support

Al framework beyond regulatory requirements



We are ahead of the regulation, which is still in development



AIAF is already live, and goes beyond requirements through technical controls



Solid ESG governance in place to secure execution

Sustainability management embedded across our organization

All Board committees have key role to play

- GNSC1: oversight of sustainability strategy and objectives
- Audit committee: supervision of non-financial reporting
- Risk committee: oversight of sustainability risks incl. climate
- Remuneration committee: inclusion of sustainability in pay

Executive Committee Responsible for implementation

- Sustainability ExCo sponsor: drives and monitors strategy
- CEO direct reports: responsible within their specific areas of responsibility for implementation of ESG priorities

Regions and units

Local execution and business integration

- Regions and markets: operational responsibility for strategy implementation
- Monitoring of strategy execution at quarterly business unit reviews and embedded within units' scorecards

Sustainability team Drive ESG agenda and support implementation

- Drives the development of ESG priorities
- Supports implementation by chairing the Sustainability Leaders Council, a key enabler of globally aligned strategic implementation

ESG in remuneration

Long-term incentive plan (LTIP)²

Weight

E

Operational emissions³

10%

• Most mature long-term climate-related KPI

Short-term incentive plan (STIP)^{2,4}

Weight

S

Employees

10-20%

Customers

40%

 Also reflecting considerations on the execution against strategic priorities, including ESG factors and a risk-based review

¹ Governance, Nominations and Sustainability Committee.

² Further described in the remuneration report 2022.

The emissions reduction target is based on ~90% of CO₂e emissions from Zurich's operations within the control boundary as specified in footnote 1 to table 14 of page 169 of the integrated sustainability disclosure. ~10% has been excluded from the calculation methodology used for LTIP due to time lags in the availability of data that do not align with the timing for the assessment of the LTIP vesting level at the end of the performance period.

⁴ Individual performance weights for FY-22 ExCo STIP.



We continuously enhance our ESG reporting in line with regulatory requirements and our transparency ambition



Group level

20211

- Launch Integrated Sustainability Disclosure (ISD) based on SASB & WEF IBC partial reporting
- First climate risk scenario assessment

2022

- ISD enhancements
- Reasonable assurance received on environmental KPIs

2023

- Compliance with new requirements under the Swiss Code of Obligations on non-financial reporting
- 1st shareholders' advisory vote on Sustainability Report at the AGM 2024

2024

TCFD becomes mandatory under the Swiss Ordinance on Climate Disclosures











1 Fiscal years



Our ESG performance to date has been recognized by external assessors

Our ESG ratings



Our commitments











MSCI ESG Rating Report, October 2023.

Rating Report, July 2023.

³ FTSE Industry Classification Benchmark (ICB), June 2023.

⁴ CDP Climate Change 2022 score.

information • Stepping up our ESG ambition

Annual report 2022, Integrated sustainability disclosure



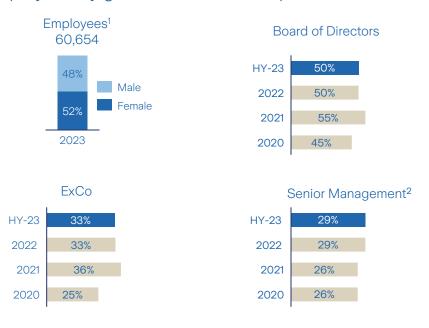
People and operations



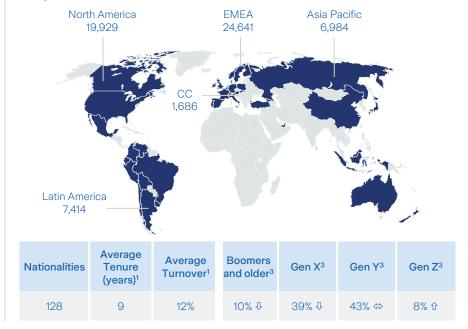


We embrace diversity and inclusion in our businesses around the world

Employees by gender and female representation



Organization footprint



³ Boomers and older: <1964; Gen X: 1965-1979; Gen Y: 1980-1996; Gen Z: > 1997.

¹ Data as per 30.06.2023. Excludes Farmers Group Inc, Germany, Chile Salesforce and Cover-more.

² Senior management defined at highest career levels D and E (~1800 employees).



We sustain an engaging work environment and prioritize the continuous development of our workforce





Compared to high performing companies¹

Intention to stay working for Zurich

+2%

Recommending Zurich as a great place to work

+5%

Compared to finance & insurance peers¹

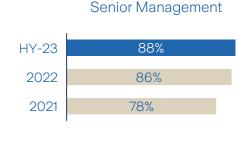
Intention to stay working for Zurich

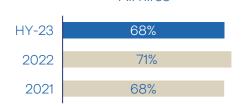
+3%

Recommending Zurich as a great place to work

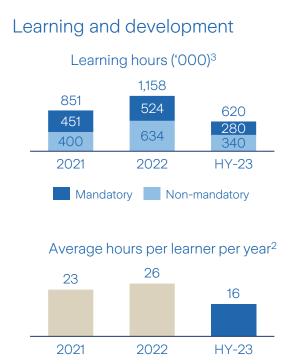


Internal hires





All hires



¹ Compared to Perceptyx Overall 75th percentile benchmark or its Global Finance & Insurance Norm.

 $^{^{2}\,\,}$ All 2023 numbers refer to 30.06.2023; we observe strong quarterly fluctuations.

³ Interim learning data – other learning data sources are pending.

ZURICH

We remain committed to people sustainability

Aspiration

Support long-term employability of our people while delivering on customer and societal needs

Priorities

Continue to prioritize internal over external hiring

Accelerate skills-based careers and develop talent

Promote diversity, inclusion, equity and belonging

Approach

- Accelerate potential and careers through skills-based learning and development
- Strengthen internal marketplace to provide targeted opportunities
- Focus on proactive upskilling and reskilling, with focus on technical academies
- Attract external talent for skills and additional diversity
- Continued external recognition of our inclusive and equitable work environment

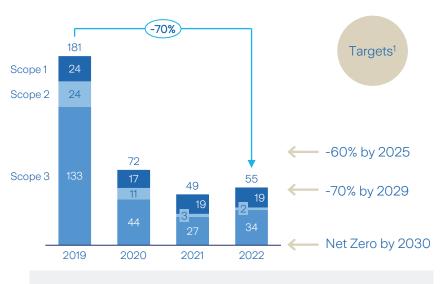






We deliver on our ambitious operational targets through a variety of initiatives

Delivering on our ambitious targets



Externally audited KPIs with reasonable assurance

Initiatives

- Purchase of 100% renewable power across all operations including data centres achieved in 2022; member of RE100 initiative;
- Sustainable building program for 50 office locations achieved in 2022;
 20 more in 2023
- Committed to transition car fleet to 100% electric by 2029; member of EV100 initiate
- Aim for permanent air travel reduction of 70% vs 2019
- Aim for 100% digital communication with customers by 2025²
- Growing portfolio of carbon removals with pre-purchasing agreements with biochar, biomass burial, and direct air capture on the path to net-zero

¹ Farmers Group Inc, Cover-more, joint ventures and third party vendors are out of scope.

² Customers may continue to opt in to paper-based communications, according to their preferences.

We have established a sustainable sourcing program to enable a net-zero aligned value chain

Encouraging Code of Conduct compliance

2022 target

75% of managed procurement spend (MPS)¹ with suppliers which are in compliance with:

 supplier code of conduct expectations²

2022 achievement



External recognition



Decarbonizing our supply-chain

2025 target

2030 target

75% of managed procurement spend (MPS) with suppliers that have:

• Science-based emission reduction targets

Net-zero targets



Catalyze net-zero value chain transformation through engagement and targets



² Based on suppliers' self assessment.

³ Business Carbon Calculator, provided with Normative's carbon accounting engine.



Net-zero training and tool for carbon accounting



- Training options and carbon accounting tool³ are offered to suppliers that need help on their carbon reduction journey
- New internal training module focused on developing skills for net-zero-aligned supply chains



Communities





Zurich Z Foundation's strategic pillars address major global issues for which we have a expertise and infrastructure



Adapting to climate change

A decade of experience and proof-points:

- Flood Alliance currently supporting 300 communities in 21 countries, and over 500 communities starting 2024
- Influenced local and global institutions to scale-up climate resilience investment and activities.
- Launched a Global Urban Climate Resilience program in 9 countries.



Enabling social equity

A track record of impactful partnerships:

28 multi-year local partnerships in force, including 3 regional partnerships.



Improving mental wellbeing

Building global expertise and proof-points:

- A set of 24 programs including award-winning projects in several countries.
- A global partnership with UNICEF to impact 30m young people by 2030, influencing system-level changes around the world.
- New innovative solutions to support young people and caregivers in their mental well-being journey



Responding to crisis

Decades of providing impactful responses:

- Supported 230 charities in 35 countries in 2020 during the first year of COVID-19.
- Helped millions of people in 92 low to mid income countries to get COVID-19 vaccines in 2021 and 2022.
- Large scale multi-level response for the victims of the war in Ukraine in 2022.



Responsible investment





Our responsible investment strategy and ambition - leveraging our role as an investor

Responsible investment



- Signatory to United Nations-backed Principles for Responsible Investment (UN PRI)
- Founding member of Net Zero Asset Owner Alliance (NZAOA)
- Signatory to Climate Action 100+
- Priorities include implementing climate strategy that supports both planet and people, enhancing systematic approach to investee engagement and policy advocacy, and supporting collaborative initiatives

Strategy based on three pillars



Defined focus areas



Net-zero journey
Reducing financed emissions and financing climate solutions



Impact investing
Mitigating environmental risk and
increasing community resilience



Active ownership Leveraging role as an investor to drive shift to sustainable practices



Responsible investment solutions Designing investment products that generate positive impact



Our approach to net-zero in investments by 2050



Reduction of financed emissions

Current targets

- Reduce Corporate Bonds and equities emission intensity by 25% by 2025
- Reduce Real Estate emission intensity by 30% by 2025



Expanding scope to sovereign bonds and private asset classes



Financing the transition

 Allocate 5% of invested assets to impact investments by 2025 Completed by green investments in Real Estate



Engagement

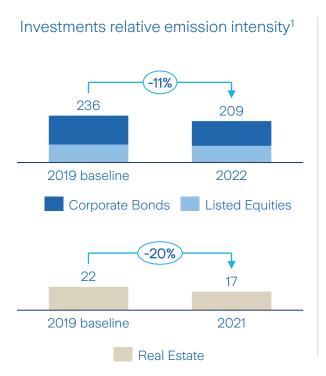
 Engage with companies that produce 65% of portfolio emissions and lack targets aligned with the Paris Agreement by 2025

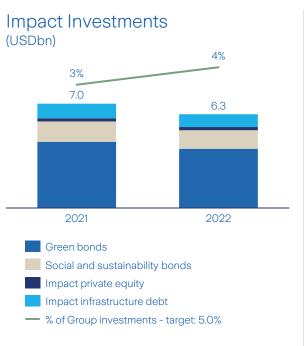
- Priority to engagement versus divesting
- Collaboration with asset managers

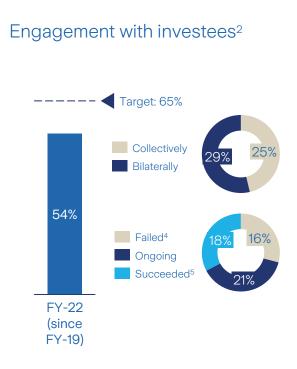
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Delivering on our Responsible Investments commitments







¹ Equity and bonds relative emission intensity = metric tons CO2e per USD million market value; Real Estate emission intensity = kg CO2e per sqm.

² Engagement with investees lacking emission reduction targets aligned with the Paris Agreement.



We are confronted with multiple challenges as we pursue our ambition to transition to a net-zero investment portfolio



Externalities

- Reliance on transition in real economy
- Differences in trajectory of decarbonization pathways across industries
- Dependency on asset managers capabilities



Measurement

- Corporate emissions
 - Data availability
 - Data quality
- Attribution
- Enterprise value for relative emission intensity



Portfolio construction

- Reduction in investable universe
- Sector concentration
- Diversification
- ALM¹ considerations
- Risk-return trade-offs



Risks

- Stranded assets
- Default risk
- Reputational risk



Sustainable insurance





Our approach to net-zero in underwriting by 2050, interim targets to be set by 2024





Reduction of insurance associated emissions



Financing the transition



Current targets

 Exclusion of thermal coal (full phase out 2030) EU/OECD countries, 2040 RoW), oil sands and new artic- and greenfield oil exploration¹

 Offer solutions that cover economic activities. reducing, avoiding or removing emissions

· Engaging with customers to advocate and support transition

Comments

- Modelling our Insurance Associated Emissions to understand the trajectory of emissions in our portfolio
- On track to announce Emission reduction target in our corporate portfolio in 2024

FY-22 GWP and fees from sustainable solutions.



- · Insights to inform our own decarbonization pathway
- · Engagement with all customers is key as we strive to support and advocate for the transition

Unless meaningful transition plans are considered to be in place.

With pre-existing health conditions



We understand and mitigate risks associated with ESG to protect Zurich and to support our customers

Environmental

Social

Governance

Risk area		Example of action taken	
Physical	Nat Cat	Optimize exposure across key peril regions	
Transition	Speed to adapt	Transition risk assessment focused on carbon intense industries	
Litigation	Environmental damage	Continually monitor litigation landscape	
Human rights	Forced labour	Refreshed human rights guidelines, review country / industry lists	
D&O	Greenwashing	Enhanced risk selection criteria to continue relationship through long-term transition	
Cyber	Data leak / malware	ZRS cyber resilience partnerships	

Engagement and risk insight are our biggest levers to support real world emission reductions

ACDC transition assessment framework



Alignment with Paris agreement and net-zero targets



Commitment
Short term plans and capex in place



Delivery

Demonstrate progress on targets



Communication
Transparent and regular disclosures



Managing underwriting challenges within transitionary technology



Offshore oil becomes offshore wind



Constant developments result in changing risks



Low carbon methods of construction

In P&C, we develop risk prevention and mitigation solutions through Zurich Resilience Solutions

Rapidly growing ESG services market is an opportunity to build stronger relationships



Customers demand risk prevention and mitigation solutions in addition to insurance measures to protect their operations

ESG / sustainability consulting services



Zurich Resilience Solutions













A.P. Moller-Maersk ('Maersk') – with more than 67 port terminals, 300 inland facilities and 600 container ships – identified climate change, both physical and transition risks, as one of the biggest threats to its business



This is why Maersk has enlisted Zurich's global risk consulting unit Zurich Resilience Solutions (ZRS) to undertake on-site climate assessments at five of its most critical ports and to provide actionable recommendations to mitigate risks and improve climate resilience.

Includes ESG & sustainability categories of corporate strategy, digital transformation, corporate reporting and disclosures, operational transformation, product stewardship and supply chain sustainability, and investor advisory Source: ESG And Sustainability Consulting: Market Size and Forecast 2021-2027, Verdantix; McKinsey research and analysis.



There are broader challenges that we need to manage on our net-zero journey



Externalities

- Reliance on transition in real economy
- Differences in trajectory of decarbonization pathways across industries
- Dependency on brokers and wider insurance value chain



Measurement

- Corporate emissions
 - Data availability
 - Data quality
- Attribution



Portfolio construction

- Understanding customer targets
- Sector concentration
- Scalability of new insurance solutions



Risks

- Transition technology
- Trade-offs with other insurance risks
- Reputational risk

Disclaimer and cautionary statement



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