

# Triglav Group

# 2022 Results

Investor Presentation

Building a Safer Future.

31 March 2023

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2022 Highlights

2022 Results

Financials & Investments

### Appendix

Performance by Insurance Markets

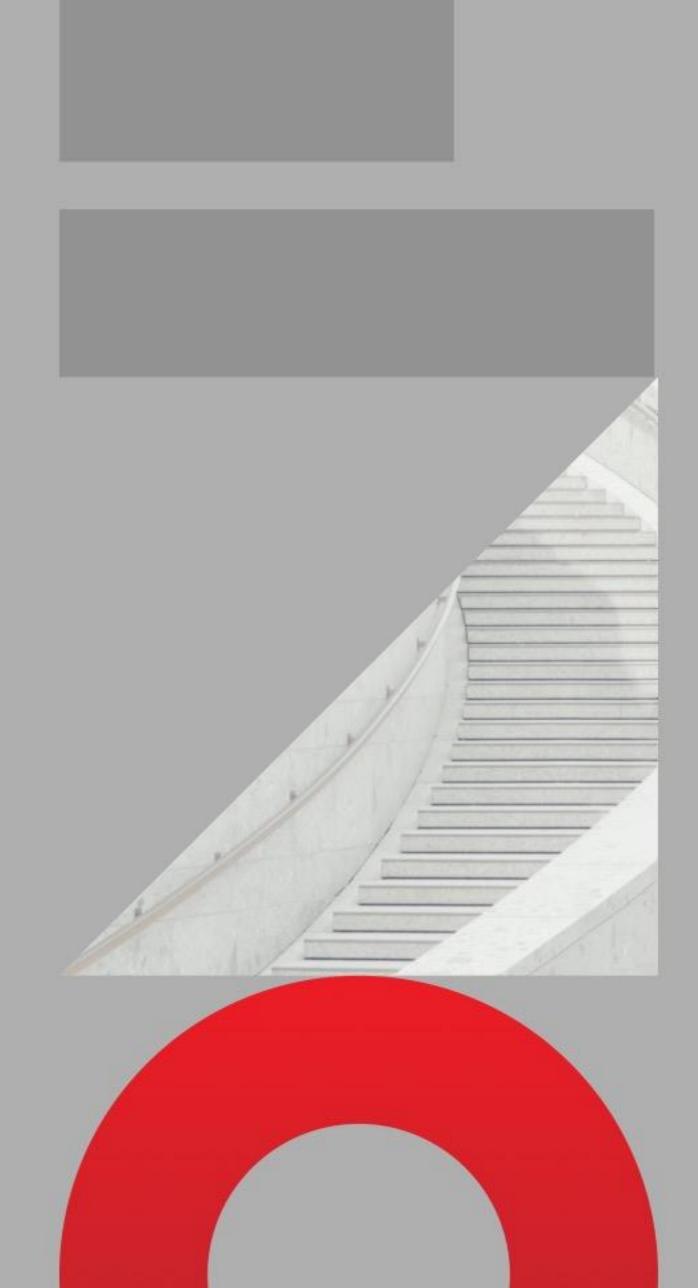
Investment Portfolios by Insurance Segments

IFRS 17 Market Update





# 2022 Highlights





### 2022 Results Confirm Robustness and Resilience of Our Business Model

#### TOTAL REVENUE

€1,599.3 M



Up by 10% y-o-y

<ul><li>GWP</li></ul>	+9%	€1,479.6 M
<ul><li>OTHER INSURANCE INCOME</li></ul>	+23%	€59.9M
<ul><li>OTHER INCOME</li></ul>	+12%	€59.8 M

#### PROFIT BEFORE TAX

€134.5M



Up by 1% y-o-y

- Growth in business volume. Higher frequency and severity of claims. Several one-offs: inflation, financial markets, reserves.
- Traditionally prudent reserving. Claims provisions closer to best estimate at year end 2022.

#### **COMBINED RATIO NON-LIFE&HEALTH**

88.1%



88.9% in 2021

- Effects of higher frequency of claims and inflation compensated by positive run-off and partial release of of reserves.
- Expense ratio: 28.7% (up by 1.2 pp y-o-y)
- Claims ratio: 59.4% (down by 2.0 pp y-o-y)

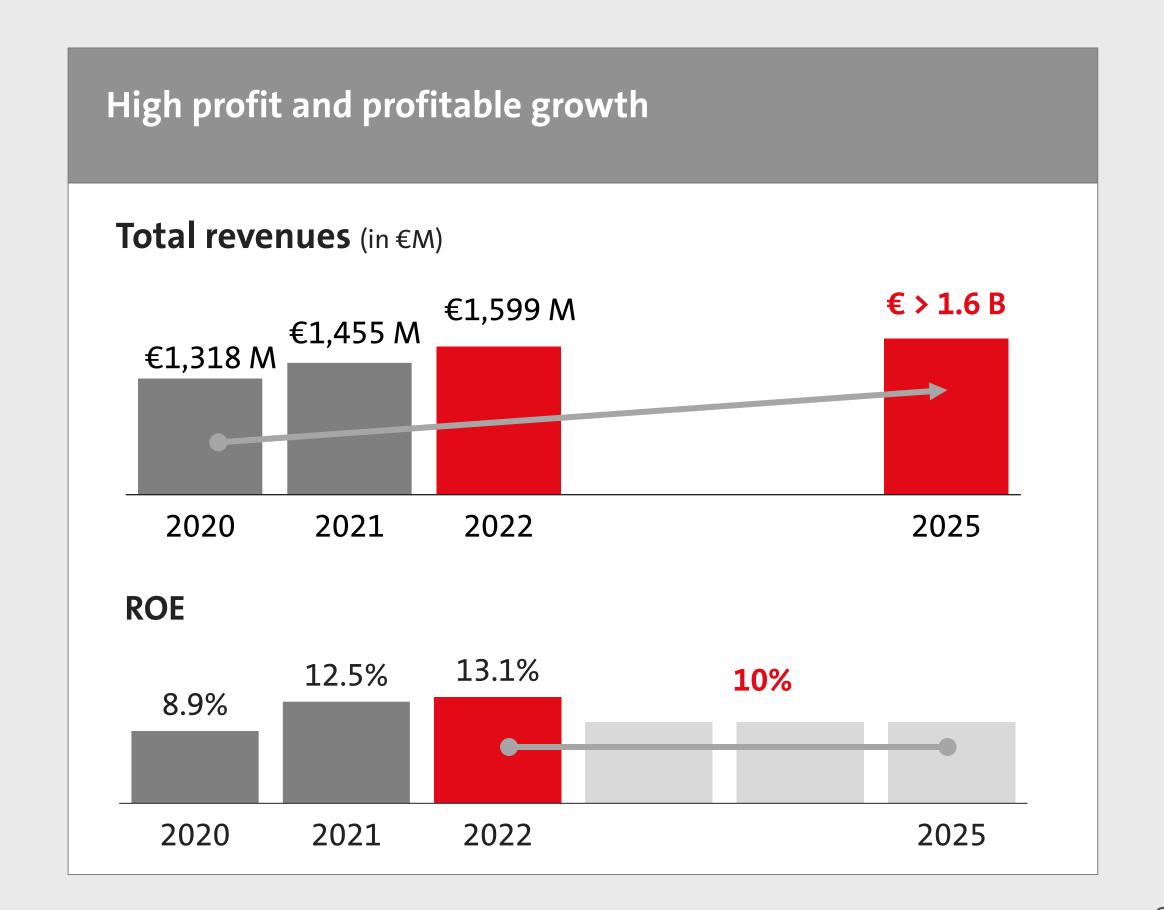


### Dominant Market Position, Strategic Focus on Profitable Growth

# Independent insurance and financial group with dominant market position in Adria region

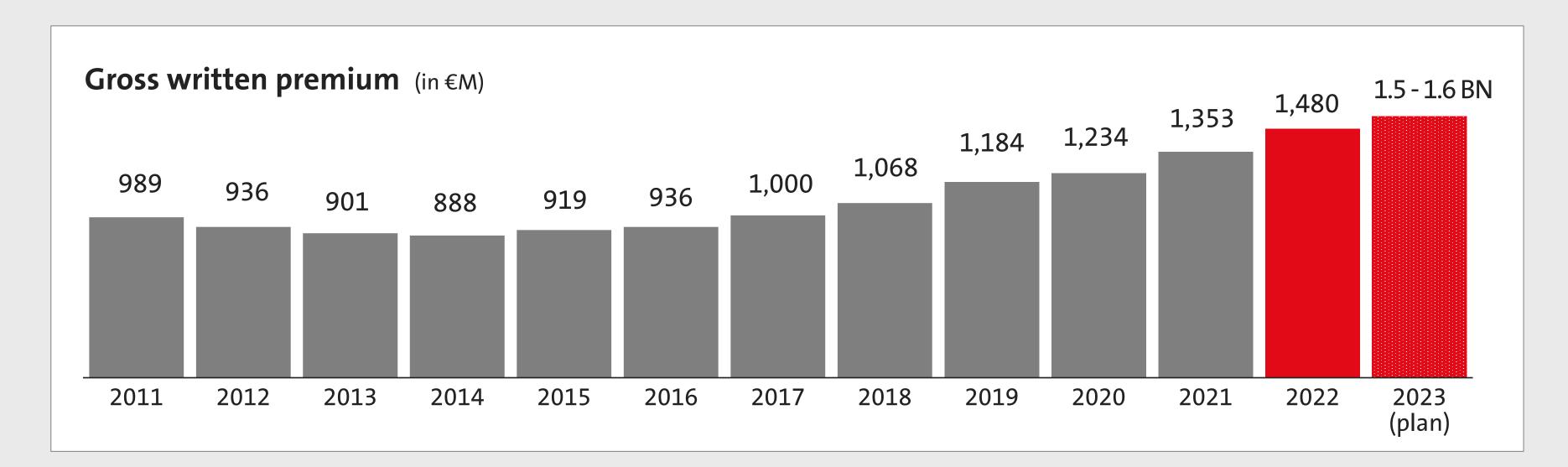
Insurance markets in Adria region, internationally through reinsurance and partnerships with insurance brokerage and agency companies

2)	
21.6%	1st
38.9%	1st
5.6%	<b>7</b> <sup>th</sup>
7.3%	5 <sup>th</sup>
37.8%	1 <sup>st</sup>
9.4%	3 <sup>rd</sup>
14.7%	3 <sup>rd</sup>
	21.6% 38.9% 5.6% 7.3% 37.8% 9.4%

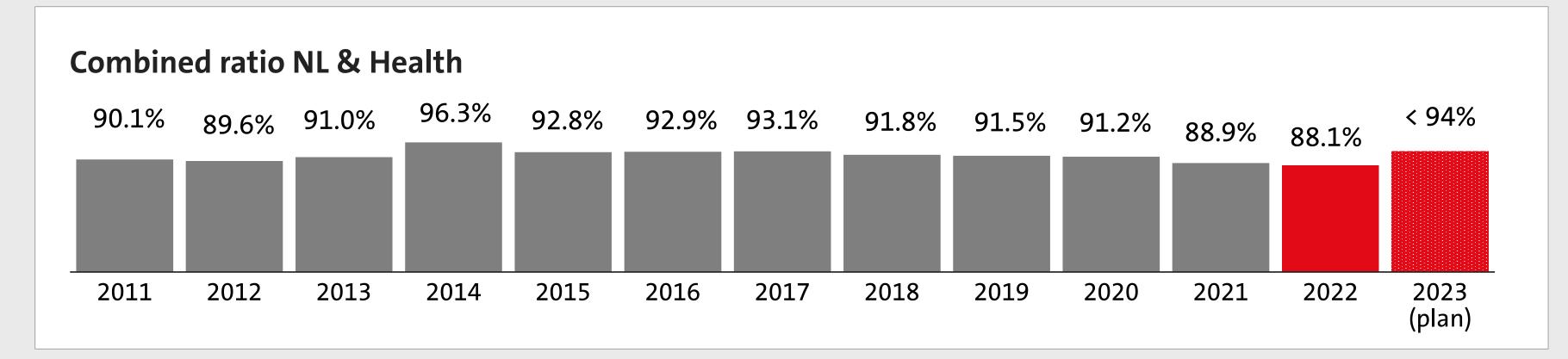




### Premium Growth, Favourable CoR <sup>1</sup>



Continued focus on growth, development activities and improved client-centric approach.

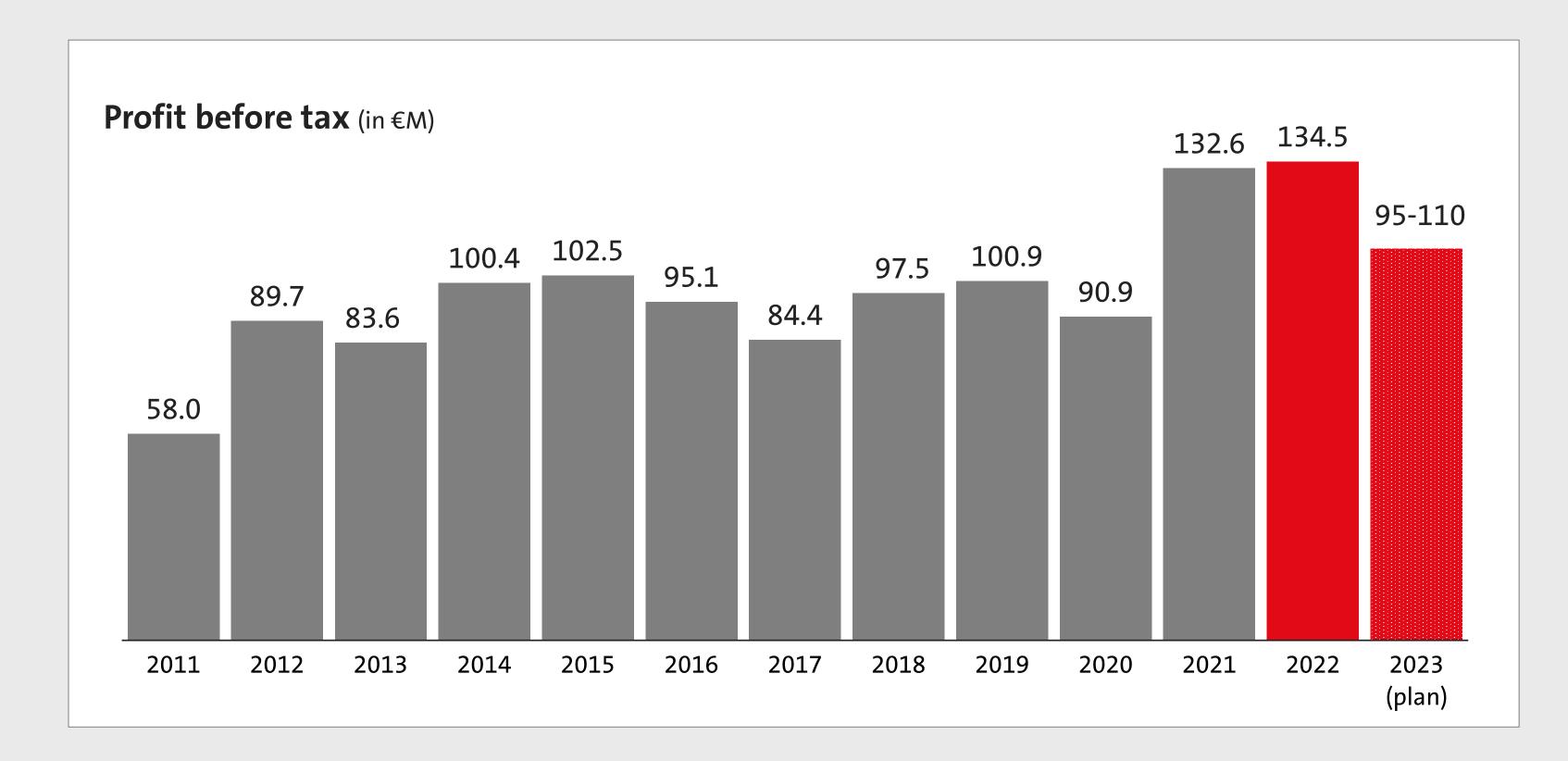


Planned figures for 2023 are based on outlook, expectations about events and circumstances, and forecasts available to the Company at time of drafting plan. Actual results, performance and events may significantly deviate from those taken into account in plan.

<sup>&</sup>lt;sup>1</sup> Planned figures for 2023 have been prepared in accordance with current applicable IFRS. Transition effects of IFRS 9/17 not included.



### **Profitable and Safe Operations <sup>1</sup>**

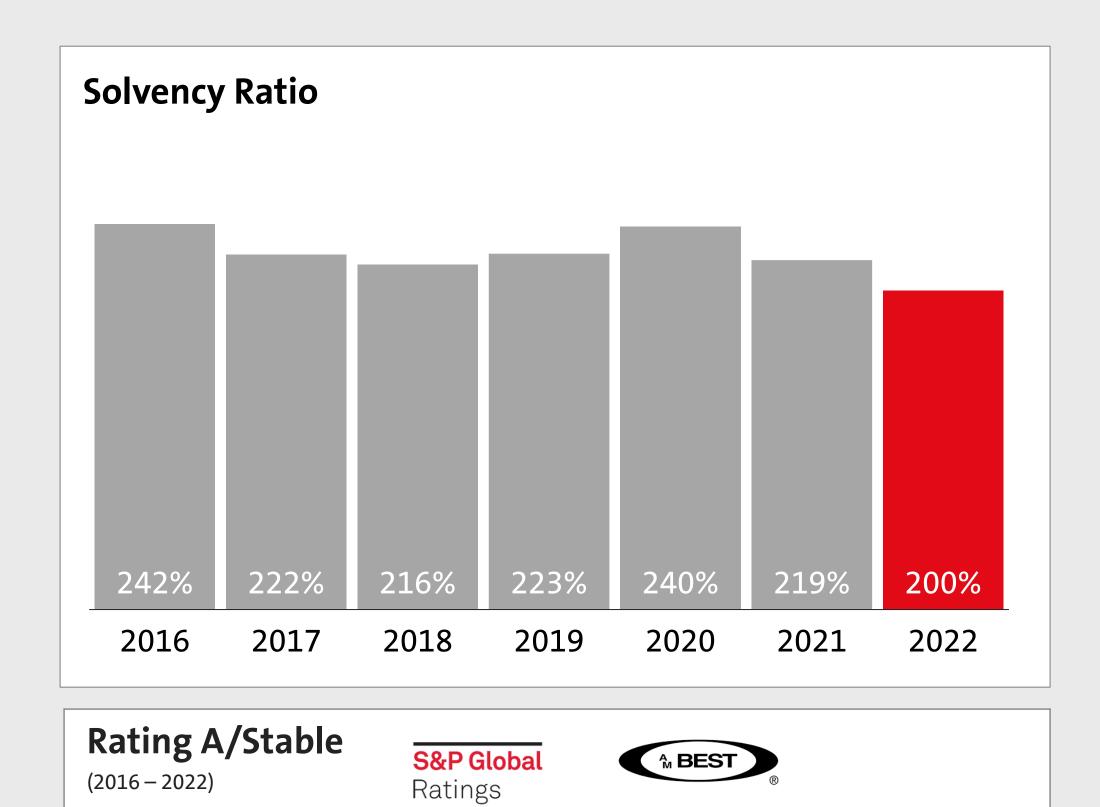


<sup>1</sup>Planned figures for 2023 have been prepared in accordance with current applicable IFRS.

Planned figures for 2023 are based on outlook, expectations about events and circumstances, and forecasts available to Company at time of drafting plan. Actual results, performance and events may significantly deviate from those taken into account in plan.



### **Solvency Position**

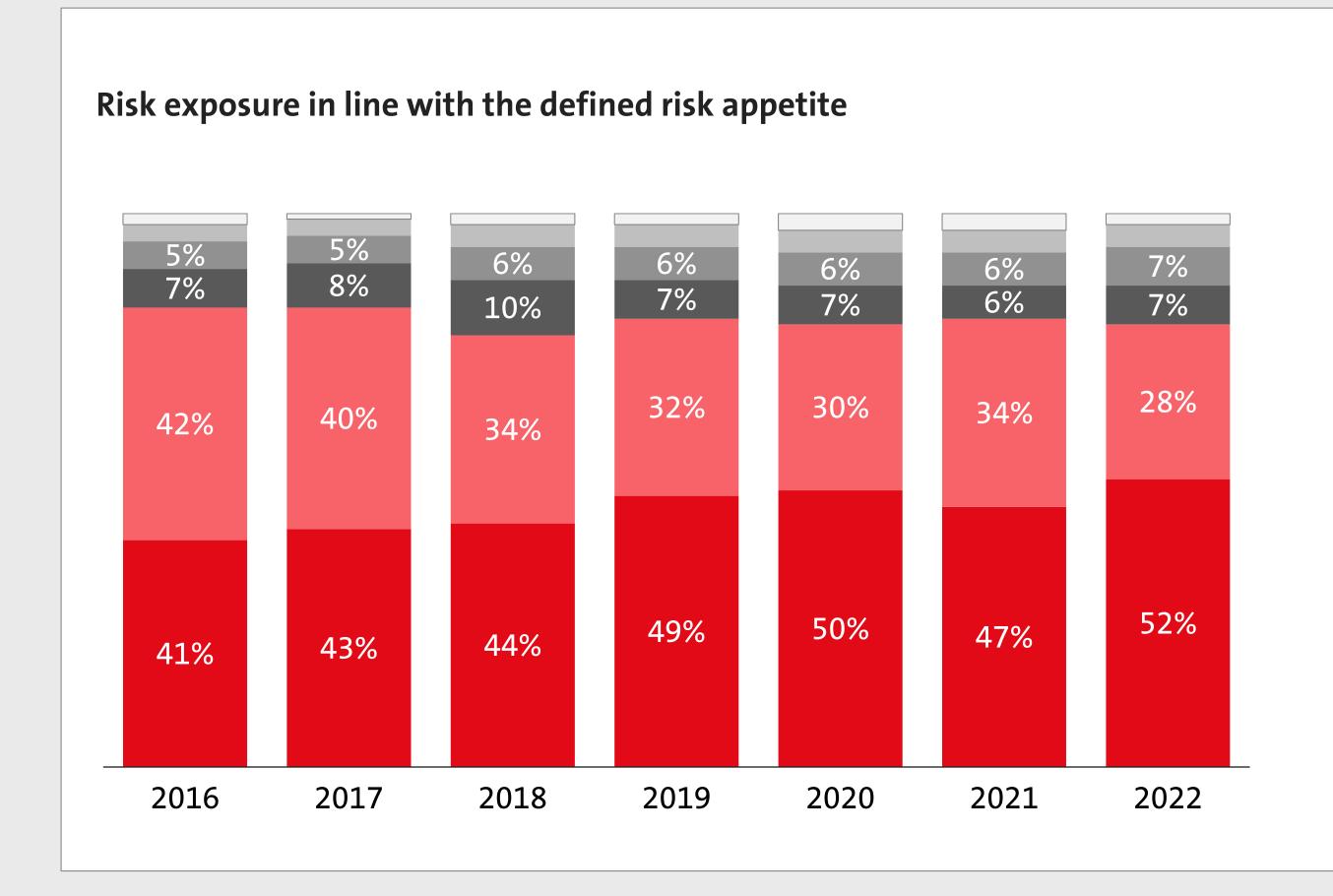




> 250%	Surplus capital adequacy	Possibility of a more aggressive growth of business volume, assessment of potential changes in the business strategy
200 - 250%	Target capital adequacy	Regular performance of risk management activities
150 - 200%	Sub-optimum level of capital adequacy	Analyzing possible medium and long- term measures to improve capital adequacy and emphasized monitoring of risks
130 - 150%	Warning level of capital adequacy	Implementation of measures to improve capital adequacy
< 130%	Insufficient capital adequacy	



### Disciplined Risk and Capital Management



- Risk of other non-financial companies
- Risk of companies from other financial sectors
- Operational risk
- Credit risk
- Market risk
- Underwriting risk

#### **ALM – Weighted duration gap\*** (2022 YE):

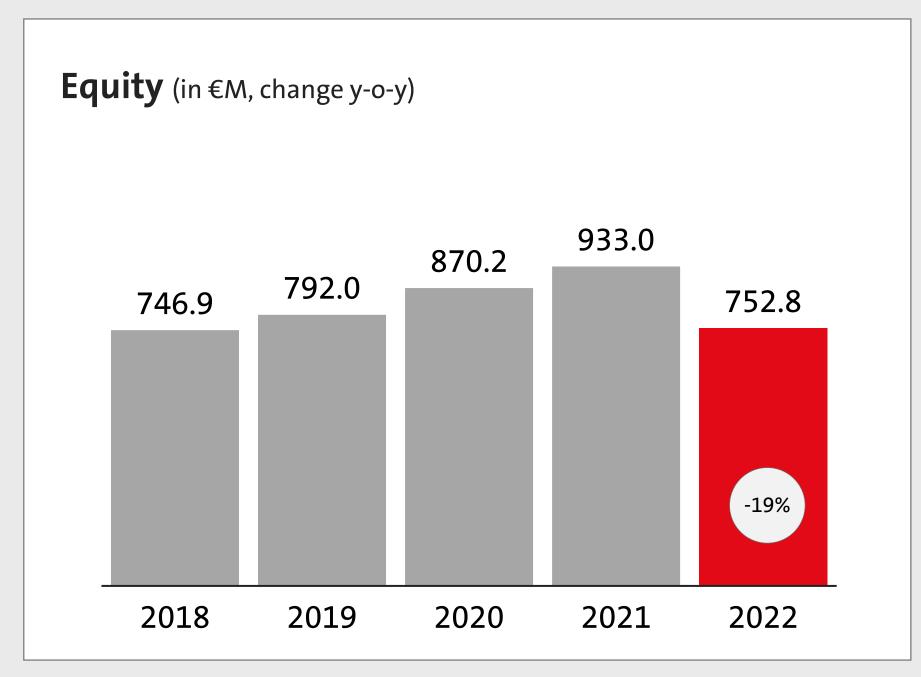
- Life insurance portfolio\*\*: 2.8 y
- Non-life insurance portfolio: + 0.5 y
- **Total insurance portfolio:** 1.2 y (in 2021 YE -1.0 y)

\*Unit linked & supplementary pensions excluded. \*\*Duration of assets is typically shorter than duration of liabilities.

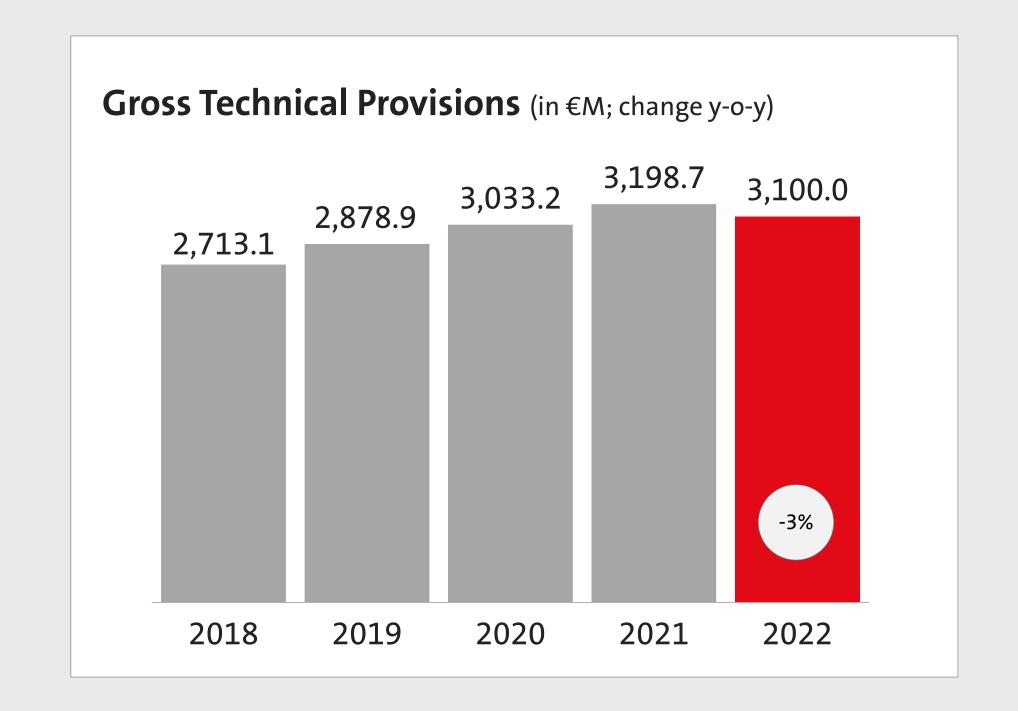
© Triglav Group: 2021 Results Investor Presentation



### **Resilience And Financial Strength**



Decrease primarily due to lower fair value reserve and high dividend payment in 2022.





### **Consistent Implementation of Strategic Development Activities**



Triglav's Group upgraded strategy to 2025 reflects goals of further growth and development, client-centric approach and profitable and safe operations. Some achievements in 2022:

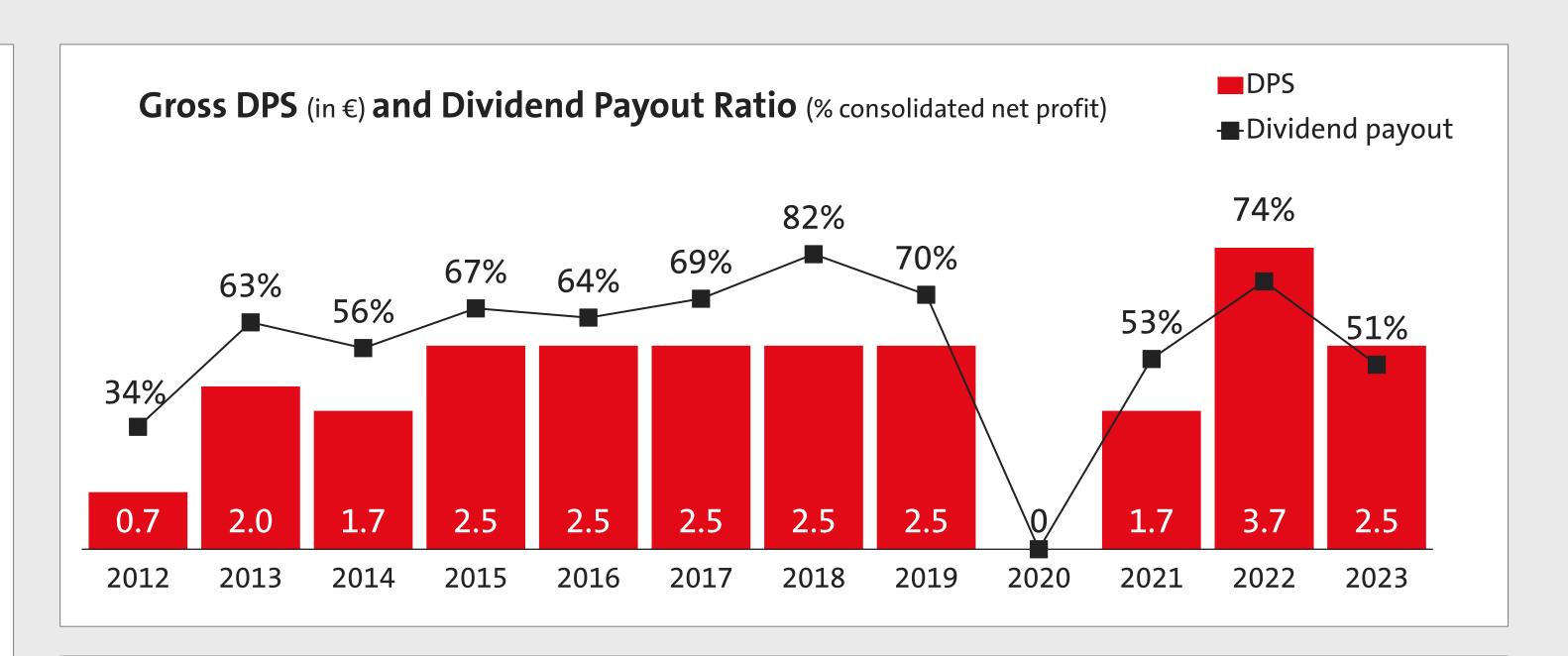
- **Higher client satisfaction score** (NPS 77%, up by 4.0 pp y-o-y).
- Further digital onboarding of clients and incorporation of digital identity into Triglav komplet client loyalty bonus system.
- Business ecosystems upgraded with new services. Assistance, sales and claims procedures continued to be digitalized and automated. Implementation of advanced analytics and artificial intelligence in client service processes.
- Focus on high responsiveness, reliability and transparency in all communication channels with clients (central entry communication point for clients; virtual assistant). Upgraded websites of all Group insurance companies.
- Exceeded planned indicator of employee satisfaction and engagement. Available option of working from home. Further promotion of teamwork, intergenerational cooperation, healthy lifestyle and identification of promising staff. Launched hybrid workspace pilot project (flexible space).



### **Attractive & Sustainable Dividend Policy**

In 2022: MB & SB proposal of EUR 2.5 DPS (51% dividend payout). AGM scheduled to take place on 6 June 2023.

Dividend Policy: Minimum dividend pay-out is set to 50% of consolidated net profit for previous year. Triglav will strive not to reduce its dividend payment below level of previous year. Dividend policy is subordinated to achieving medium-term sustainable target capital adequacy of Triglav Group. Three objectives are followed in balanced manner: to ensure prudent capital management of Triglav Group and its financial stability, to reinvest net profit in implementation of strategy of growth and development of Triglav Group and to pay out attractive dividends to shareholders.



In 2020: Regulator's call upon insurance companies in Slovenia to suspend payout of dividends.

In 2021: Triglav met regulator's requirements for dividend payment related to uncertainties in markets due to pandemic.

In 2022: Several aspects and circumstances of recent years also taken into account.



### Sustainability – our E, S & G

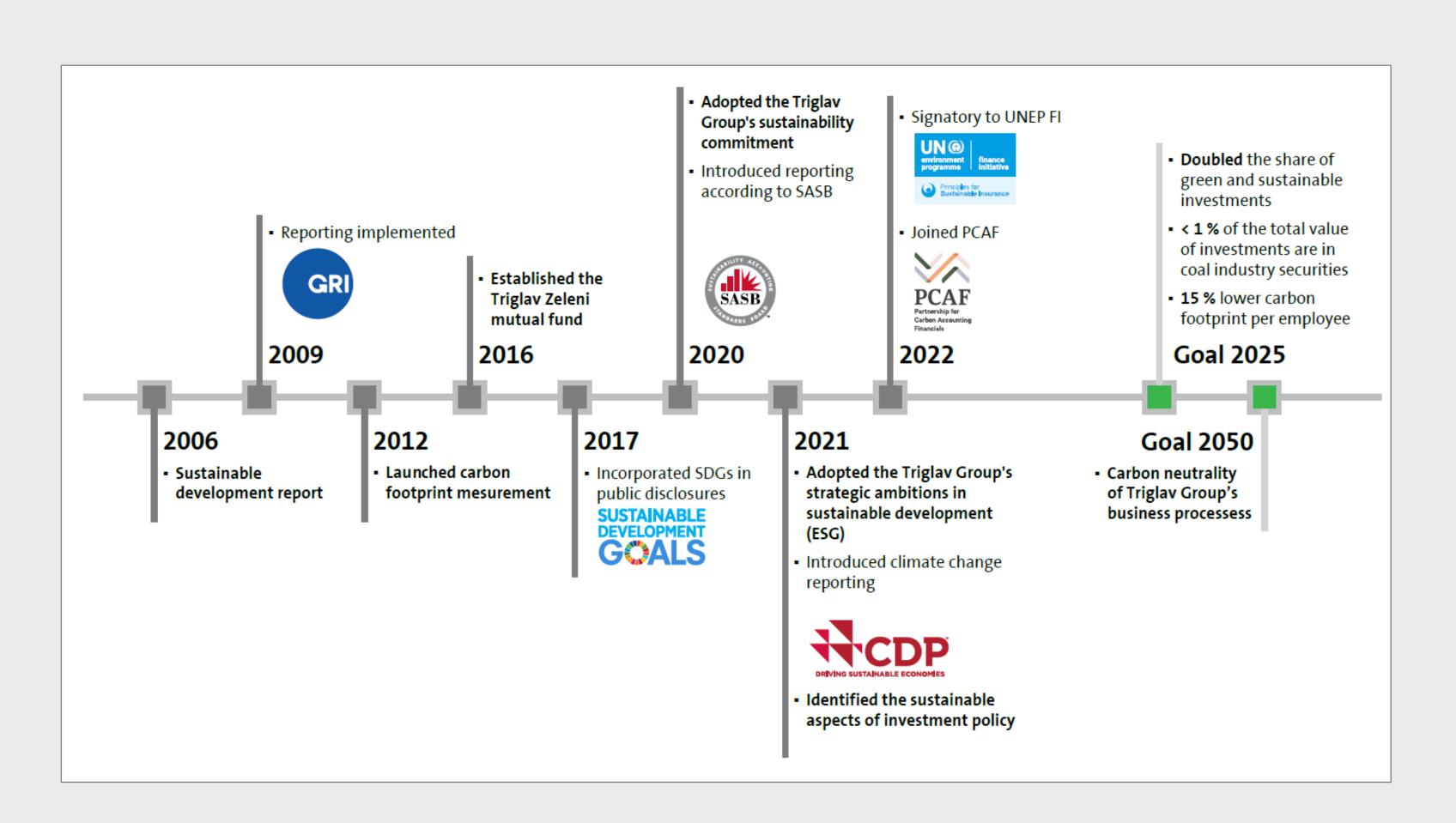
# Sustainable development milestones of Triglav Group

Triglav aims to play leading role in integrating best global ESG practices into its operations in Adria region.

Our sustainable ambitions for 2025 are divided into four key areas:

- insurance and AM
- business processes
- stakeholder engagement
- effective CG

More information on our website <a href="https://www.triglav.eu/en/">https://www.triglav.eu/en/</a>





### Some ESG Aspects of Our Operations

	2022	2021	2020	Index
				2022/2021
Environmental aspects				
<ul> <li>Carbon footprint (tonnes of CO2 equivalent; Scope 1 &amp; 2; location-based method)</li> </ul>	10,072	11,299	10,602	89
<ul> <li>Scope 1 and 2 carbon footprint per employee (tonnes of CO2 equivalent)</li> </ul>	1.90	2.09	1.95	91
<ul> <li>Share of electricity consumption from renewable sources (%)</li> </ul>	62.6	60.1	2.7	104
<ul> <li>Investments in social impact, green and sustainable bonds (in EUR M)</li> </ul>	222.9	204.5	104.3	109
Social aspects				
<ul> <li>Client satisfaction of Triglav Group (NPS)</li> </ul>	77	73		106
■ Employee satisfaction (ORVI)	4.00	4.00	3.99	100
<ul> <li>Women employees to total employees ratio (%)</li> </ul>	54.7	53.9	53.5	102
<ul><li>Employee turnover (number of leavers/average number of employees; %)</li></ul>	11.6	13.2	11.7	88
<ul> <li>Average number of training hours per employee</li> </ul>	33	31	24	107
Governance aspects				
<ul> <li>Proportion of women in MB and SB (%)</li> </ul>	23.6	20.9	21.0	113
<ul> <li>Proportion of women at I. management level under MB (%)</li> </ul>	45.1	45.3	45.8	100
<ul> <li>President of MB salary to average employee salary ratio (factor x)</li> </ul>	5	5	5	100
<ul> <li>Equal opportunities policy, Anti-corruption policy, Employee protection/Whistleblower protection policy</li> </ul>	YES	YES	YES	
<ul> <li>Internationally renowned audit firm (Big 4)</li> </ul>	YES	YES	YES	



#### G

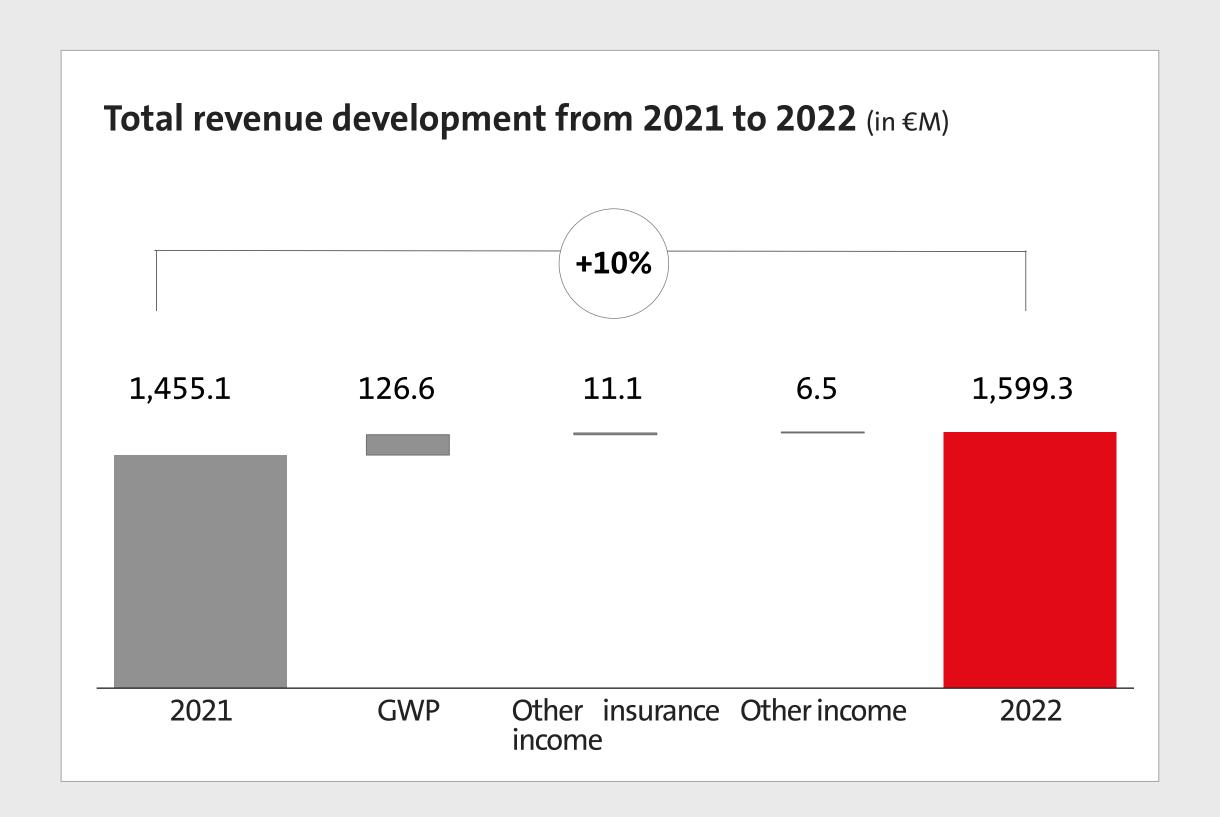
# 2022 Results

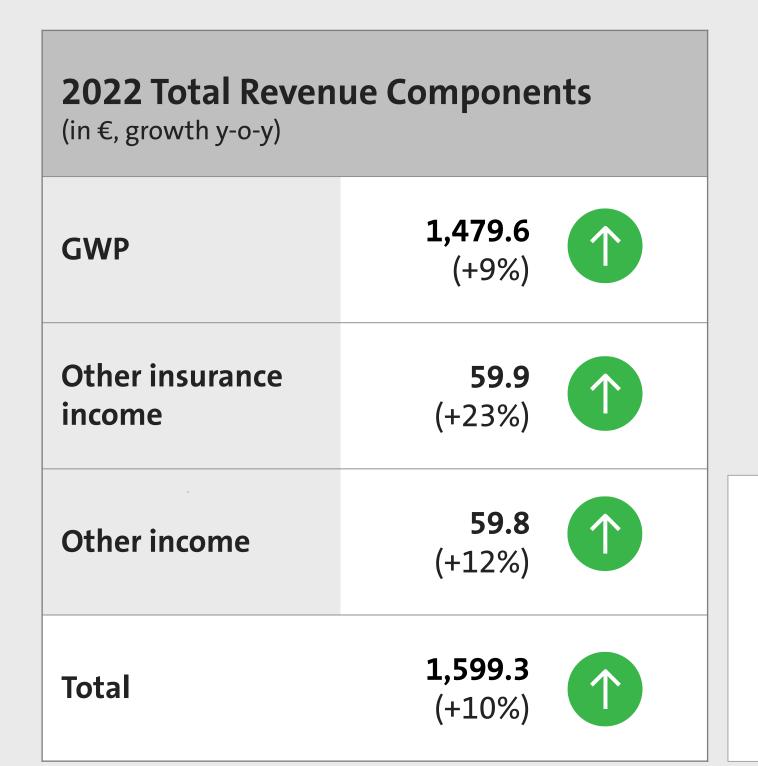
# Financials & Investments





### **Total Revenue Growth**

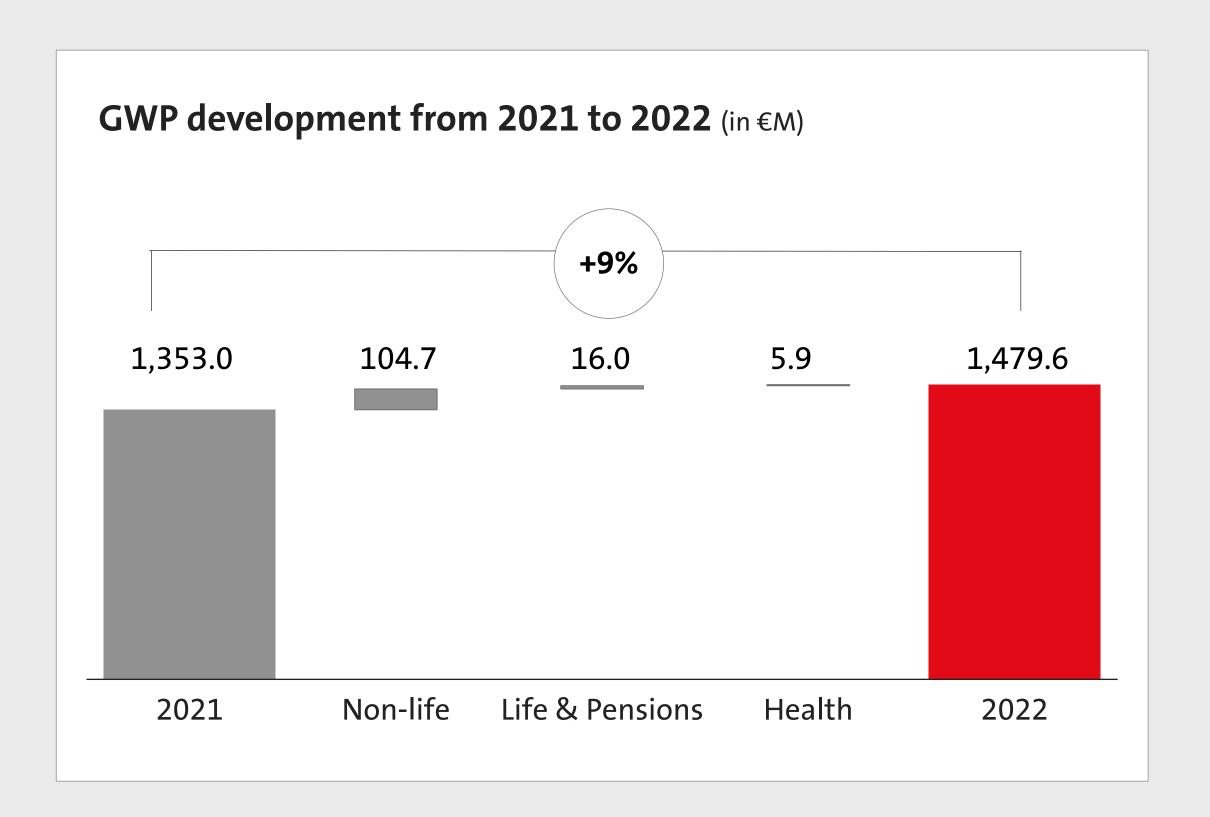


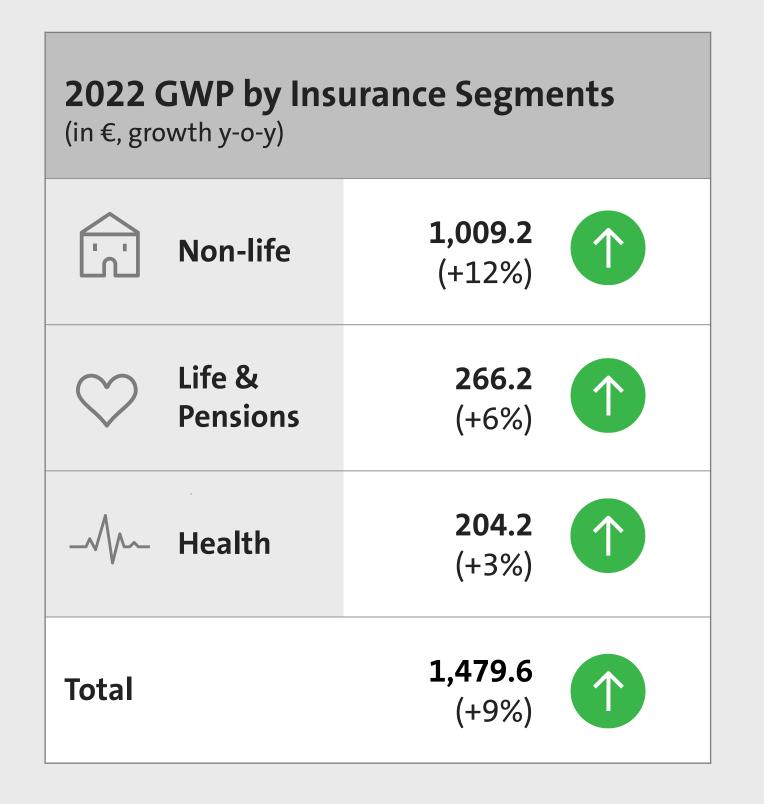


GWP growth. Realized gains in Group's realestate portfolios and results of AM are major drivers of other income growth.



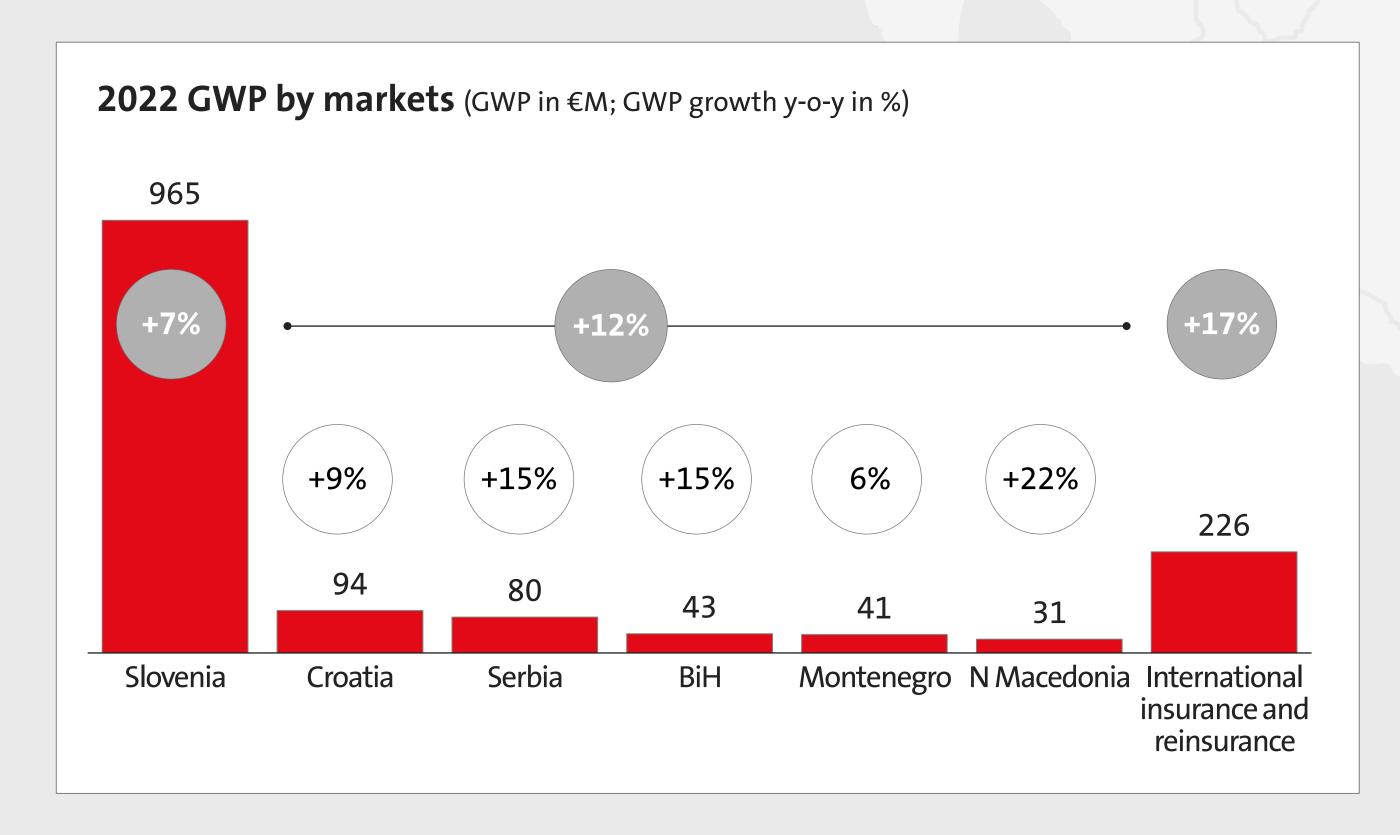
### **GWP Growth In All Insurance Segments**

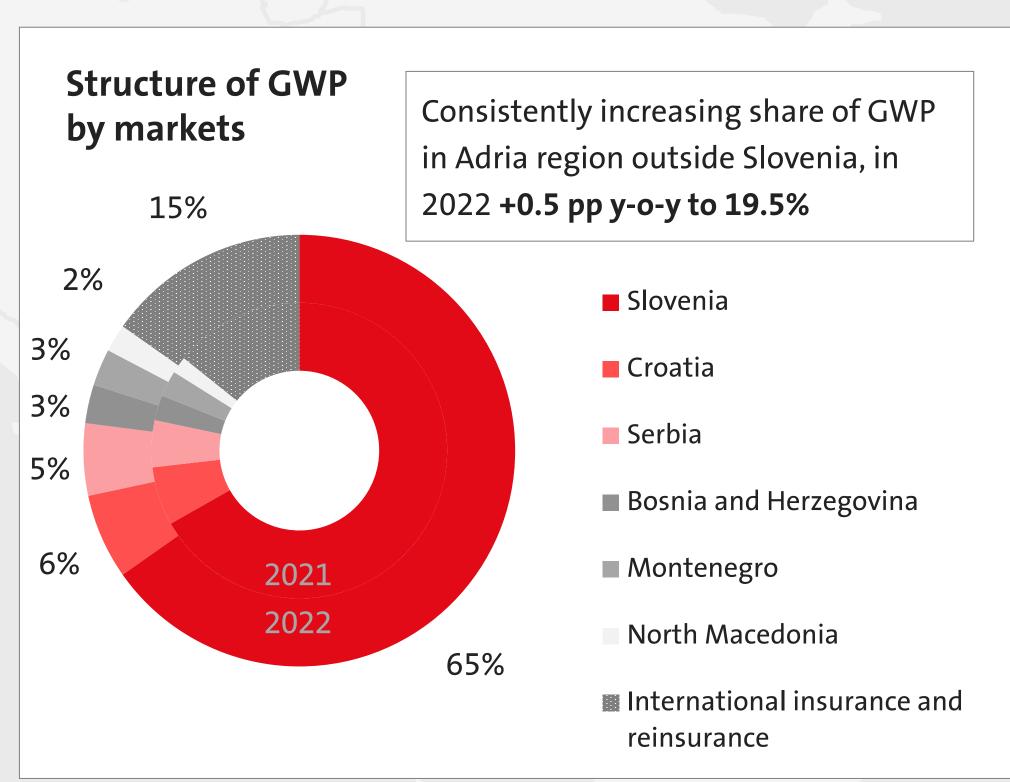






### **GWP Growth In All Markets**

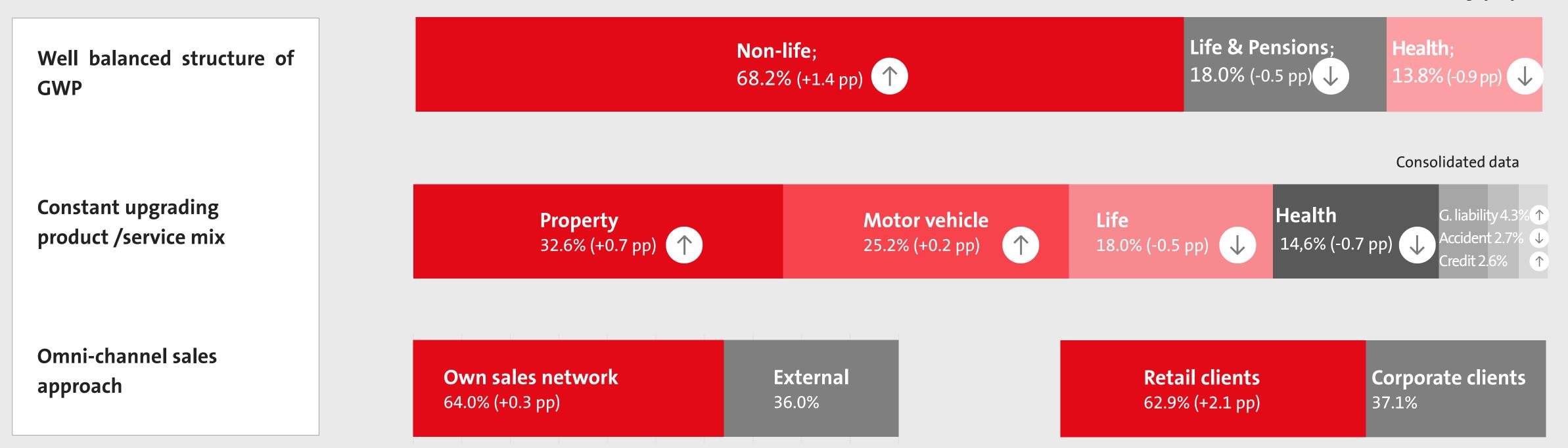






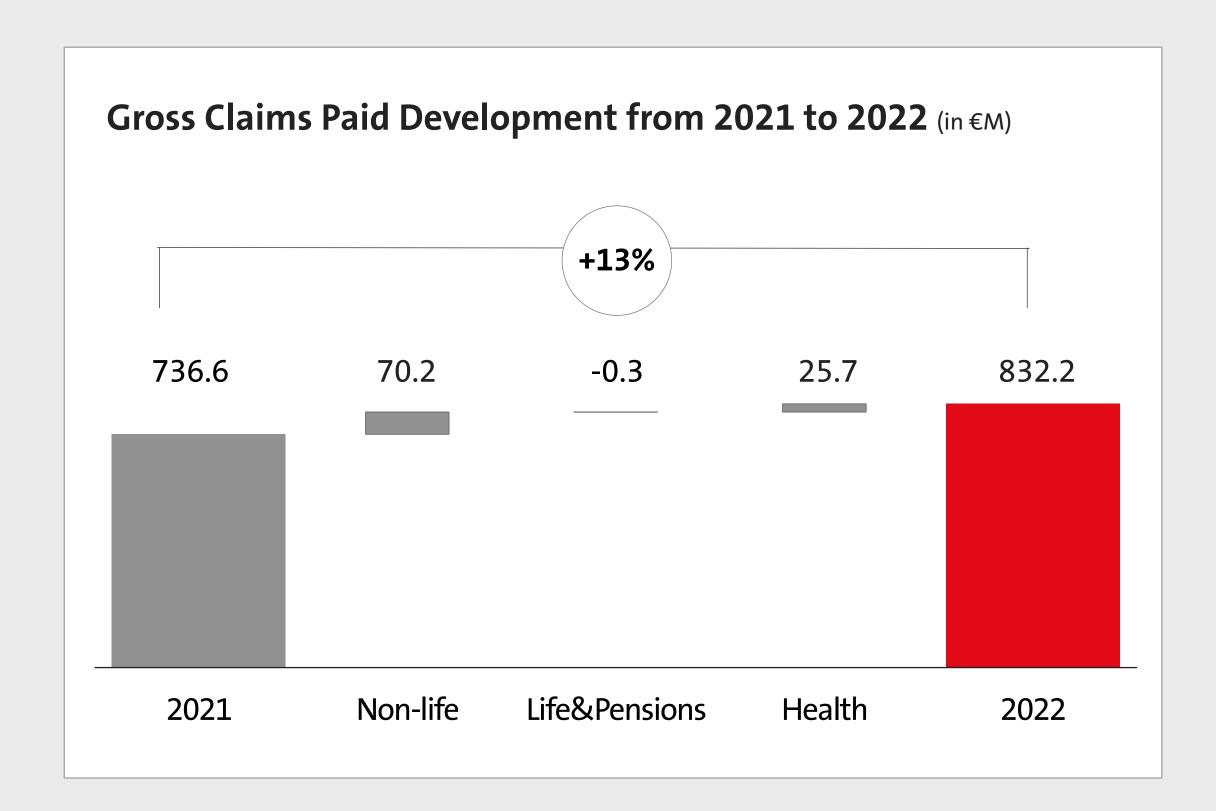
### Well Balanced GWP Structure

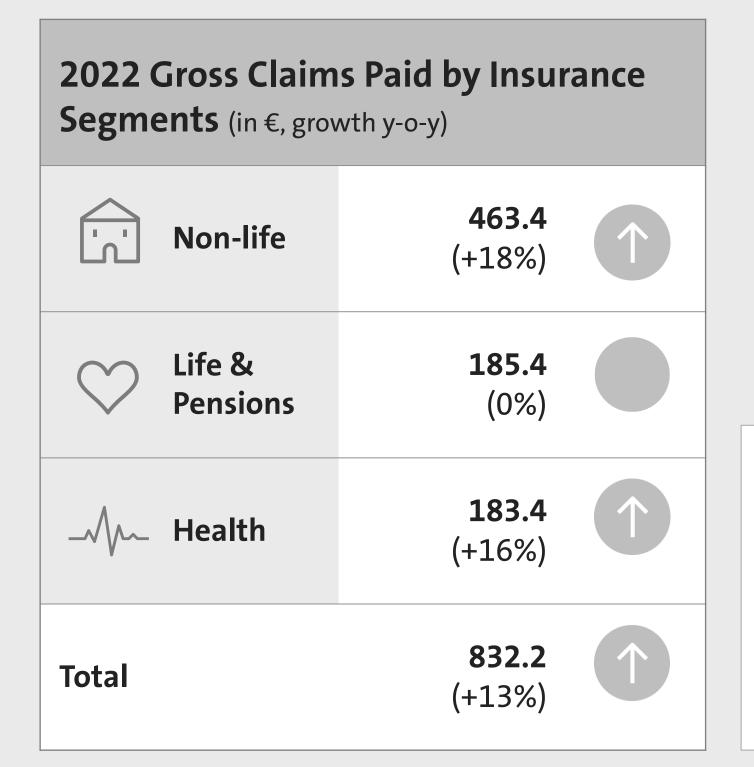
Data for 2022, change y-o-y





### Claims Experience Under Influence of Higher Frequency & Inflation

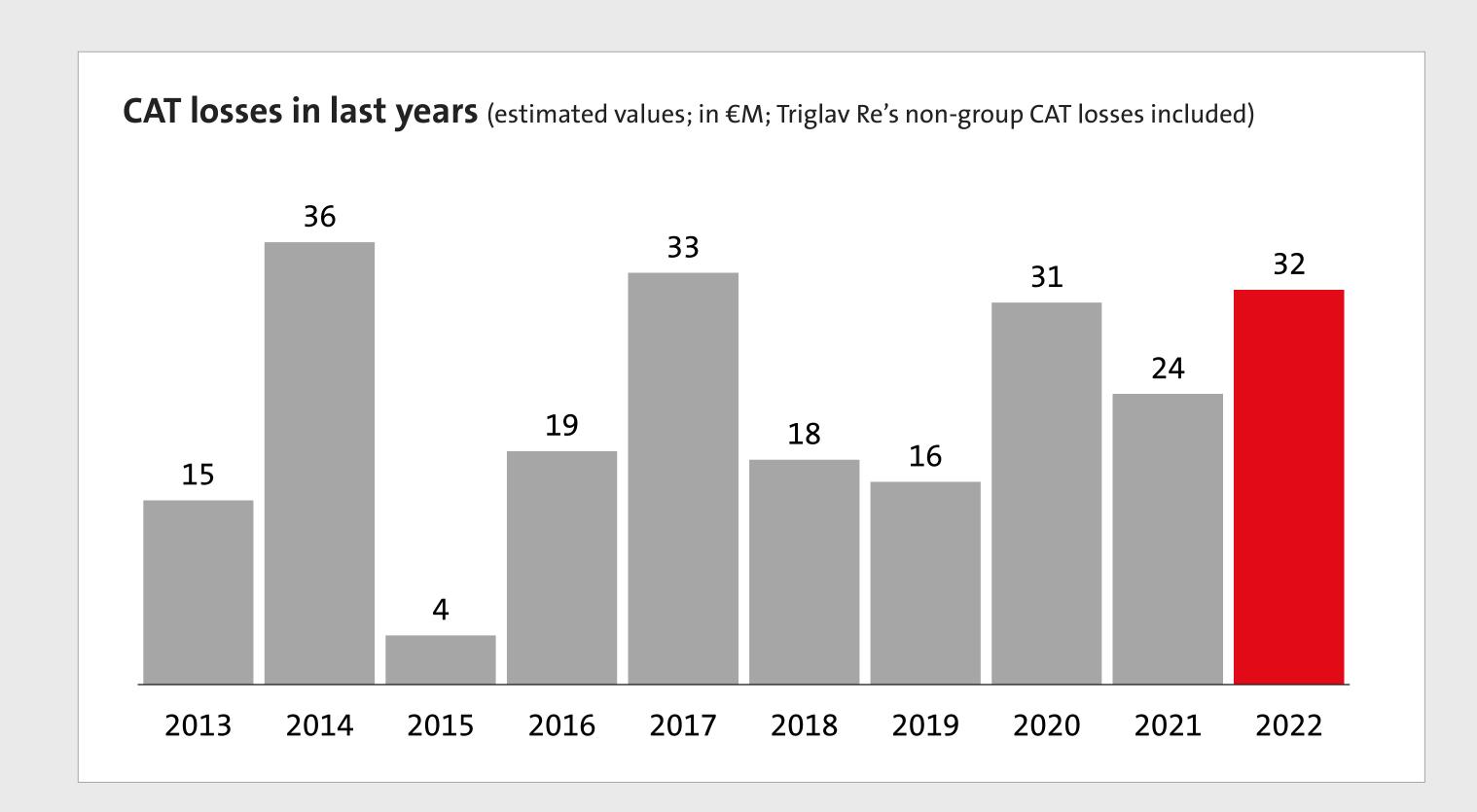




Claims experience influenced by GWP growth, end of last year's pandemic - related restrictions, inflation in prices of materials and services and major CAT loss events.



### **Major CAT Loss Events**



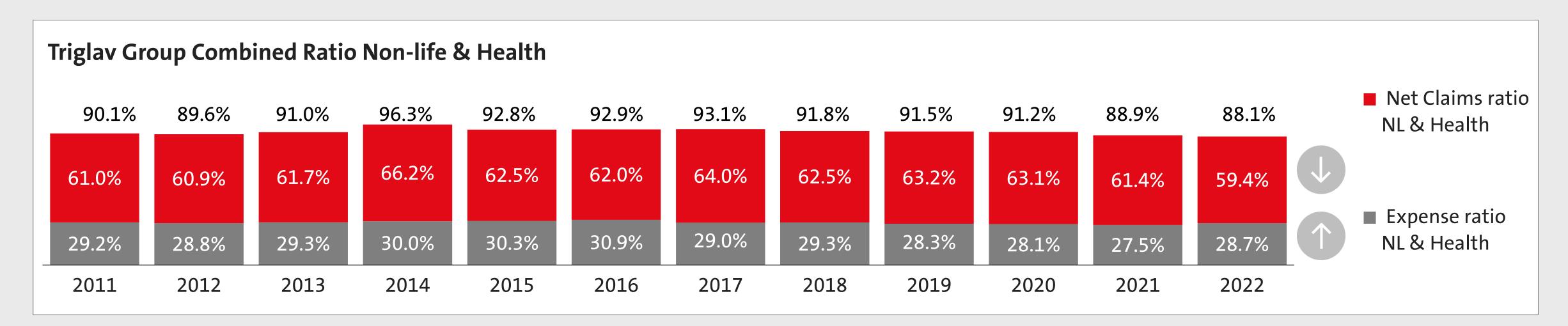
Major CAT events in 2022 (estimated values):

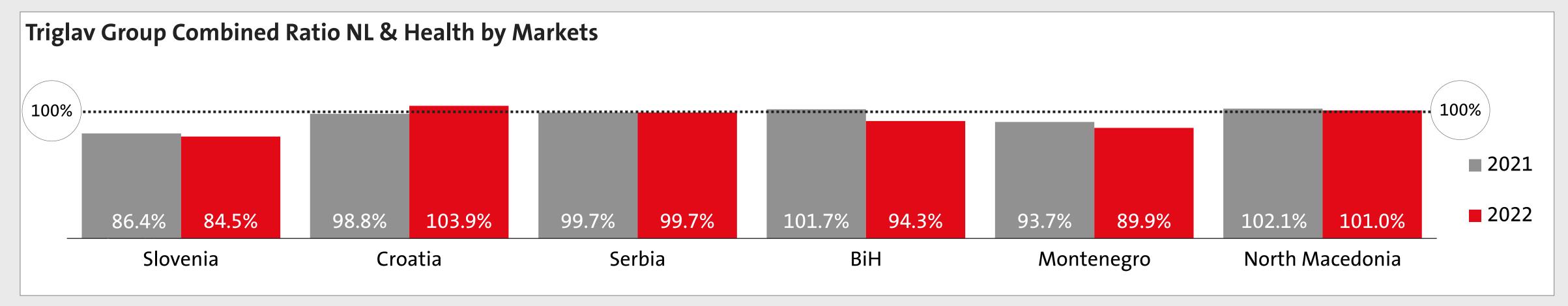
- Hailstorms in Slovenia in May and June and storm in August (€18.9 M)
- Hailstorms and floods in Croatia (€0.7 M). Hailstorms in North Macedonia (€0.5 M) and Montenegro (€0.4M)
- Group's reinsurance claims (€11.6 M) due to storms in Great Britain, the Benelux countries and Germany, floods in Australia and South Africa, hailstorms in France, typhoon Hinnamnor in South Korea and drought in Croatia

Most frequent Triglav's CAT loss events are flood, storm, hail and frost.



### **Continued Underwriting Discipline**



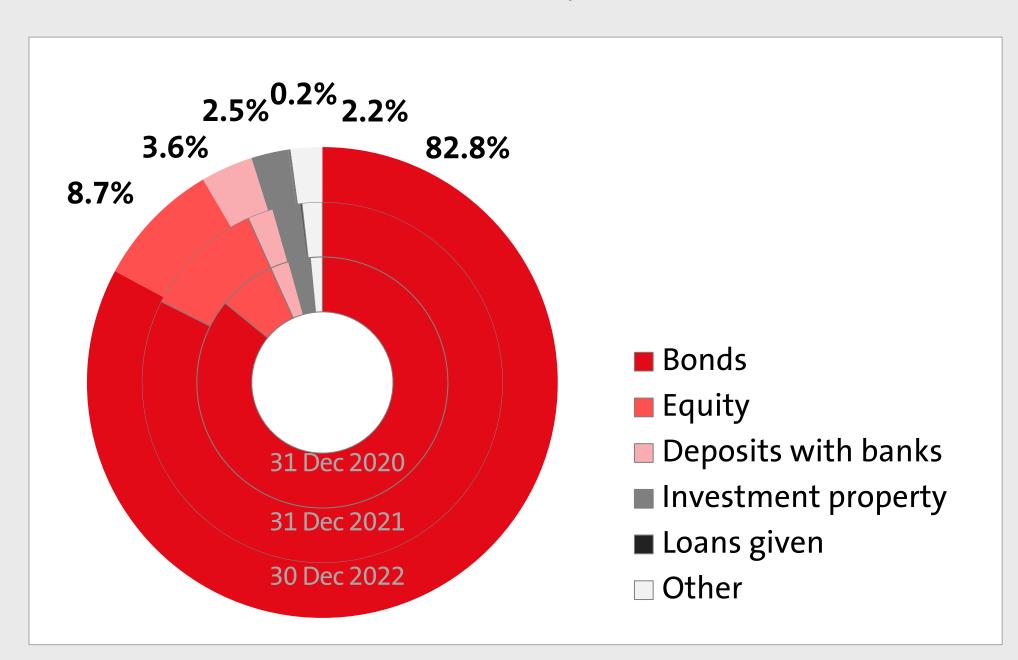




### **High-Quality Investment Portfolio**

#### **Asset Allocation**<sup>1</sup>

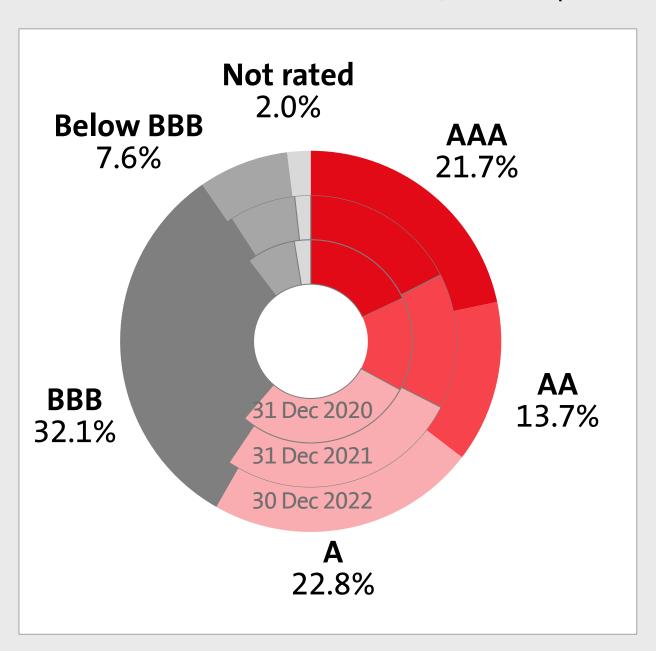
Total as at 31 Dec 2022: € 2,699 M (-11% compare with 2021 YE)

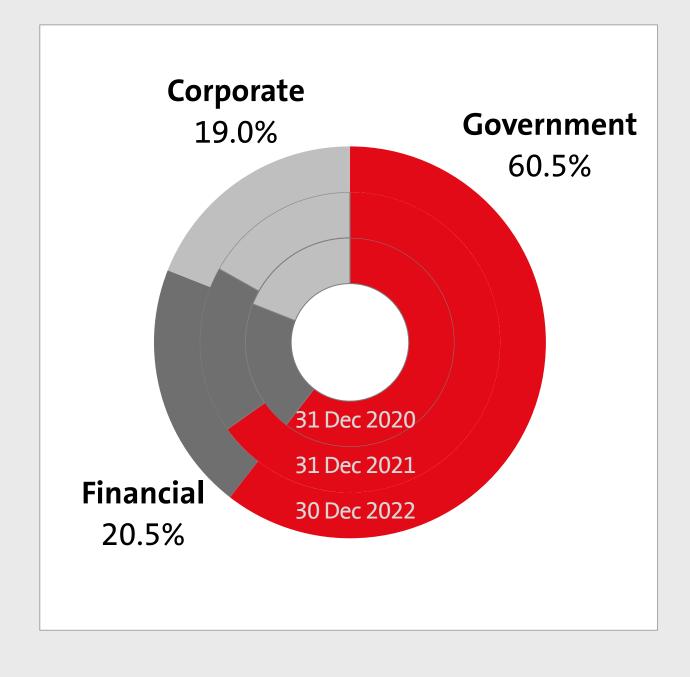


<sup>&</sup>lt;sup>1</sup> Unit-linked insurance contract investments excluded

#### Debt Instruments¹ by Rating and by Type of Issuer

Total as at 31 Dec 2022: € 2,236 M (-11% compare with 2021 YE)







### **2022** Performance at a Glance

In € million

	2022	2021	2020	Index 2022/2021	Index 2022/2020
Total revenue	1,599.3	1,455.1	1,318.4	110	121
Gross written premium	1,479.6	1,353.0	1,233.8	109	120
Net premium income	1,189.9	1,119.8	1,066.8	106	112
Gross claims paid	832.2	736.6	697.4	113	119
Net claims incurred	746.7	715.0	683.6	104	109
Gross operating costs	374.9	333.4	306.7	112	122
Profit before tax	134.5	132.6	90.9	101	148
Net profit	110.2	113.0	73.7	98	150
Net claims ratio NL & Health	59.4%	61.4%	63.1%		
Expense ratio NL & Health	28.7%	27.5%	28.1%		
Combined ratio NL & Health	88.1%	88.9%	91.2%		
Gross insurance technical provisions	3,100.0	3,198.7	3,033.2	97	102
Total equity	752.8	933.0	870.2	81	87
Number of employees	5,306	5.264	5.316	101	100



### Structure of Profit Before Tax of Triglav Group

Consolidated PBT from (in € M; % y-o-y)	Non-life	Life & Pen.	Health	TOTAL
Underwriting activities (1)	<b>86.8</b> (+9%)	<b>15.9</b> (+18%)	<b>3.0</b> (-58%)	<b>105.7</b> (+5%)
Investment activities net of investment guarantees (2)	<b>17.2</b> (-1%)	<b>0.6</b> (-90%)	<b>-1.0</b> (in 2021 €0.8M)	<b>16.9</b> (-31%)
INSURANCE (1+2)	<b>104.0</b> (+7%)	<b>16.6</b> (-16%)	<b>2.0</b> (-75%)	<b>122.6</b> (-2%)
NON-INSURANCE (3)				<b>12.0</b> (+54%)
TOTAL PBT (1+2+3)				<b>134.5</b> (+1%)

Robust underwriting profitability. GWP growth. Influence of realised & unrealised investment gains and losses through P&L, impairments and LAT releases.

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Realized gains in Group's real-estate portfolios and results of AM.

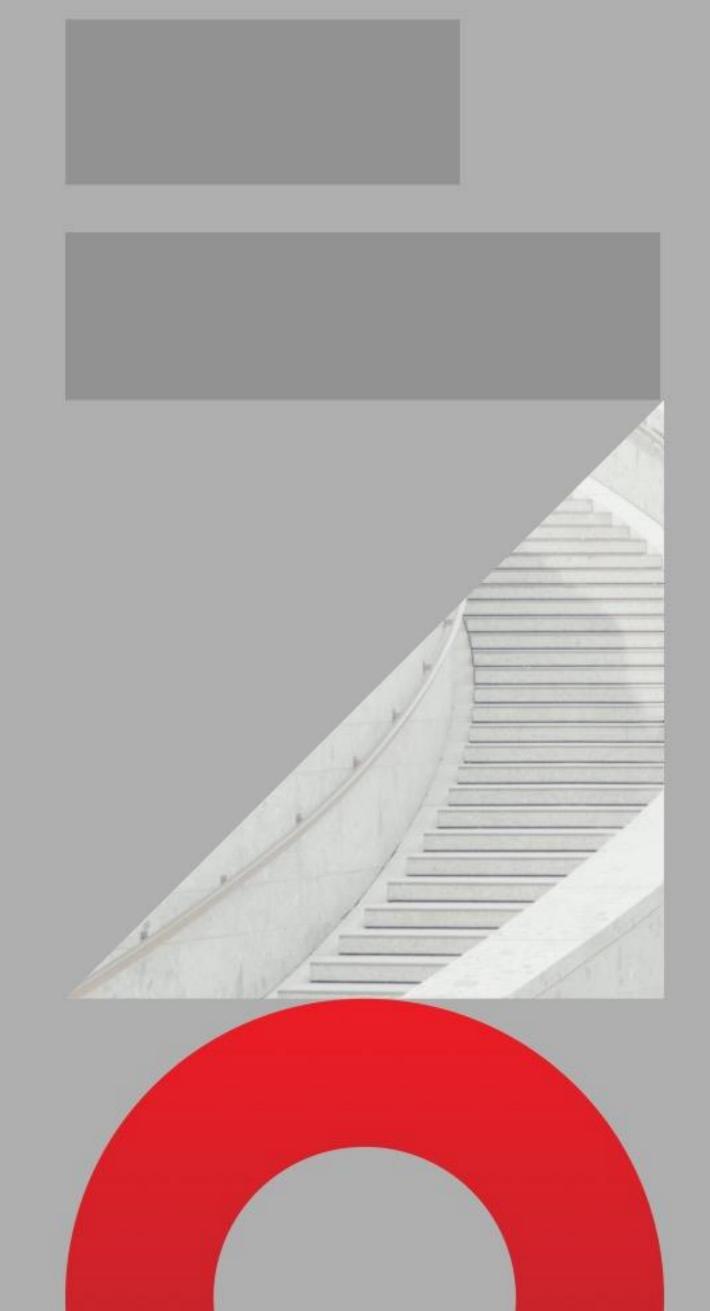


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# Appendix

Performance by Insurance Markets

Structure of Investment Portfolios by Insurance Segments





## Macroeconomic Overview of Adria Region

Credit rating	SI	ovenia		Croatia		Serbia	Mont	enegro		nia and govina	Mac	North edonia		
S&P	AA-	/Stable	BBB+	+/Stable	BB-	+/Stable	Е	3/Stable	B/	Positive	BB-	/Stable		
Moodys	A3	/Stable	Baa2	2/Stable	Ва	2/Stable	B1	L/Stable	В3	/Stable		-		
Fitch	А	/Stable	BBB+	+/Stable	BB-	+/Stable		-		-	BB+/N	egative		
<b>Economic Indicators</b>	SI	ovenia		Croatia		Serbia	Montenegro		Bosnia and Herzegovina		North Macedonia		EU	
	2022	2023 Outlook	2022	2023 Outlook	2022	2023 Outlook	2022	2023 Outlook	2022	2023 Dutlook	2022	2023 Dutlook	2022	2023 Outlook
GDP growth (in %)	5.7	1.7	5.9	3.5	3.5	2.7	7.2	2.5	2.5	2.0	2.7	3.0	3.2	0.7
GDP per capita (in 1,000 USD)	29.5	30.8	17.3	18.5	9.2	10.1	9.9	10.7	6.8	7.1	6.8	7.3	54.0	56.2
Inflation rate (in %)	8.9	5.1	9.8	5.5	11.5	8.3	12.8	9.2	10.5	4.5	10.6	4.5	9.2	6.8
Population (in M)	2.1	2.1	4.0	4.0	6.8	6.8	0.6	0.6	3.5	3.5	2.1	2.1	443.6	444.3

Source: IMF, Outlook October 2022. Credit ratings as of February 2023

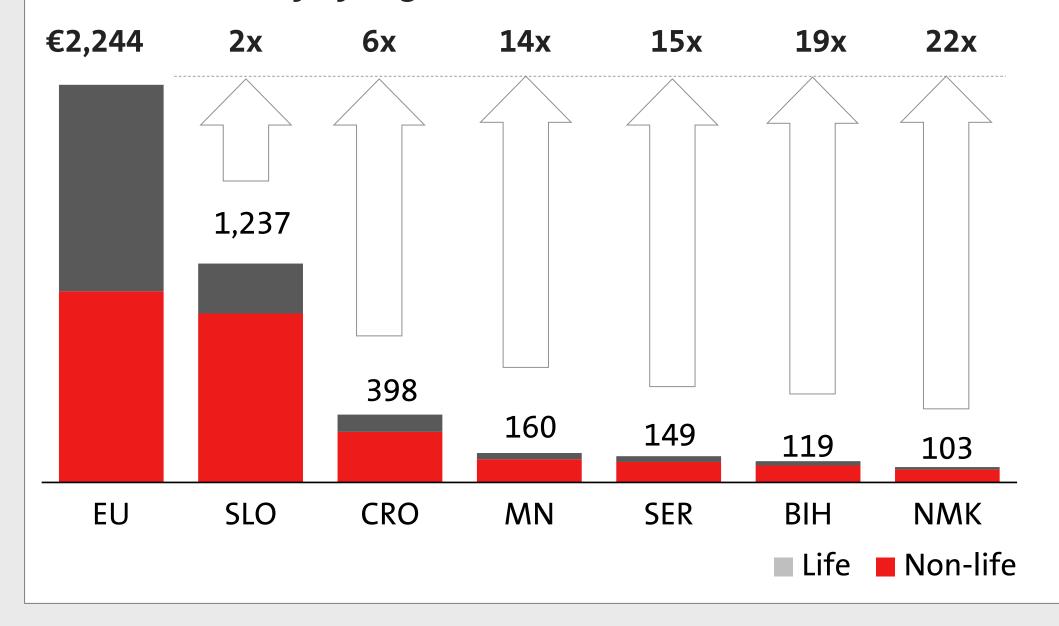


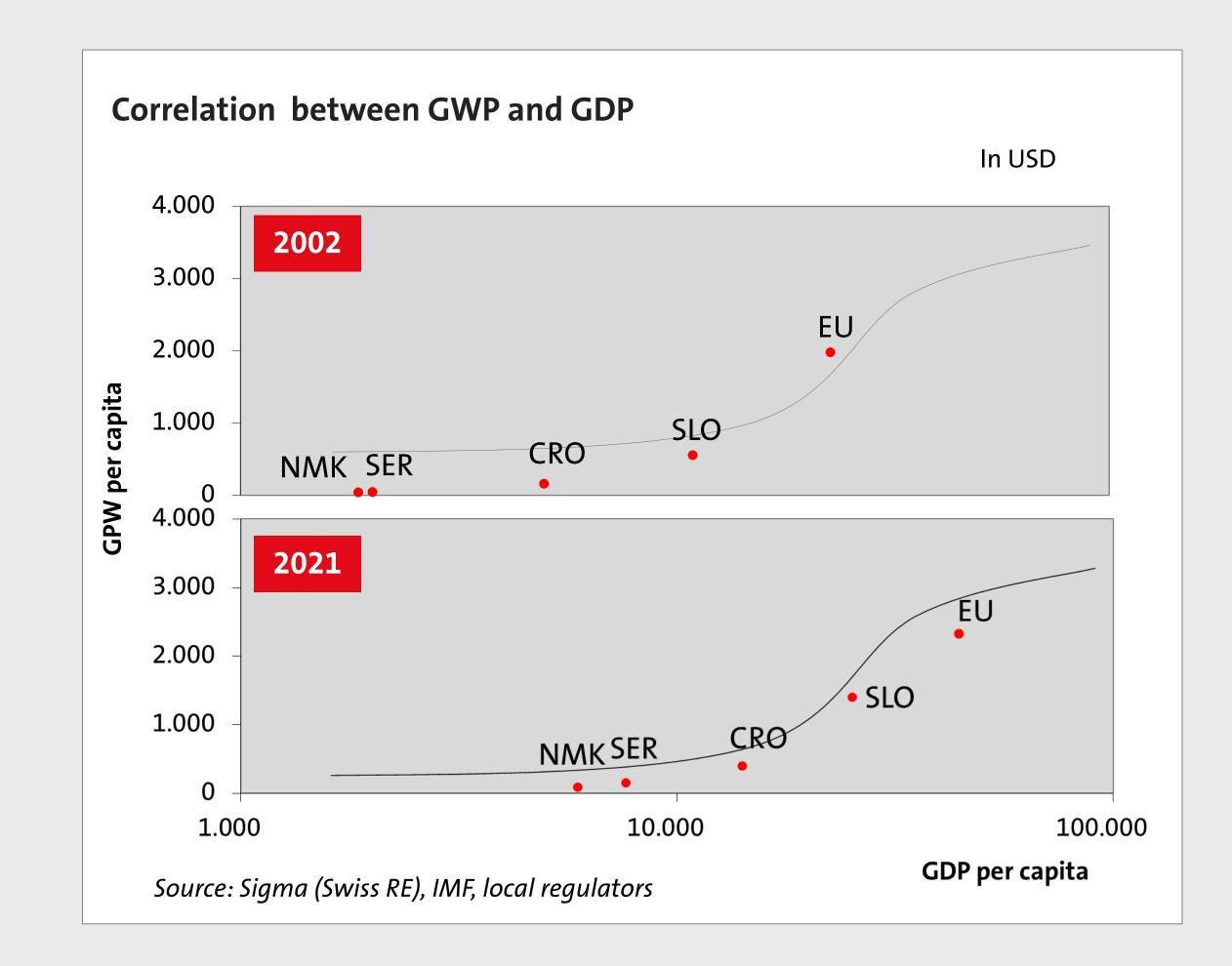
### **GDP Growth and Low Insurance Density Key Growth Drivers**

#### Insurance penetration by Triglav's markets in 2021 (Premium share in GDP)

EU	SLO	CRO	MN	SER	BiH	NMK	
7.0%	5.0%	2.7%	2.0%	1.9%	2.2%	1.6%	

#### **Insurance density by Triglav's markets in 2021** (GWP per capita, in €)





**Market Share** 

38.9%

+0.4 pp

**Market Position** 





NON-LIFE & HEALTH
LIFE & PENSIONS

 GWP (Non-consolidated)
 Gross operating costs
 Gross claims paid
 Combined ratio NL

 € 1,108.9M
 € 245.6M
 € 656.1M
 84.5%

 ↑ +8%
 ↑ +13%
 ↑ +12%
 ↓ -2.0 pp

5.6%

0.0 pp





NON-LIFE & HEALTH
LIFE

GWP Gross operating costs Gross claims paid Combined ratio NL

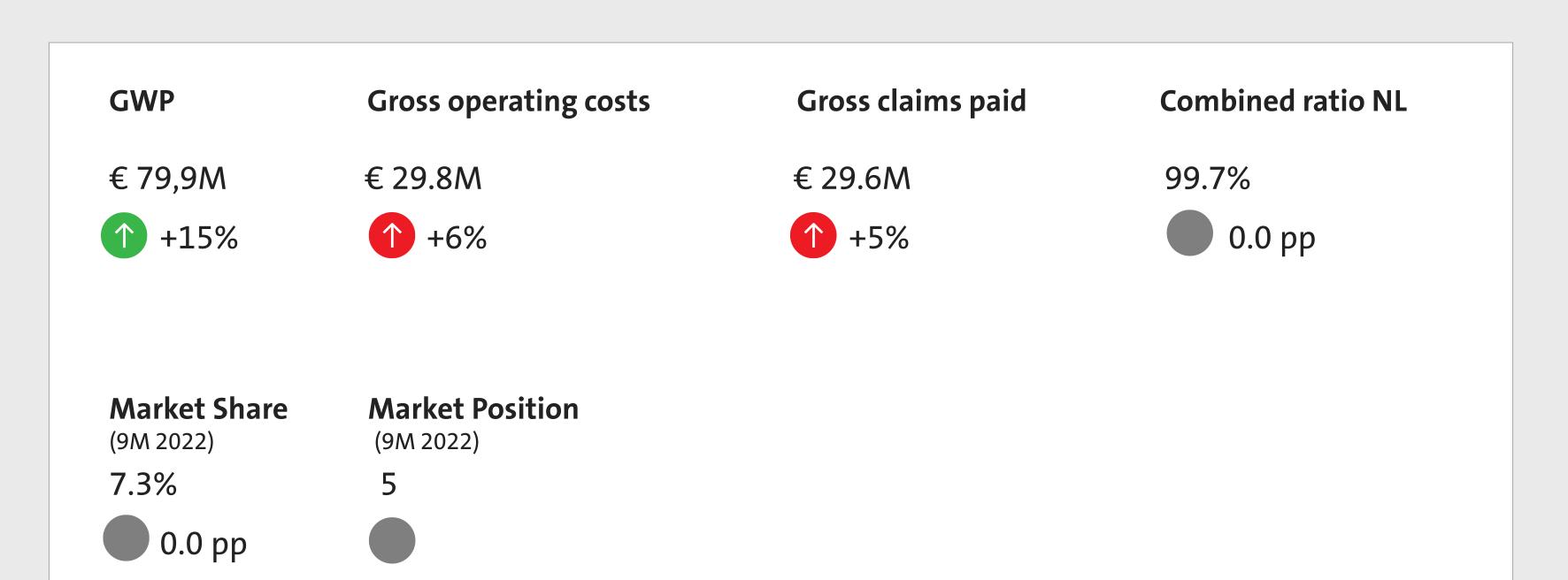
€ 94.4M € 31.2M € 58.2M 103.9%

↑ +9% ↑ +8% ↑ +16% ↑ +5.2 pp





NON-LIFE & HEALTH
LIFE



37.8%

-1.3 pp





NON-LIFE & HEALTH
LIFE

GWP Gross operating costs Gross claims paid Combined ratio NL

€ 40.9M € 12.1M € 20.1M 89.9%

↑ +6% ↑ +7% ↑ +8% ↓ -3.8 pp

Market Share Market Position

9.4%

+0.6 pp





NON-LIFE & HEALTH
LIFE & PENSIONS

GWP Gross operating costs Gross claims paid Combined ratio NL

€ 42.8M € 16.4M € 17.2M 94.3%

↑ +15% ↑ +12% ↑ +4%

Market Share Market Position





NON-LIFE & HEALTH
LIFE & PENSIONS

 GWP
 Gross operating costs
 Gross claims paid
 Combined ratio NL

 € 30.6M
 € 10.6M
 € 12.0M
 101.0%

 ↑ +23%
 ↑ +16%
 ↓ -1.1 pp

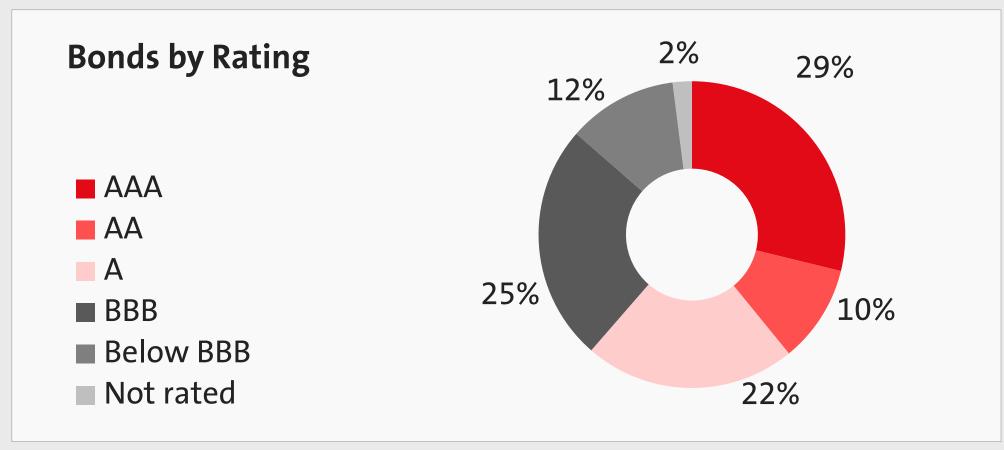
Market Share Market Position

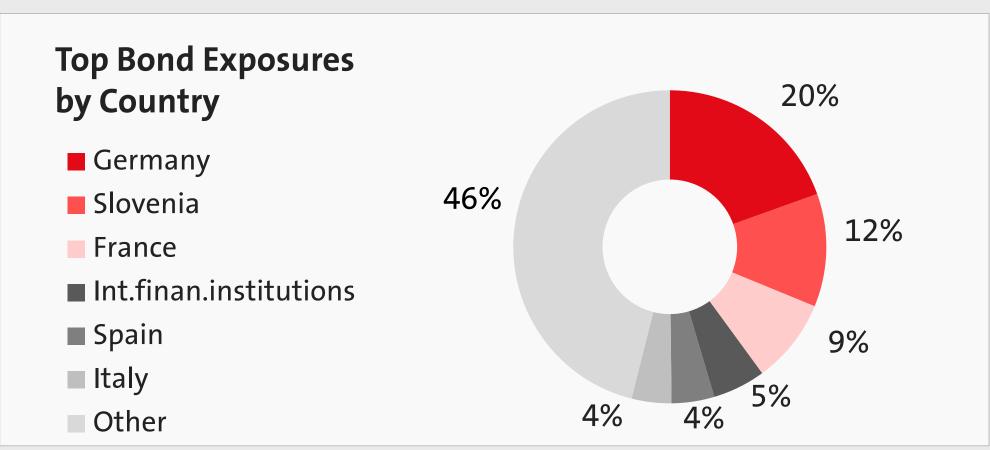
14.7%

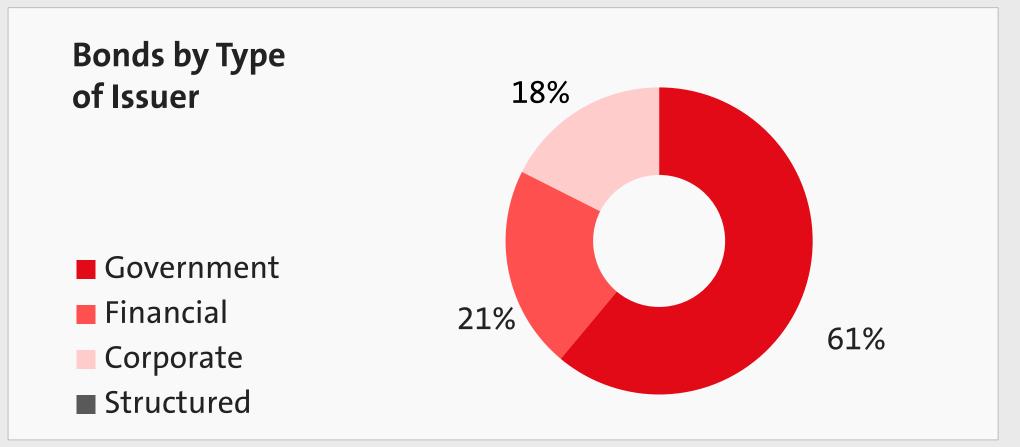
1+1.6 pp

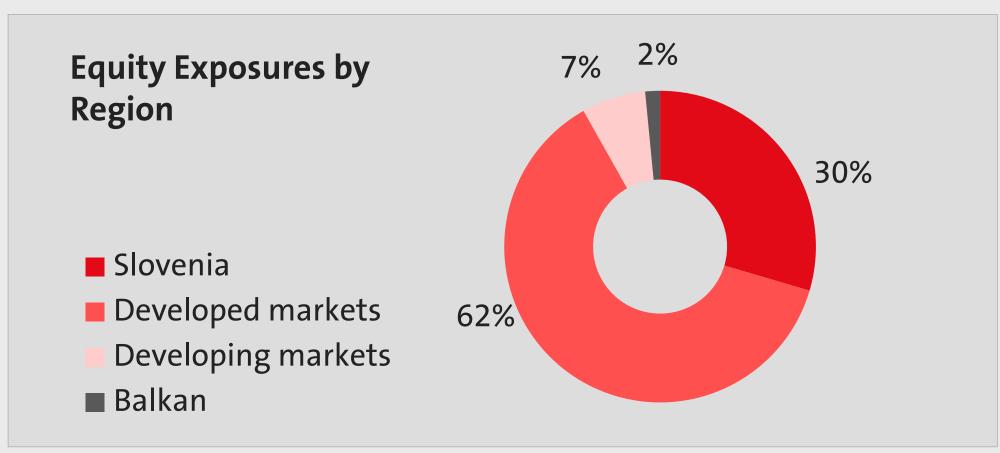


### Non-life and Health Investment Portfolios (2022 YE)



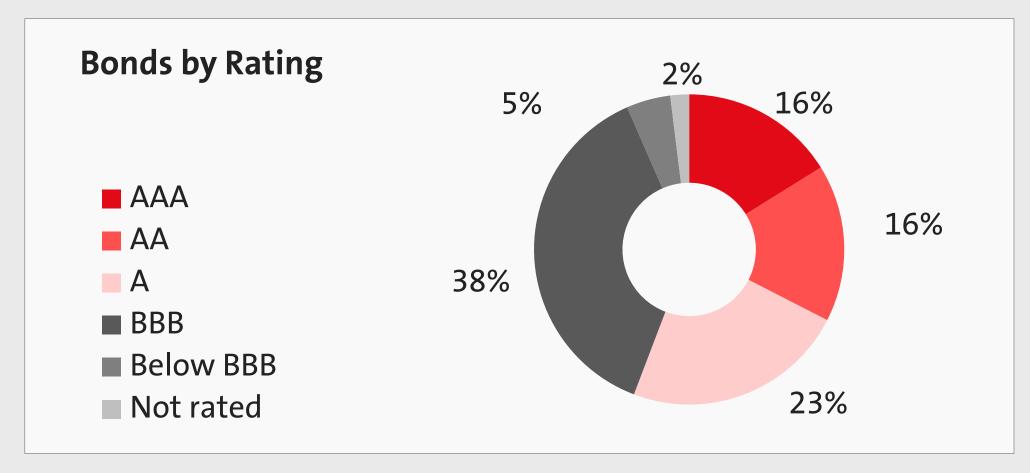


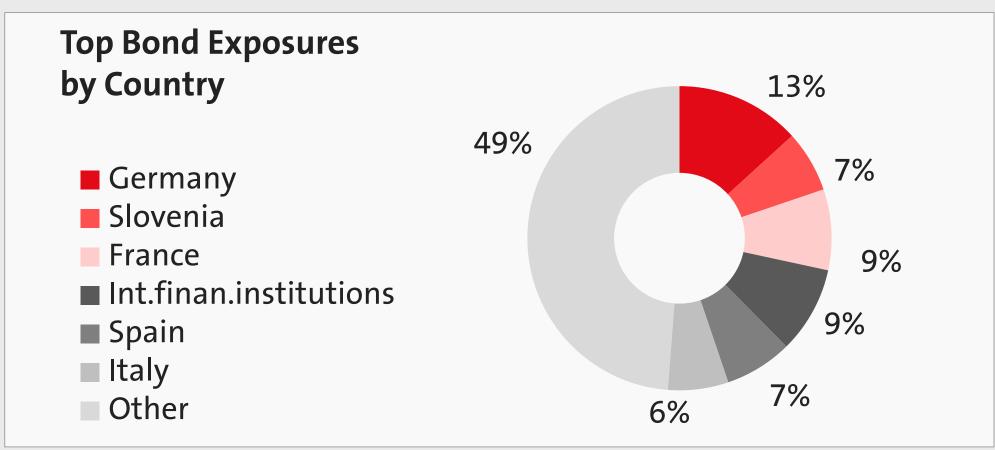


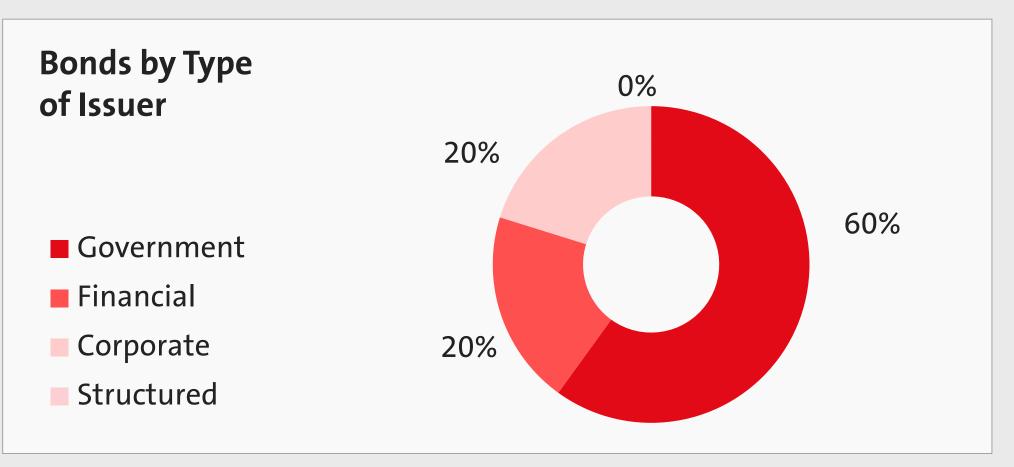


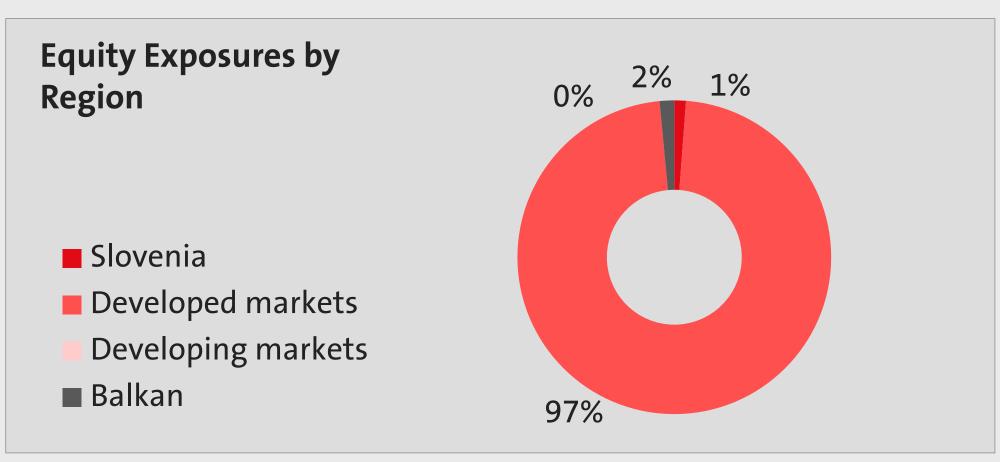


#### Life and Pensions Investment Portfolios (2022 YE; Unit-Linked Investments Excluded)











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# **IFRS 17**

# Market Update





### Key Messages

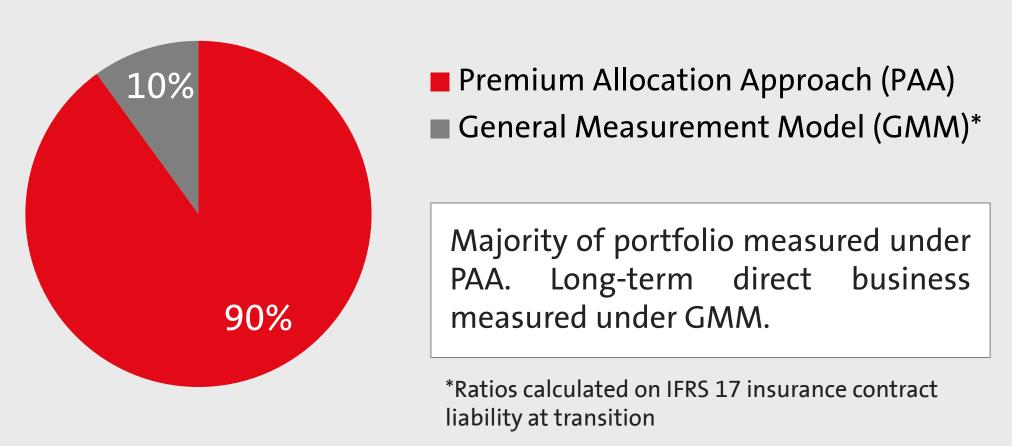
- Introduction of IFRS 9/17 does not impact our strategy, business model or dividend guidance
- Capital generation and earnings remain solid and stable
- IFRS 9 has no major impact on investments
- Increased predictability and transparency of profits, in particular those emerging from Life business
- Limited impact of IFRS 17 on Non-Life business due to PAA valuation (PAA Premium Allocation Approach)



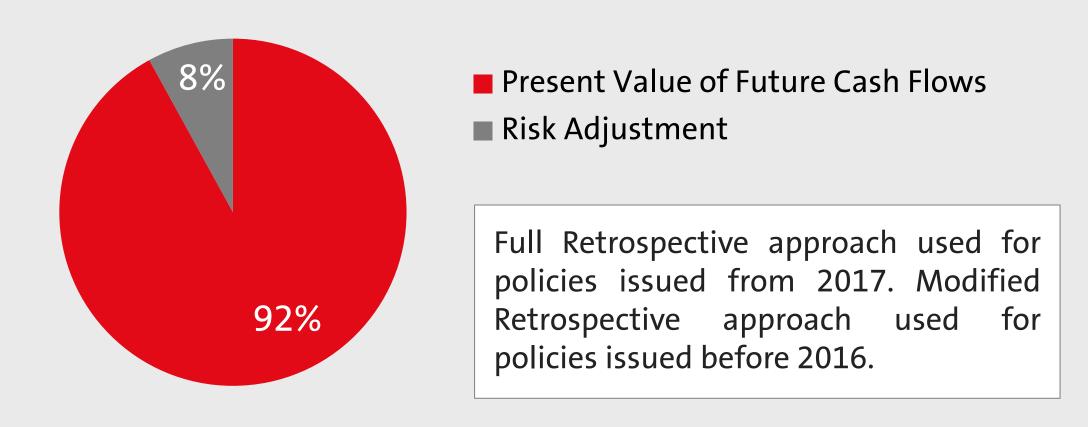
#### **Non-Life Insurance Business**

- Measurement of Non-life portfolio primarily based on simplified approach (PAA) keeping liabilities valuation more similar to SII. Revenue comparable with premium earning under IFRS 4.
- IFRS 4 reserves replaced with best estimate valuation with explicit allowance for uncertainty (Risk Adjustment).
- Combined ratio to remain as primary KPI, adapted to IFRS 17 principles.

## Non-life business portfolio structure by Measurement models as at 1 January 2022



# Liability for Incurred Claims (LIC) structure as at 1 January 2022

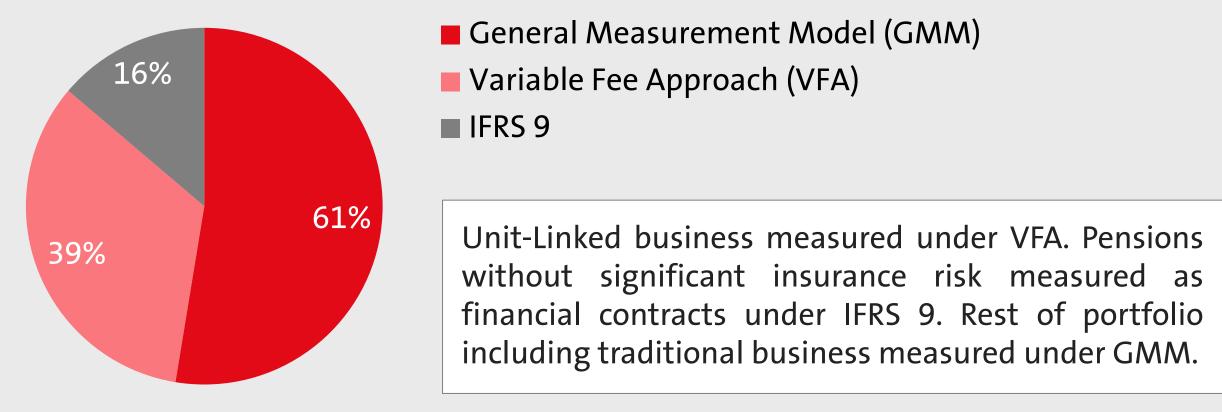




#### **Life Insurance Business**

- Future profits are driven by release of CSM (Contractual Service Margin) and Risk Adjustment. Profits will be more predictable and transparent.
- Actuarial assumption changes in each period are spread over lifetime of contract for GMM and VFA products through CSM. Changes and variances in economic assumptions in each period are spread over time for VFA products through CSM.
- Insurance service result will be shown separately from insurance finance income or expenses. Insurance revenue and insurance service expenses shown net of investment components.

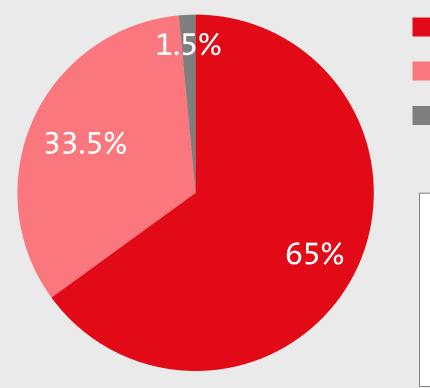
## Life Business Portfolio Structure by Measurement Models\* as at 1 January 2022



<sup>\*</sup>Ratios calculated on IFRS 17 insurance contract liability at transition

#### **CSM Structure by Transition Approach**

as at 1 January 2022



■ Modified Retrospective Approach (MRA)

■ Full Retrospective approach (FRA)

■ Fair Value Approach (FVA)

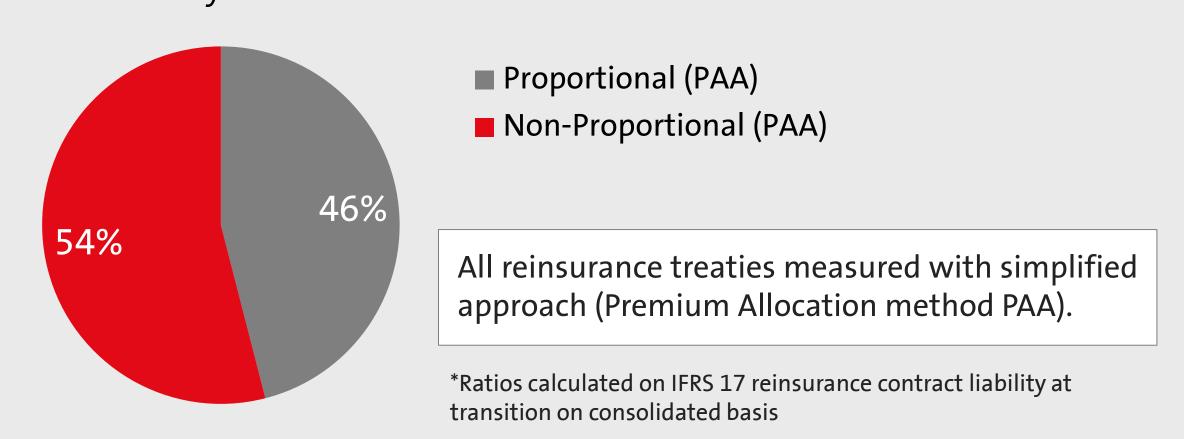
FVA used for legacy portfolios issued before 2007. MRA used for policies issued from 2007 to 2015. FRA used for policies issued from 2016.



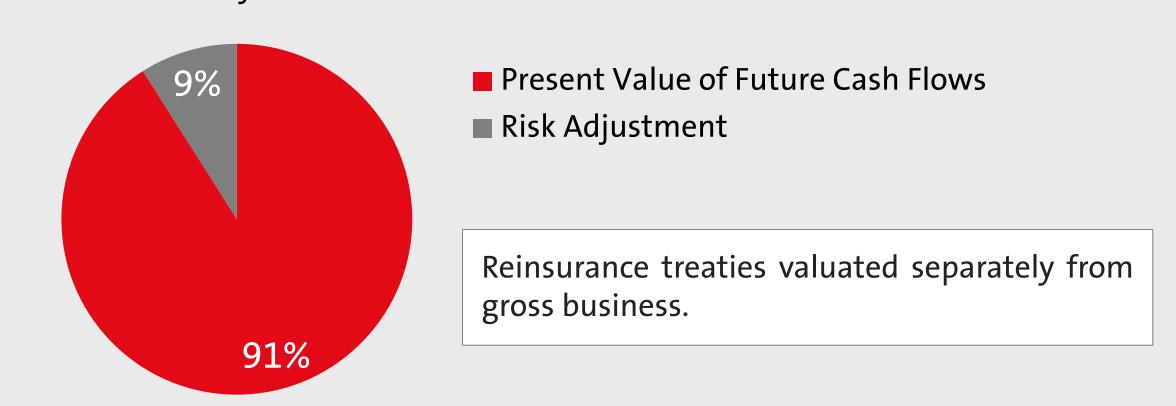
#### **Active Reinsurance Business**

- Revenue lower compared to IFRS 4 earned premium due to deduction of ceding commission. Reinsurance revenue and reinsurance service expenses shown net of investment components. Investment component recognized for sliding scale commission and profit commission.
- IFRS 4 reserves replaced with best estimate valuation with explicit allowance for uncertainty (Risk Adjustment). Risk of non-performance of reinsurer included in the valuation.

# Reinsurance Business Portfolio Structure \* as at 1 January 2022



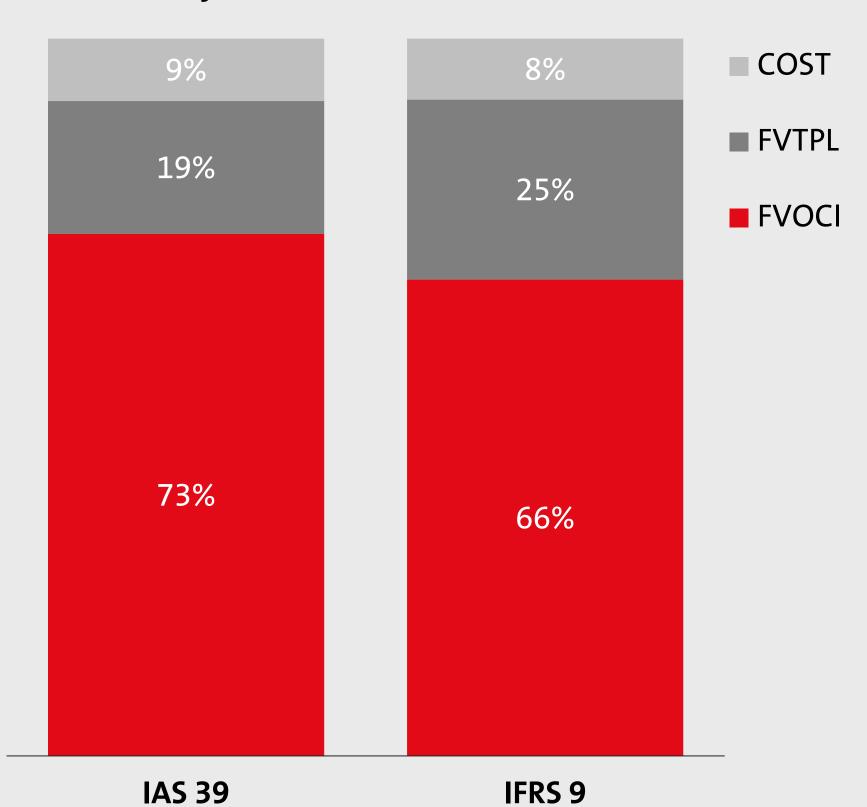
# Liability for Incurred Claims (LIC) Structure as at 1 January 2022





#### **Investment Portfolio under IFRS 9**

## **Investment Portfolio** (Unit-linked insurance contract investments excluded) as at 1 January 2022



Majority of **AFS** investments classified as **FVOCI** (Fair Value through Other Comprehensive Income).

HTM investments classified as AC (amortized cost).

Limited impact of instruments not complying with SPPI test (Solely Payment of Principal and Investment test). Limited impact from recognition of Expected Credit Loss.

Investments covering Unit-linked classified as FVTPL.

Both FVOCI w/o recycling and FVTPL will be used for **equity investments** adding some volatility to reported net result.

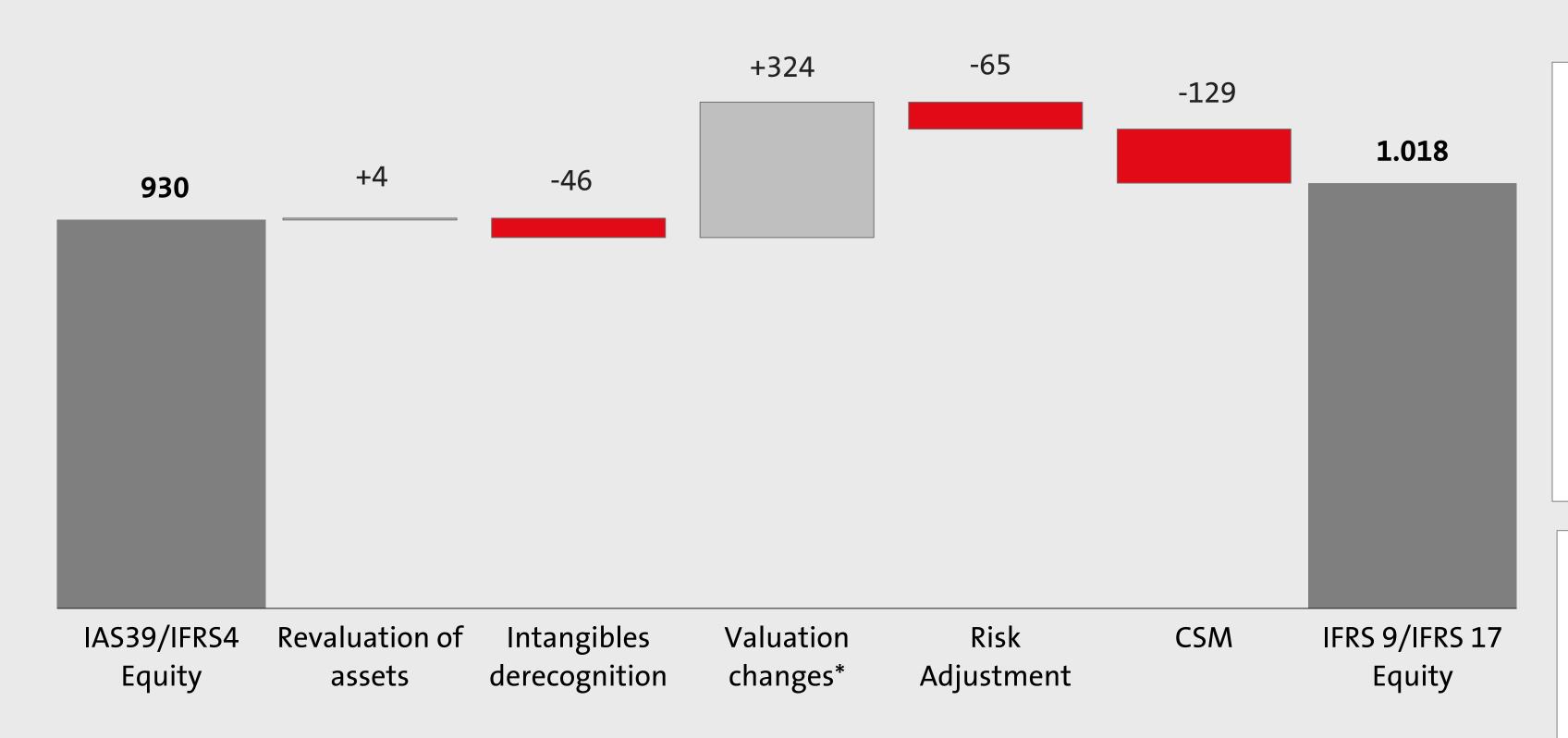
No significant impact on P&L at transition.

Reclassification of part of Equity investments from AFS to FVTPL at transition results in transfer from OCI to retained earnings with some tax effects.



### **Shareholders's Equity**

#### Bridge of changes from IFRS 4/IAS 39 to IFRS 9/IFRS 17 Shareholder's equity as at 1 January 2022



Increase in shareholder's equity is mainly driven by decrease of prudence level included in liabilities for incurred claims for Non-Life business under IFRS 4.

Very limited impact of IFRS 9 on value of assets.

CSM (contractual service margin) is established mainly for Life business and represents unearned profits that will be recognized in future.

All figures may be subject to changes due to subsequent adjustments of methodologies. Effects at implementation date 1 January 2023 will be materially different due to 2022 P&L effects and changes in equity.

<sup>\*</sup> Impact of change in measurement of liabilities under IFRS 4 and IFRS 17



### **Key Accounting Choices and Metrics**

Accounting Choices	Options Adopted	Rationale
Discount rates	Bottom-up approach (risk free rates + illiquidity premium)	Better alignment with Solvency II
Changes in discount rates (Goal: Consistent asset & liability approach of OCI option)	Through P&L for Unit – Linked products Through OCI for other products	Consistent asset & liability approach for OCI option
Risk adjustment	P&C Business: VaR method Life Business: Cost of Capital method	Methods chosen to appropriately reflect uncertainty for non-financial risks given available data and nature of P&C and life business.
Risk adjustment quantile	<b>P&amp;C gross business</b> : 85 <sup>th</sup> quantile <b>P&amp;C reinsurance business</b> : 65 <sup>th</sup> to 75 <sup>th</sup> quantile <b>Life business</b> : 95 <sup>th</sup> 1 year quantile which results in 65 <sup>th</sup> run-off quantile	Quantile choice reflecting risk appetite of Triglav Group
Fair value investments	FVOCI for majority of AFS investments  FVTPL for assets covering Unit-Linked liabilities  Both FVOCI and FVTPL options used for listed equity investments	Consistent approach between asset and liability side to mitigate P&L volatility



### Impact of IFRS 9/17 on Existing KPIs

KPI	Comment
Return on Equity	Calculation based on adjusted equity (excluding AOCI). Impacted due to change in equity base
Return on Investment Portfolio	No material impacts on ROI expected. Part of ROI reflected through OCI.
Net Income	Similar level of net income for Non-Life business. Higher stability of earnings for Life Non-Life business is mostly measured under PAA which is conceptually similar to current IFRS CSM release ensures higher stability of earnings for Life
Combined Ratio, Loss Ratio and Expense Ratio	Calculated on the basis of Insurance Revenue with allowance for Risk Adjustment
Gross Written Premium	GWP will remain one of our main KPIs despite not being presented under IFRS 17



### **Exemplary New KPIs**

KPI	Comment
Contractual Service Margin	Unearned profit that will be released in future One of key metrics for long-term products, especially for Life business
New Business Contractual Service Margin	New way of measuring profitability of contracts used primarily for Life business
Contractual Service Margin Sustainability	We will measure how NB CSM is replacing CSM released from existing business
Insurance Revenue	Reflecting revenue from providing insurance services  Net of investment components, non attributable expenses and financial effects
Attributable Expenses Ratio	Non attributable expenses are not included in insurance service result  Ratio of attributable expenses to total expenses will reflect expenses included in insurance service result



### **Key Acronyms Used Throughout Presentation**

AC	Amortized Cost	MRA	Modified Retrospective Approach
AOCI	Accumulated Other Comprehensive Income	OCI	Other Comprehensive Income
FRA	Fully Retrospective Approach	PAA	Premium Allocation Aproach
FVA	Fair Value Approach	PVFCF	Present Value of Future Cash Flows
FVOCI	Fair Value through Other Comprehensive Income	RA	Risk Adjustment
FVTPL	Fair Value through Profit and Loss	SPPI	Solely Payment of Principal and Investment test
GMM	General Measurement Model	VFA	Variable Free Approach
LIC	Liability for Incurred Claims		

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### Financial & IR 2023 Calendar

Planned date	Type of announcement/IR event
3 Mar 2023	Preliminary key figures 2022
6 Mar 2023	2022 Triglav's Earnings Call (online)
22 Mar 2023	Ljubljana Stock Exchange Webinar: Slovenian Listed Companies Online
31 Mar 2023	Audited annual report for 2022
21 Apr 2023	Convocation Notice of Gen. Meeting of Shareholders on distribution of profit
30 May 2023	Ljubljana Stock Exchange Conference for retail investors: Trade on the Stock Exchange
31 May 2023	Q1 2023 Results & Earnings Call (online, TBC)
1 - 2 Jun 2023	CEE Investment Opportunities by LJSE & ZSE (Zagreb)
6 Jun 2023	General Meeting of Shareholders and notice of its resolutions
31 Aug 2023	H1 2023 Report & Earnings Call (TBC)
5 Sept 2023	H1 2023 Ljubljana Stock Exchange Webinar: Slovenian Listed Companies Online
24 Oct 2023	Ljubljana Stock Exchange Conference for reatil investors: Trade on Stock Exchange Vol.2
30 Nov 2023	9M 2023 Results & Earnings Call (TBC)
5 Dec 2023	CEE Investment Opportunities by LJSE & ZSE (Ljubljana)

The actual dates and IR activities may differ from above stated.

