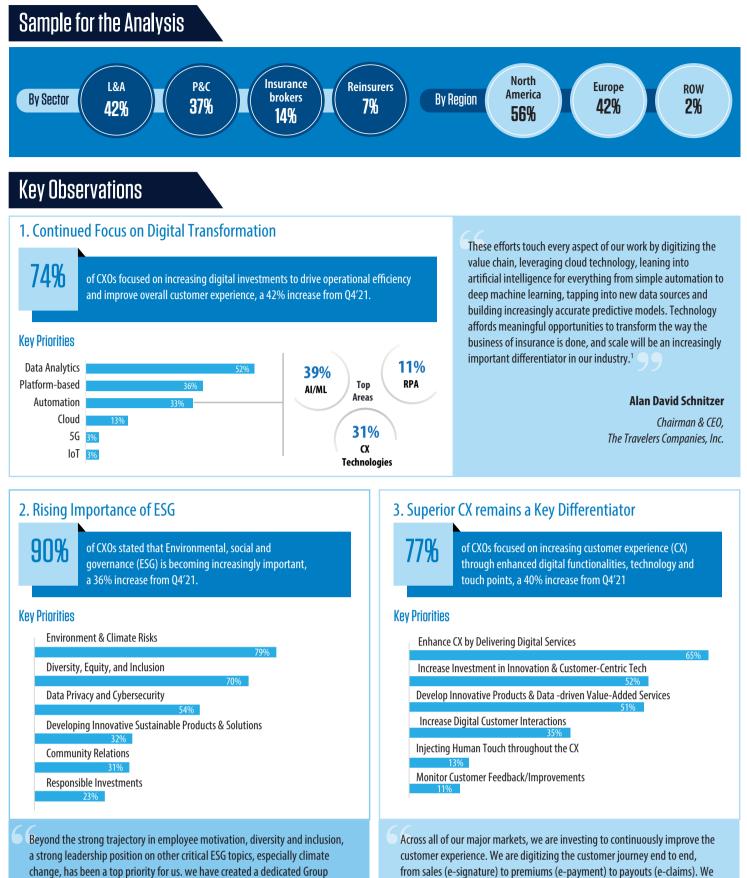


OPTIMISM DURING UNCERTAIN TIMES

An analysis of strategy and commentary from 100 global insurance CXO's (June 2021 to June 2022)



change, has been a top priority for us. we have created a dedicated Group Center for ESG, which is responsible for embedding this priority into our core businesses to maximize real-world impact.²

> **Oliver Bäte** CEO, Allianz Group

Michel A. Khalaf CEO, MetLife, Inc.

4. Talent Development for Future



of CXOs concerned about the availability of the right skills. CXOs are focusing more on employee engagement, reskilling and upskilling to keep pace and built resilience.

Key Priorities



Strengthening our technology, digital and data capabilities is crucial to realizing our ambition and we launched a Digital Skills Academy to support our people's development. We delivered our first Global Hackathon, through which teams were challenged to design data-driven solutions to improve customers' experiences.⁴

lñaki Ereño

Group CEO, BUPA

5. External Challenges Impacting Business Strategy

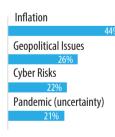
are combining these high-tech, self-service options with high-touch

interactions to meet customers how, where and when they want.³

Top external concerns CXOs foresee impacting their business strategy.

Key Challenges

investing social covid invest tensions uncertainty impact ukraine environment interest rates loss volatility politics instability technology | lation geopolitical ^{future} higher nents pandemic clients ye looking forward going growth year ^{change} investments cyber expect business climate supply uncertainties digital chain economic platform MeW remain international talent



After all, the events of 2021 brought continued challenges as we entered our second year of a global pandemic that was filled with disruption, uncertainty, progress, and hope. All-time market highs were offset by rising consumer prices and supply shortages that brought inflation to a nearly 40-year high. Meanwhile, historically low interest rates continued to put pressure on institutional and individual savers alike.⁵

Roger Crandall,

Chairman, President and Chief Executive Officer, MassMutual

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