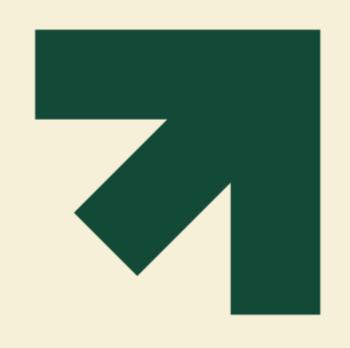
nib and the Health Economy

24th October – 3rd November 2023





What we're covering today

- Update to nib's commercial terms and the nib Intermediary Agreement
- → nib Product Refresh why we're doing it and how it will benefit nib members
- The health economy understanding the drivers and constraints on demand and supply for health services in New Zealand
- The importance of non-PHARMAC drug cover
- Our complementary Mental Health offer and current campaigns



Updated Commercial Terms

Chris Carnall







Health insurance commission and commission terms



An increase of 15% of commissionable API in health insurance "Initial Commission" under each of the three commission models, paid to agreement holders for:

The Base Cover and the Specialist and non-PHARMAC Plus Options for...

New nib retail health policies (Ultimate Health Max, Ultimate Health and Easy Health)

- The new commission rates will be included in an updated Intermediary Agreement we will send out with the required 20-day notice period
- Additions to existing policies (e.g. additional lives insured, additional Options etc) remain at the commission rates applica ble to the original policy
- Group health and all life and living insurance commission rates are unchanged
- "Supplementary Commission" has been removed and combined with "Initial Commission" (rate = sum of the two)

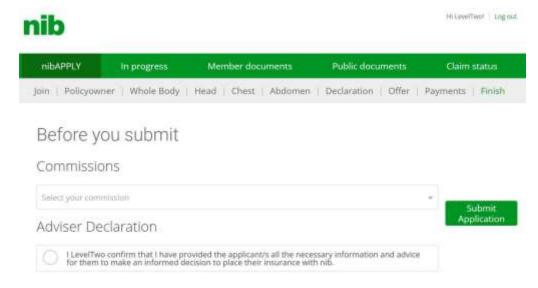


nibAPPLY related commission changes



New applications through nibAPPLY will include:

- Updated capability to elect a commission model (Upfront, Hybrid, Spread) when completing the application
- New capability to select an initial and / or servicing commission split to your FAP, to a dealer group, to another adviser etc.



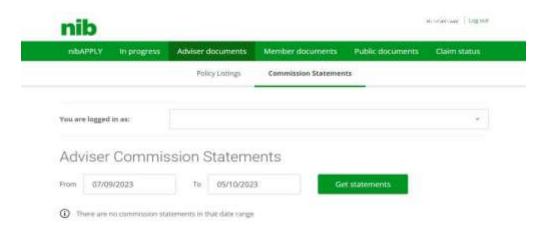
Agreement holders can:

- Choose which commission models are available to sub-advisers
- Request nib set up commission splits
- Lock down' sub-adviser's choices of commission model and commission splits



Commission dates and statements

- Commission payment cycle changed to weekly, ending Tuesday
- Commission will be paid the following business day on Wednesdays (where this falls on a public holiday, payment will be made on the next business day)
- Commission statements will be available through the nib Adviser Access (with the relevant permission-based access levels)



Statements will be in PDF and CSV formats, the layout of commission statements will be simplified and refreshed





Other changes to the nib Intermediary Agreement



Summary of Changes

Updated nib Intermediary Agreement

Clause(s) in Agreement	Change Relates to	Changes	Reason for Change
Throughout Agreement	Product scope of Agreement	New references to life insurance products, as appropriate. Removal of words that limit the Agreement to only apply to nib's health products	Agreement terms to apply to nib's recently launched retail and group life and living insurance product range
Schedule 1			
2.1	Regulatory and conduct	New clause setting out nib conduct expectations	Brings the Agreement into line with recent legislative, regulatory and conduct requirements
2.9(c)	Administrative enabler	New obligation to notify us 60 days before a group scheme anniversary if a group is renewing	Improvements to reflect group/ corporate scheme practices



Documents, resources and further information

Agreement holders will be emailed an updated Agreement with the usual 20 day notice period. We will include:

- Updated Agreement
- Summary of Agreement Changes
- **7** FAQs

Agreement holders will then be able to access the documents through nib adviser access

Updated Agreement will automatically replace the current Agreement after the notice period (no need to sign / respond)



Further information – call your Adviser Partner Manager

Health Product Refresh

From 1st February 2024

Chris Carnall







Summarising the Product Refresh...



There are five interrelated parts to the Product Refresh:

- Standardisation of benefit terms to Ultimate Health terms to create simplicity and, overall, more favourable cover
- Standardisation of benefit maximums for legacy products to match on-sale products - to provide cover levels consistent with contemporary products
- Refreshed policy documents and other brochures to make it easier for your clients to understand and get value from
 their cover, and you to explain their cover
- Streamlined and automated business processes to provide faster processing times
- Improved self service capabilities to increase convenience

The affected products will be most:

- Legacy and on-sale products
- Retail and group products



Why nib is implementing the Product Refresh...



nib is making these changes to:

Deliver enhanced protection and value to most of your clients / nib members through improved cover terms and, for many with legacy products, to provide benefit maximums that match those of contemporary products

Make it easier for nib members and their advisers to understand cover terms and benefits

Reducing processing times (e.g. claims approval) through more streamlined business processes

Increase self-service capabilities, enabling members to update their policy details when it suits them

Implement processing efficiencies, automation and anticipated cost savings

Retail products - alignment of benefit terms and benefit maximums

On-sale retail products	Benefit terms	Benefit maximums
Ultimate Health Max Ultimate Health	Minor enhancements	No change
Easy Health	Aligned to Ultimate Health	No change
Legacy retail products	Benefit terms	Benefit maximums
Legacy retail products Easy Care	Benefit terms Aligned to Ultimate Health	Benefit maximums Aligned to Easy Health



^{*} Where legacy products have a benefit that is not included in Ultimate Health, the most favorable terms for that benefit across the various products being 'aligned' will be adopted.

Group products - alignment of benefit terms and benefit maximums

On-sale group products	Benefit terms	Benefit maximums
Premier Health BusinessPrivate Hospital Silver & Gold	Aligned to Ultimate Health	No change

Legacy group products	Benefit terms	Benefit maximums
Health Plus BusinessStayWell Classic & WorksiteBank Health care	Aligned to Ultimate Health*	Aligned to Premier Health Business



^{*} Where legacy products have a benefit that is not included in Ultimate Health, the most favorable terms for that benefit across the various products being 'aligned' will be adopted.



Ultimate Health, Ultimate Health Max, Major Medical and others

Ultimate Health and Ultimate Health Max

A few minor improvements made to cover

No change to:

- Ex-OnePath Major Medical
- Some policies developed for other groups



How will the changes affect your clients / our members

- For many of the 'standardised' benefits, there will be an enhancement to the benefit terms and/or benefit maximum (i.e. increased 'claimability')
- For some 'standardised' benefits, there will be a minor reduction to the benefit
- Other benefits remain unchanged

It will be easier for you to:

- Advise on and explain new and current members' health cover
- Support your current clients during claims, annual reviews and servicing





Cost and Premium Impact

It will be easier for us to process claims and your and your client's queries

We anticipate operational cost savings as a result of the changes

We anticipate increased claims costs as a result of the changes, reflecting the overall improved cover that your nib clients are receiving

The overall costs of the changes will not be passed onto member premiums for the next twelve months

Subsequently any additional costs, offset by anticipated operational efficiencies, will be reflected in annual premium reviews





Changes to product brochures and policy wording

We are:

Incorporating the existing non-PHARMAC Plus Option wording into the policy document

Restating the policy wordings in plain English to make them easier to understand

Reordering the benefits to follow a client's typical claim journey

Removed, or moved online, a number of the product terms to reduce unnecessary information

Incorporating nib's recently refreshed brand style





What we are not doing...

We are not:

Replacing existing products with a different product (e.g. a client with "Health Plus" continues on "Health Plus")

Adding new benefits that are not currently part of your client's cover (subject to a few exceptions, to align claim processes across products)

Changing the basis for applying an excess (i.e. those policies with a 'per claim' excess structure will continue with this structure)

Making significant changes to the Ultimate Health Max and Ultimate Health benefits (there will be minor enhancements to each)





nib retail health members

When and how will the changes take place



Current retail nib health members – staggered introduction:

- Benefit wording changes take effect when a member's new policy year commences, on or after 1 February 2024
- Members will be informed in their annual renewal notice (6 weeks before their policy anniversary from approx. 20th December 2023)
- Members will not need to take any action the changes will take effect automatically at their policy anniversary date

New retail nib health members:

(Ultimate Health Max, Ultimate Health and Easy Health)

- Collateral will be available from mid-December in digital and printed form (order from Blue Star)
- You can commence advising on the refreshed products from mid-December 2023 with the refreshed benefits applying to policies that have a policy commencement date on or after 1 February 2024



What information will current nib members with retail health products receive?

Your clients will receive:

An annual renewal letter, which will include summary information about the Product Refresh

A policy renewal certificate relating to their policy and the people covered under it

An updated policy document / policy wordings

A list of the Product Refresh changes specific to their particular policy cover



nib members will also be able to access the information through the nib member portal and member app - mynib. You will be copied into the information sent to your clients.





This document is a summary of the changes to the cover provided by your policy. It should be read together with your new policy document.

Some exclusions have been rewritten as part of this review, and we've grouped them by category to make them easier to understand. Where we've added new exclusions or made material changes to exclusions that could impact your claims, those changes will be outlined in this summary.

All changes in cover are subject to the terms, benefit limits and exclusions in your policy document.



Benefit	Current Cover	New Cover	What it means
Overseas Treatment Benefit	There is no cover for a support person.	You can now claim for a support person to accompany you.	Improved cover
	Your cover includes vaccinations.	Vaccinations are now specifically excluded and are no longer covered.	Reduced cover
	We cover your reasonable travel costs.	Your reasonable travel costs are still covered, but now specify that flights must be in economy class.	Clarifying your cover
	There is no cover for accommodation costs.	You can now claim for accommodation costs.	Improved cover





nib group health members

When and how will the changes take place



Current nib group health members:

- Benefit terms remain unchanged until next scheme renewal
- Negotiations for schemes renewing on or after 1 February 2024 will automatically include refreshed benefit terms
- Negotiations determine which benefits are included in the scheme's cover

New nib group health schemes and their members:

- Negotiations for new schemes on or after 1 February 2024 will automatically include refreshed benefit terms
- Negotiations determine which benefits are included in the scheme's cover

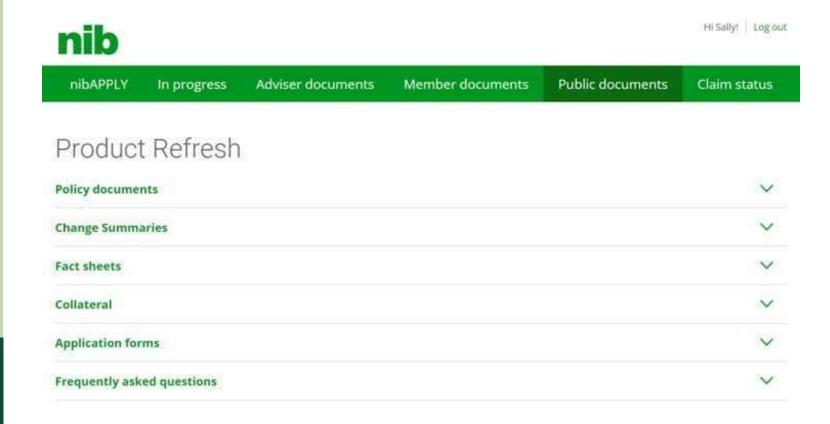
New nib members to existing group health schemes:

New members to existing schemes will have the refreshed benefit terms from their group renewal on or after 1 February 2024



Product refresh resources for advisers

Product refresh resources for advisers will be located on nib adviser access under a new section in "Public Documents"







Summary

Overall, the Product Refresh will deliver greater value to members, through:

- Enhancements to benefit terms and maximums, aligning them to those of nib's contemporary health products
- More easily understood policy documents
- Faster processing times
- Improved self service capabilities

(Note: there will be a minor reduction in benefit terms for some benefits)





Summary

Timing

For current nib retail health policy members, the Product Refresh will be staggered across the 12 months commencing 1 February 2024 and will coincide with the member's policy anniversary.

Advice, application and policy commencement

Advisers can commence selling the refreshed retail products from mid-December, using updated collateral. The refreshed policy terms will apply to all new polices either:

- Immediately if the policy commences after 1 February 2024
- At the first policy anniversary if the policy commences before 1 February 2024

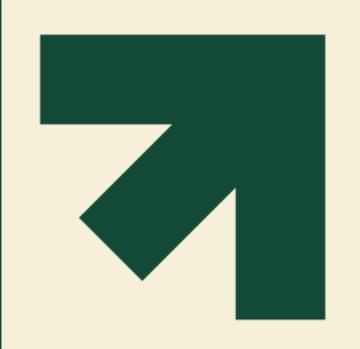


The New Zealand Health Economy:

A spotlight on our Gross Domestic Health (GDH)

October 2023





Gross national product does not allow for the health of our children, the quality of their education or the joy of their play. It does not include the beauty of our poetry or the strength of our marriages, the intelligence of our public debate or the integrity of our public officials.

It measures neither our wit nor our courage, neither our wisdom nor our learning, neither our compassion nor our devotion to our country, it measures everything in short, except that which makes life worthwhile.



Bobby Kennedy

nzherald.co.nz

Health reforms: Problems get worse as \$11b shake-up yet to help struggling sector

March 2023

nzherald.co.nz

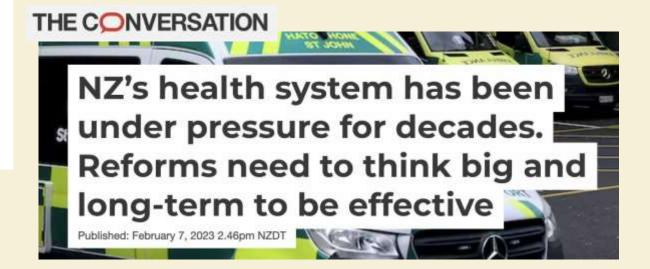
Broken health system: Thousands of nurses share grim stories with Health Minister

July 2022



BusinessDesk

A new health system can't fix what's broken in society Dec 2022





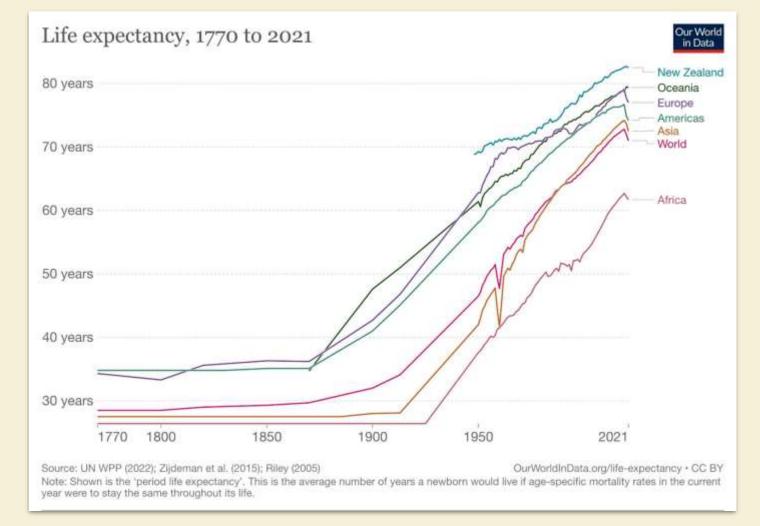


But the story of the last century of healthcare is one of <u>remarkable</u> progress





We're living way, way longer



Life Expectancy by Our World in Data

Life expectancy has improved globally



We've massively reduced infant mortality

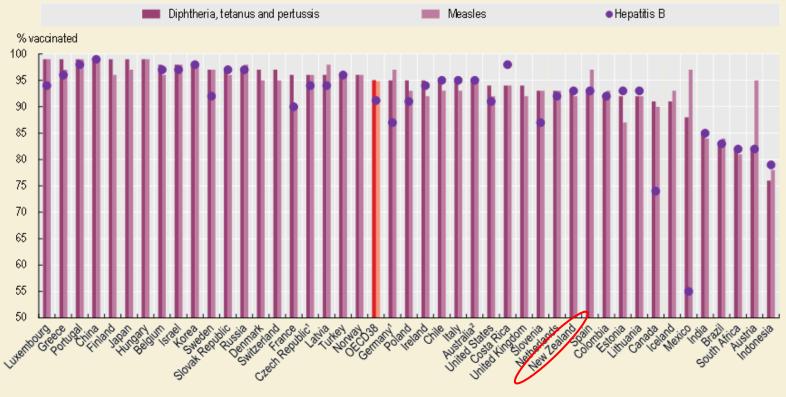


Source: Stats NZ





Routine vaccination rates are very high across the OECD.



Source: WHO 2021



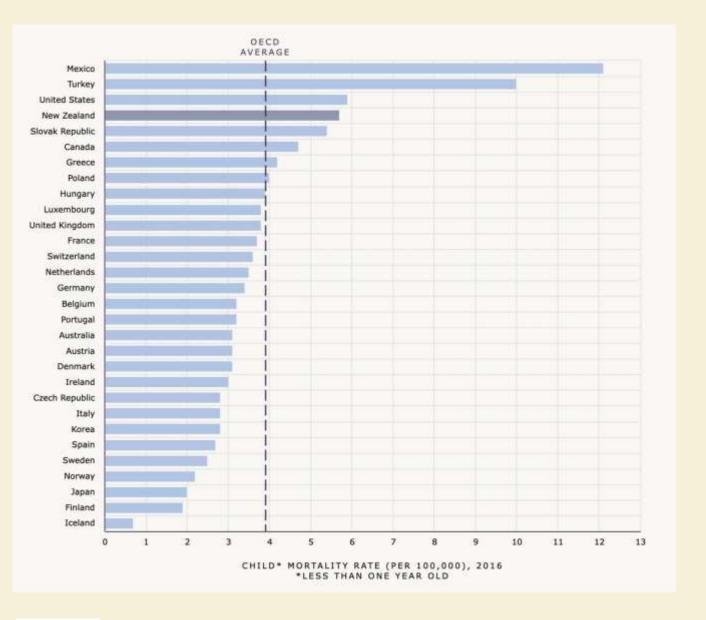


Still. Things aren't perfect.



Our child mortality outstrips many of our peers

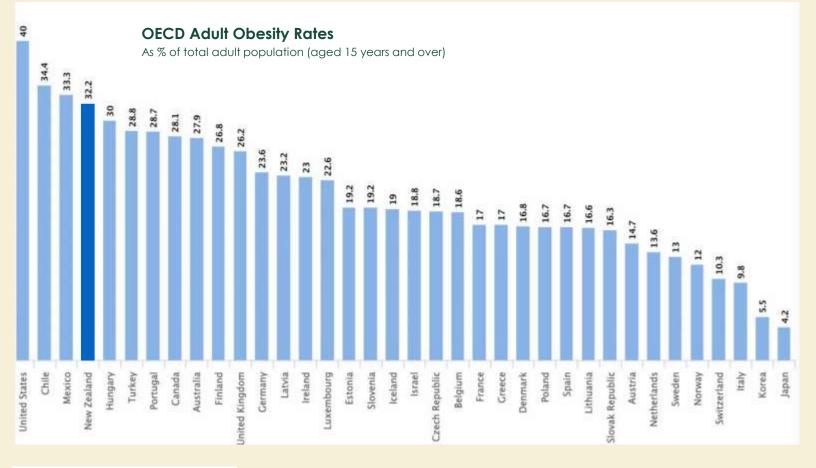




Source: Teara



We have one of the highest obesity rates in the OECD.



Source: OECD OBESITY UPDATE 2017
Note: since then, NZ is up by more than 2%

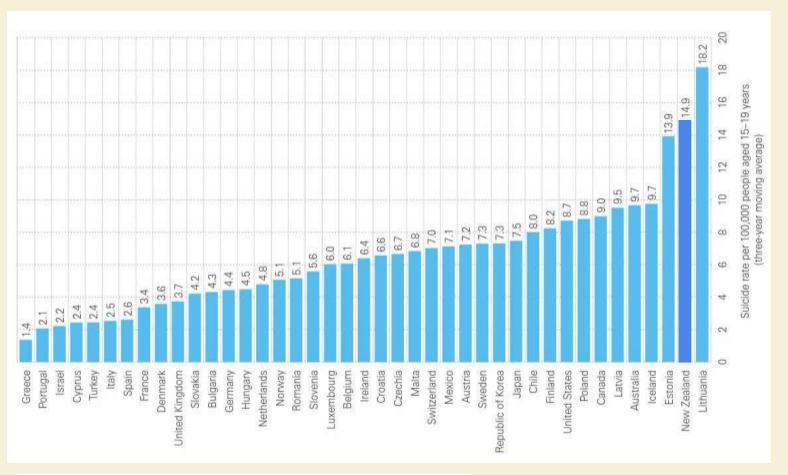




And our most confronting national statistic challenges us all.



Adolescent (aged 15 - 19 years) Suicide Rate



Source: UNICEF 2020: Worlds of Influence – Understanding What Shapes Child Well-being in Rich Countries. Innocenti Report Card 16



Figures like these remind us that wellbeing is not just about dollars and cents.



New Zealand 'wellbeing' budget promises billions to care for most vulnerable

Widespread praise for 'world-first' budget tackling mental illness, family violence and child poverty







Image source: Getty



You can't assess the health of our economy without <u>understanding</u> the health economy.





If New Zealand has a GDH, what informs it?



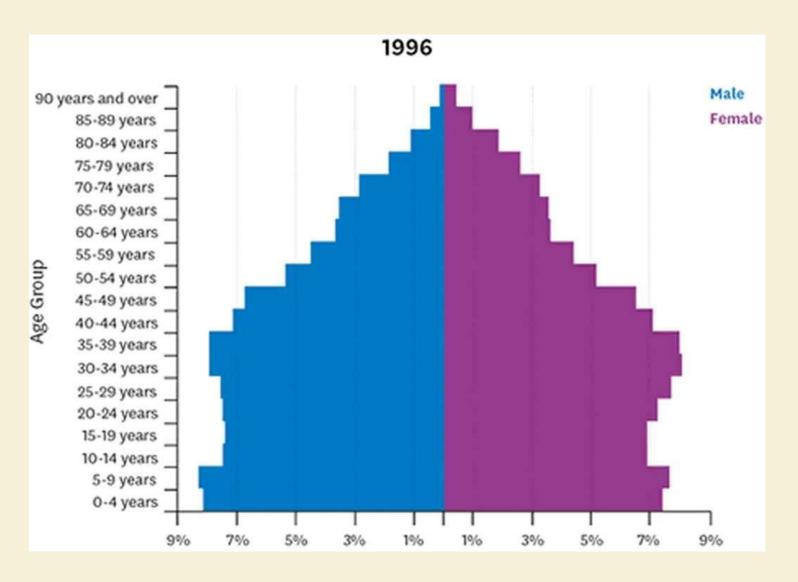


Demographics





We're old and getting older.









We're old and getting older.



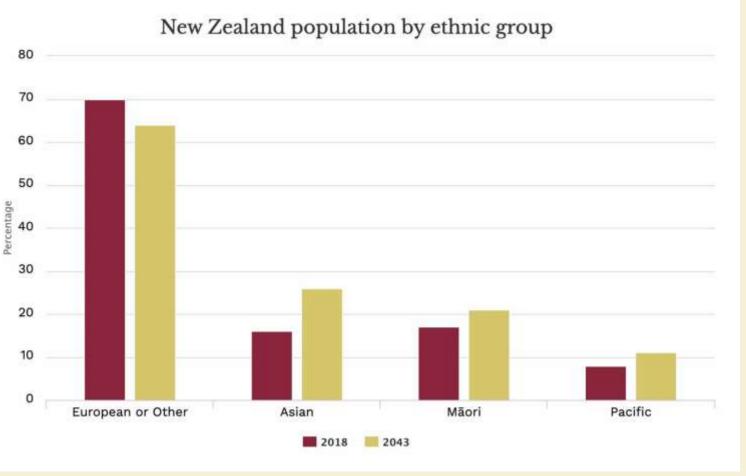


17%
Forecast general population growth by 2030





We're diverse and becoming more so.



Source: Stats NZ

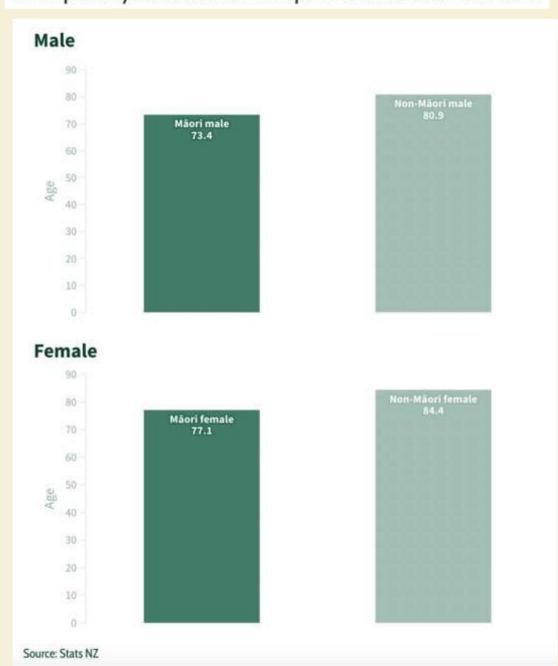




The gap we must close.

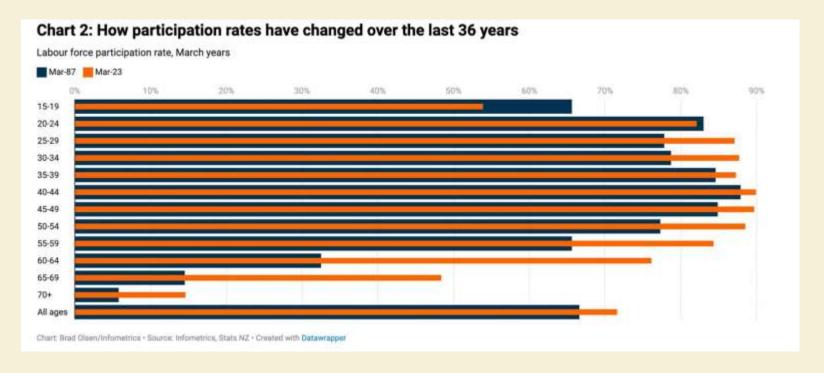


Life expectancy at birth for Māori compared with non-Māori 2017-2019





We're working later in life.

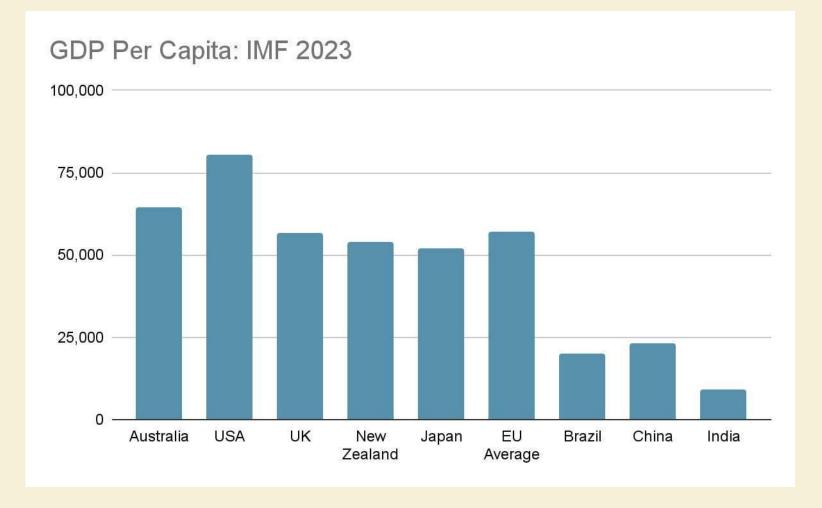


Source





In global terms, we're well-off.



Source: IMF GDP per capita 2023



Put that in a blender and what do you get?



Input:

- Ageing population
- Increasingly diverse
- Engaged in workforce for longer
- Well-off by global standards, with high expectations



Output:

Alarmist: A freight train of increasingly top-heavy, high-need populace barrelling headlong towards an already stretched healthcare sector.

Optimist: The historic arrival of a transformational cohort of older Kiwis - better resourced, more engaged and with a greater expectation to make an impact later in life than ever before





Infrastructure and Funding





Two things that really matter

1. Availability:

Getting what you need when you need it





Two things that really matter

2. Expectation:

The options you're presented with are in-line with what you'd expect in a comparably wealthy country

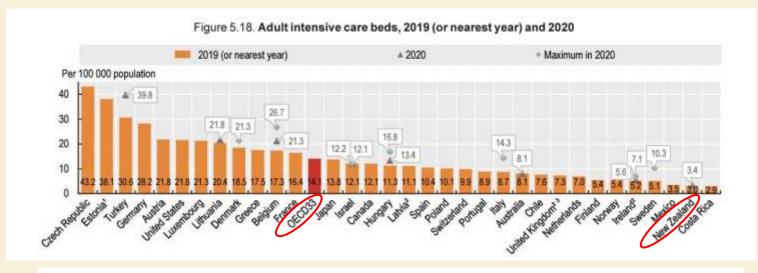


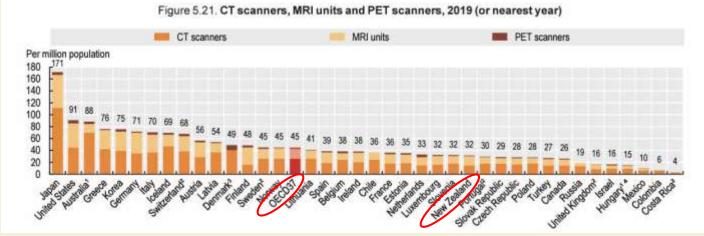


Availability



June 2022







Source: OECD Health at a Glance 2021



Availability

Bed rates by region

Measure	Population	Medical beds per 1000	Surgical beds per 1000	Paediatric beds per 1000	Maternity beds per 1000	Neonatal beds per 1000	Assessment, Treatmest, & Rehabilitation	Theatres per 1000	Procedure Rooms per 1000	Intensive Care Unit beds per 1000	High Dependency Unit beds per	Critical Care Unit beds per
Waitemata DHB	628770	0.487	2.324	0892	0.099	0.038	0.172	0.000	0.011	0.010	0.013	0.010
Counties Manukau DHB	578650	0.404	0.546	0.114	0.123	0.066	0.230	0.041	0.012	0.024	0.019	0.031
Canterbury DHB	578290	0.555	0.595	0.105	0.078	0.071	0.304	0.040	0.019	0.040	0.000	0.016
Auckland DH8	493990	0.500	0.737	0.328	0.140	0.081	0.200	0.085	0.051	0.057	0.022	0.047
Waikato DHB	435690	0.627	0.606	0.129	0.158	0.106	0.186	0.060	0.046	0.046	0.037	0.018
Southern DHB	344900	0.429	0.458	0.101	0.162	0.081	0.299	0.043	0.006	0.046	0.023	0.023
Capital and Coast DHB	320640	0.614	0.418	0.147	0.137	(0.925)	0.125	0.056	0.006	0.081	0.056	0.000
Bay of Plenty DHB	259090	0.371	0.502	0.143	0.170	0.062	0.727	510.0	0.012	0.046	0.012	0.039
Northland DHB	193170	0.652	0.559	0.140	0.155	0.062	0.000	0.041	0,016	0.041	0.000	0.026
Midcentral DH8	186190	0.526	0.440	0.140	0.150	0.091	0.285	0.038	0.011	0.043	0.000	0.032
Hawke's Bay DHB	176110	0.522	0.494	0.001	0.125	0.068	0.170	0.040	0.028	0.034	0.028	0.034
Nelson Marlborough DH8	159360	0.251	0.464	0.126	0.151	0.082	0.201	0.038	0.006	0.044	0.044	0.000
Hutt Valley DHB	156790	0.344	0.491	0.153	0.134	0.089	0.242	0.051	0.006	0.051	0.000	0.077
Taranaki DHB	124380	0.563	0.482	0.177	0.137	0.064	0.241	0.048	0.016	0.024	0.064	0.032
Lakes DHB	116370	0.473	0.438	0.206	0.137	0.086	0.180	0.052	0.052	0.043	0.000	0.043
Whanganui DHB	8,8395	0.497	0.512	0.117	0.146	0:058	0.234	0.058	0.015	0.088	0.000	0.0000
South Canterbury DHB	61955	0.387	0.646	0.161	0.178	0.032	0.323	0.065	0.061	0.129		0.000
Tairawhiti DHB	#6755	0.482	0.442	0.241	0,161	0.100	0.161	0.060	0.000	0,141		0.000
Wairarapa DHB	48480	0.392	0.392	0.144	0.124	0.041	0309	0.062	0.021	0.000	0.124	0.000
West Coast DHB	32550	0.614	0.522	0.123	0.246	0.000	0.246	0.092	0.031	0.123		0.000
National	5013525	0.507	0.516	0.139	0.132	0.074	0.211	0.048	0.021	0.043	0.020	0.024

Source: NZ Infrastructure Commision Sector State of Play: Health, 2021





Expectation

Comparing Pharmaceutical Public Funding Agencies



UK: NICE

It takes on average 128 days for a modern medicine to be publicly funded after registration.

84.3% of modern medicines registered in the UK are publicly funded.

The UK ranked 2nd out of 20 OECD countries*



AUS: PBS

It takes on average 481 days to publicly fund exactly the same modern medicines as New Zealand (798 days).

46.4% of modern medicines registered in Australia are publicly funded.

Australia ranked 16th out of 20 OECD countries*



NZ: PHARMAC

Average 798 days to publicly fund exactly the same modern medicines as Australia (481 days).

Less than 30% of the modern medicines registered in 20 comparable OECD countries between 2011 and 2020 were registered in New Zealand

Ranked last out of 20 OECD countries*



Source: Medicines New Zealand

*for the number of µublicly funded modern medicines registered and launched between 2011 and 2020.



Expectation



national

Family turn to Canada for lifesaving heart surgery not available in New Zealand.

Rachel Thomas . 05:00, Feb 03 2023







Ehlers-Danlos Syndrome: Germany treatment allows semblance of normal birthday for Kiwi teen



By Mitchell Hageman









And we expect better. Because we're well aware of what's out there.





travel

Kiwis ranked third most welltravelled nation



Source: Hostelworld 2017

These unflattering comparisons will not go away.





We're growing quickly, and health infrastructure projects are lagging.

We've had a 24% Population increase in past decade

Source: Stats NZ

"Te Nikao Grey Base Hospital blew out its budget beyond the initial \$54m overspend (final \$128m), and was two years late opening. Te Wao Nui children's hospital in Wellington also opened late and over budget (\$114m)."

"A \$100m new mental health unit due to open in 2023 still hasn't broken ground."

"The completion of three more projects has been delayed...And it's believed there are already delays emerging in the construction of a new Nelson hospital."

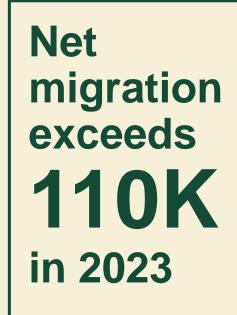


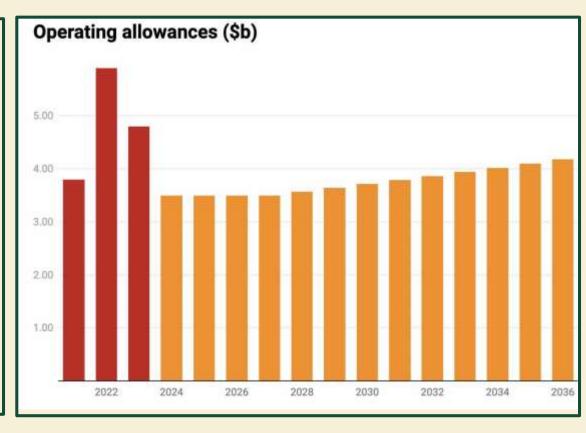
newsroom.

Oct 2023



Population growth is ramping up while govt. operating budgets are constrained



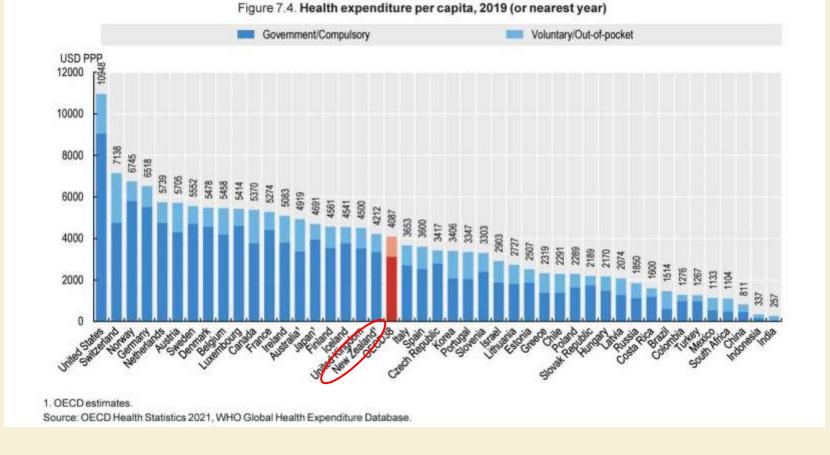


Source: Stats NZ

Source: BEFU 2023



Our per capita health spend trails many of our peers



米nib

To Recap, we have:

- An ageing population with escalating needs
- AND we've got an increasing decoupling of Kiwi's expectations from the daily reality of healthcare delivery.
- What happens when we add rapid technological change to the mix?







Technology





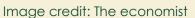
We're living in the most exciting moment in medical history.





This is the decade when medicine becomes an information technology.

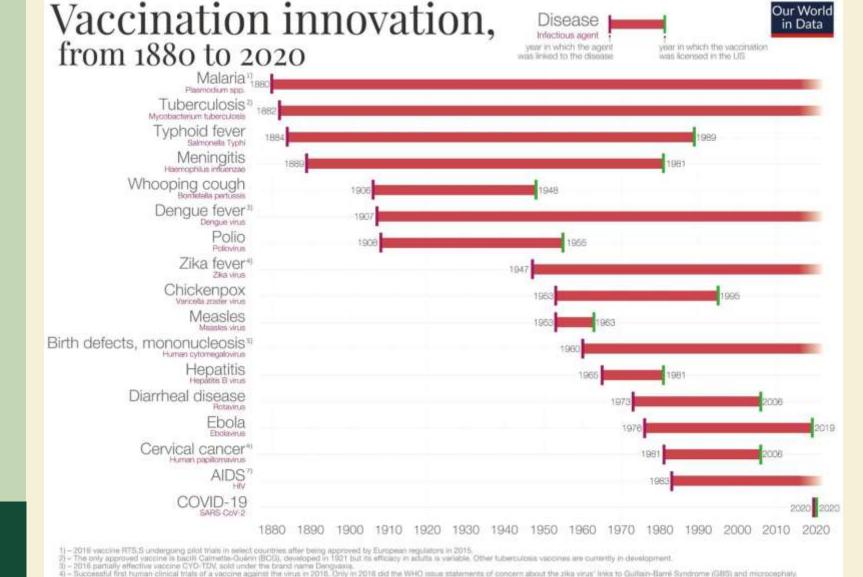








Typhoid took 100 years to develop a Vaccine for. COVID took about a year.



Licensed under CC-BY by the author Max Roser

5) - A number of vaccine candidates are under investigation

Not all cervical centers are caused by the HPV virus and the HPV vaccine can protect against other cancers caused by the HPV virus.
 2009 efficacy findings for vaccine candidate RV 144 has shown some promise. In stage III human trials.

OurWorldinData.org - Research and data to make progress against the world's largest problems.





We're finding new drug candidates at ever-accelerating rates.





Google Cloud launches A.I.-powered tools to accelerate drug discovery, precision medicine

How using AI in clinical trials accelerates drug development June 2023

Pharmaceutical Technology

The use of AI in clinical trials is improving pharmaceutical R&D, speeding up time to market and saving time and money.

nature

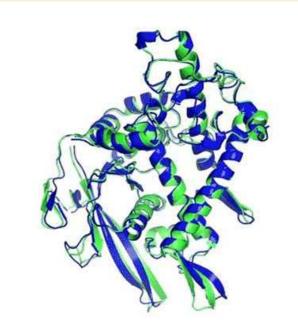
Accelerating drug development with 3D neural models May 2023

A reproducible cell-culture system could help to evaluate new therapies for disorders that affect the brain.

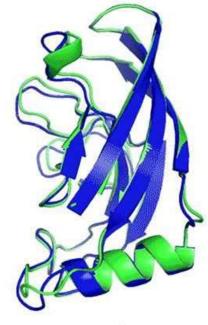




AlphaFold solves 50-year-old problem in biology: Predicting protein folding.



T1037 / 6vr4 90.7 GDT (RNA polymerase domain)



T1049 / 6y4f 93.3 GDT (adhesin tip)

- Experimental result
- Computational prediction





Surgical robots are arriving.



Surgical robot used in 280 life-saving Northampton hospital operations

① 18 August 2023





The da Vinci XI surgical robot was installed at Northampton General Hospital in February 2022





Virtual health consultations are commonplace.



Virtual doctors fill rural GP gaps: Telehealth may ease pain for short-staffed rural practices Feb 2023



Hospitals outsourcing ED work to virtual doctors Sep 2023



Online health provider hopes to reduce wait times June 2023



How telehealth can help a stretched health workforce



The slow march of medical progress has become a sprint.





This is a paradigm shift.
It will test the way our public sector has traditionally served our people.





The public sector will need to be complemented by options that deliver the interventions Kiwis know are available.





And then there's prevention...



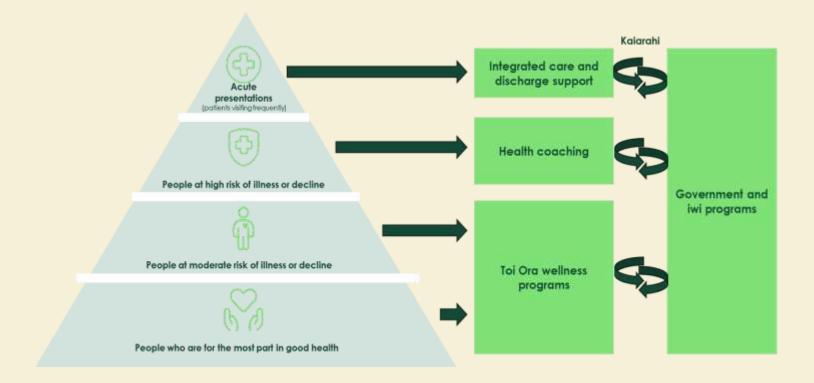


Public/Private Partnerships have a role to play.





Already nib is demonstrating this through Toi Ora





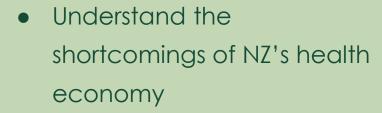
To Recap:

- We have made incredible
- There's much room for improvement
- B-

strides

- Medicine is about to get very, very exciting
- Kiwis will not want to miss out

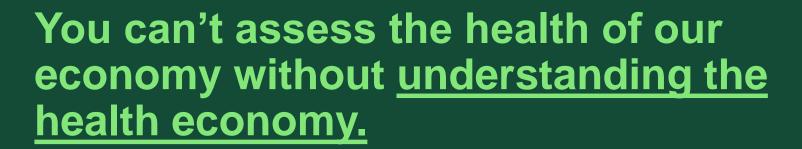
What you can do:



- Understand how offers like ours complement what's available publicly
- Prepare your clients for the future of proactive health
- Keep informed your clients will be!







In a world where increasingly powerful preventions and interventions are available, who will meet the market's expectations?



The Medicine Gap

Introducing Rachel Smalley









nib non-PHARMAC cover



non-PHARMAC base cover benefit

- Included in the base cover:
 - Ultimate Health Max Up to maximums for Hospital Surgical \$600k / Hospital Medical \$300k benefits, cancer and/or non-cancer drugs
 - Ultimate Health \$20k (chemotherapy drugs only)
 - Easy Health \$20k (chemotherapy drugs only)
 - Premier Health Business no base cover benefit
- Medsafe approved drugs
- Hospital admission required

non-PHARMAC Plus Option

- Add non-PHARMAC Plus Option to both new and existing, retail and group policies (excl Ultimate Health)
- Choose from five options between \$50k and \$300k
- Example premium (45yo M NS \$300k) \$14.38 per month



nib non-PHARMAC claim

- ▼ The member an older male with stage 4 lung cancer
- The treatment Osimertinib a cancer blocker drug
- He needs to take it for the rest of his life
- Costs \$10,000 per month
- First claimed in 2020. Current claim value is \$428,000
- PHARMAC received application for funding in November 2017 and still has 3 major steps to go before a decision is made



Mental Health cover







One in five Kiwi's have experienced poor mental wellbeing



What does mental illness look like:

- Panic attacks and panic disorder
- Post-traumatic stress disorder
- Depression, anxiety, suicidal thoughts
- Bipolar disorder
- Eating disorders
- Obsessive compulsive disorder
- Schizophrenia



https://www.health.govt.nz/your-health/conditions-and-treatments/mental-health https://www.hpa.org.nz/sites/default/files/Mental Health Aotearoa Insight 2020.pdf

What can help?



Talk, talk, talk and talk

- Talk to family
- Talk to friends
- ▼ Talk to a professional that's where nib can help.





nib's complementary Mental Health cover

Available on all Ultimate Health policies issued after 21 April 2018

\$2,500pa available for a registered psychologist or psychiatrist after a referral from the GP

No waiting periods or excess

100% reimbursement (up to benefit level)

All lives insured are covered regardless of age

No exclusions for any pre-existing conditions





nib adviser access





Give the gift of health insurance

12 months free child health cover per new adult on the same policy*

For a limited time, for every adult covered by a new Ultimate Health, Ultimate Health Max or Easy Health policy, before 29 February 2024, one child will be covered FREE for a year with our Base Cover.

Offer available exclusively through nibAPPLY.

*This offer is available to new members only. One child will receive 12 months free base cover with each insured adult on the same policy - applicable when you sign up to Easy Health, Ultimate Health or Ultimate Health Max. A "child" is a new member of nib and under the age of 21 years old. Usual underwriting terms apply. Terms and conditions apply.







Group health continuation campaign



Premium reduction

Lower Premier Health Business continuation premiums than have been applied previously

Arrears relief or cover – member's choice of:

- nib writes off the premium arrears if the member accepts continuation before 60 days grace period ends (no claims can be made during premium write off period) *OR*
- Member pays the arrears and can claim in 60-day period.

Adviser remuneration:

Commission payments will continue (at policy renewals) *PLUS* \$100 (GST inclusive) per policy one-off upfront payment (paid in commission run after first premium payment)

Applies to any new policies that are continuations of a group cover from 1 April 2023 to 31 March 2024



Questions?

Thank you for joining us and for your ongoing support





