

# Report on Non-Financial Matters

Swiss Life’s sustainability reporting is based on international standards and local regulatory requirements. This also includes the requirements for reporting non-financial matters pursuant to Art. 964a–c of the Swiss Code of Obligations (CO).

The Report on Non-Financial Matters and the content of Swiss Life’s reporting referenced in the report cover the entire Swiss Life Group.

## Business model

Swiss Life offers its customers a wide range of solutions for their financial security and future provisions. In Swiss Life Asset Managers, moreover, Swiss Life has an asset management business with particular strengths in the area of real assets. The result is a business model with multiple profit sources. Further information on Swiss Life’s business model can be found in the “Strategy, business model and value chain” section (pages 108–110).

## Materiality analysis and material topics

Swiss Life bases its reporting on non-financial matters on the results of the materiality analysis for the current reporting year. In the identification of the topics underlying this analysis, the matters defined in the CO – environmental, social, employee-related, respect for human rights and combating corruption – were taken into account. Further information on the materiality analysis can be found in the “Materiality analysis” section (pages 111–112).

As part of the materiality analysis, environmental matters (via the topic of climate change), employee-related matters (via the topic of the company’s own workforce) and the matter of combating corruption (via the sub-topic of corruption and bribery) were identified as material in accordance with the CO. Accordingly, Swiss Life reports on these matters in terms of concepts, measures, effectiveness of these matters, material risks and performance indicators in line with the requirements of the CO (see “Reporting of non-financial matters”, page 191).

## Cross-topic matters

The matter of “respect for human rights” is treated as cross-topic within the materiality analysis, as many of the topics assessed by Swiss Life may touch on human rights. Accordingly, the matter of human rights is not classified as material as a standalone item. In particular, as a signatory to the UN Global Compact (UNGC), Swiss Life implements concepts and measures within the scope of its due diligence to prevent human rights violations.

The same applies, by analogy, to “social” matters. Many of the topics analysed by Swiss Life relate to stakeholders. Swiss Life maintains regular dialogue with its stakeholders and, with regard to its suppliers and service providers in particular, implements concepts and measures for sustainable procurement.

For these matters, in the interest of transparency, Swiss Life reports on the concepts it implements in connection with its due diligence obligations. More details on due diligence can be found in the “Information on due diligence” section (pages 105–107).

## Reporting of non-financial matters

Thematic area	Evidence	Section
Business model		– Strategy, business model and value chain, p. 108–110
Governance		– Governance, p. 103–107
Environmental matters	Concepts	– Materiality analysis, p. 111–112 – Sustainability strategy and targets, p. 114–116 – Climate strategy, p. 117–120
	Measures	– Climate-related measures, p. 122–128
	Effectiveness	– Climate-related metrics and targets, p. 128–140
	Description of material risks	– Material impacts, risks and opportunities, p. 112–114
	Performance indicators	– Climate-related metrics and targets, p. 128–140
Social matters	Concepts	– Materiality analysis, p. 111–112 – Cross-topic matters, p. 190–191
Employee matters	Concepts	– Materiality analysis, p. 111–112 – Employees of the company, p. 144 – Points of contact for concerns and needs, p. 145 – Social partnership, p. 149–150 – Training and development, p. 151–152 – Work-life balance, p. 152–153 – Equal treatment and non-discriminatory working environment, p. 153–156
	Measures	– Points of contact for concerns and needs, p. 145 – Social partnership, p. 149–150 – Training and development, p. 151–152 – Work-life balance, p. 152–153 – Equal treatment and non-discriminatory working environment, p. 153–156
	Effectiveness	– Characteristics of employees, p. 145–148 – Social partnership, p. 149–150 – Training and development, p. 151–152 – Work-life balance, p. 152–153 – Equal treatment and non-discriminatory working environment, p. 153–156
	Description of material risks	– Material impacts, risks and opportunities, p. 112–114
	Performance indicators	– Characteristics of employees, p. 145–148 – Social partnership, p. 149–150 – Work-life balance, p. 152–153 – Equal treatment and non-discriminatory working environment, p. 153–156
Respect for human rights	Concepts	– Information on due diligence, p. 105–107 – Materiality analysis, p. 111–112 – Cross-topic matters, p. 190–191
Combating corruption	Concepts	– Materiality analysis, p. 112–113 – Corporate culture and business conduct, p. 157–161 – Prevention and detection of corruption and bribery, p. 161–162
	Measures	– Corporate culture and business conduct, p. 157–161 – Prevention and detection of corruption and bribery, p. 161–162
	Effectiveness	– Prevention and detection of corruption and bribery, p. 161–162
	Description of material risks	– Material impacts, risks and opportunities, p. 112–114
	Performance indicators	– Prevention and detection of corruption and bribery, p. 161–162
Reporting standards		– Basis for Preparation, p. 101–102

## Approval of the Report on Non-Financial Matters

The Annual Report, including the Sustainability Report, is produced in German and English. The report is publicly accessible and is also available online on the Swiss Life website.

The Board of Directors of Swiss Life Holding Ltd approved the Report on Non-Financial Matters at its meeting of 1 April 2026 and is presenting it for approval at the 2026 Annual General Meeting.



Rolf Dörig  
Chairman of the Board of Directors



Matthias Aellig  
Group CEO