

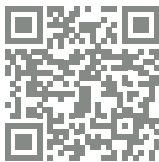
la **Mobilière**

2022 Annual Report in brief



Fostering values.

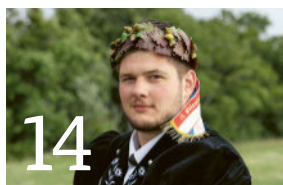
La Mobilière has been promoting Swiss wrestling for over ten years. We not only support the National Wrestling Festival but also regional events and wreath festivals throughout Switzerland. Why do we promote this traditional modern sport? Our brand values “personal”, “close”, “reliable”, blend in perfectly with traditional Swiss wrestling. We also share many other values such as respect, fairness, preserving traditions and open-mindedness. And the joint success story of La Mobilière and Swiss wrestling is continuing: we’re co-sponsor in 2023 of the “Unspunnen-Schwinget” that is steeped in history and only held every six years. We’re also main partner of the 2025 National Wrestling and Alpine Festival in Glarus – the fifth successive time following Burgdorf, Estavayer, Zug and Pratteln.



La Mobilière is publishing its 2022 Annual Report according to the online first principle. The full Annual Report and further-going information on the 2022 financial year are available at mobiliar.ch/geschaeftsbericht (in German and French).

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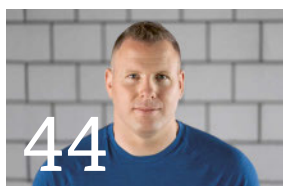
New "confederate"



HR manager and speaker



2016 King of Wrestling



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Key figures of the consolidated annual account

in CHF million	2022	2021	Change in %
Group			
Gross premiums written	4,540.4	4,307.3	+5.4
Net earned premiums	4,296.6	4,078.3	+5.4
Gross technical reserves	12,098.8	12,083.2	+0.1
Technical reserves from unit-linked life insurance	1,113.9	1,094.9	+1.7
Financial investments	19,558.4	19,879.4	-1.6
Financial investments from unit-linked life insurance	1,128.7	1,118.8	+0.9
Financial result	183.6	450.2	-59.2
Result from business operations	359.7	537.1	-33.0
Profit	311.0	474.9	-34.5
Consolidated capital and reserves	5,880.8	6,403.0	-8.2
Return on equity	5.1%	7.9%	
Non-life			
Gross premiums written	3,579.7	3,440.4	+4.0
Net earned premiums	3,341.3	3,214.9	+3.9
Underwriting result	218.2	245.2	-11.0
Financial result	118.4	267.6	-55.7
Result from business operations	336.7	512.8	-34.4
Profit	287.5	453.5	-36.6
Net claims incurred	64.2%	63.9%	
Net cost ratio	27.9%	27.0%	
Net ratio other result	1.4%	1.5%	
Net combined ratio	93.5%	92.4%	
Life			
Gross premiums written	960.7	867.0	+10.8
Net earned premiums	955.3	863.3	+10.7
Financial result	64.5	181.6	-64.5
Result from business operations	37.9	42.5	-10.7
Profit	31.0	33.9	-8.6
Other services			
Financial result	9.1	10.2	-10.9
Other result	-15.0	-19.2	+21.8
Loss	-7.4	-12.4	+40.2

Change in percent (%) of a profit and loss account figure; positive impact on result (+), negative impact on result (-)

The stated amounts are rounded. The total may therefore deviate from the sum of the individual items. Rounding differences may thus also be found in the percentage rates.

Introduction

Ladies and Gentlemen,
Dear Customers

Read the Introduction in full length.



We look back on an eventful and challenging year. The Covid-19 pandemic had barely receded when war broke out in Ukraine and thwarted hopes of a speedy return to normality. The turbulence on the energy and financial markets due to the Russian attack on Ukraine damaged the economic environment, as did the hiking of base rates to combat inflation and the sharp fall in share prices. La Mobilière continued to steer a successful course in the year under review despite this challenging environment and recorded another good result with profit of CHF 311.0 million.

The fundamental importance of the values “personal”, “close”, “reliable” embodied by la Mobilière became manifest in this eventful year. It is precisely in turbulent times that our long-term-oriented cooperative philosophy pays off. The solidly financed insurance business and a corporate culture placing the spotlight on customer needs are the basis of our success.

With very pleasing premium growth of 4.0% in 2022, we almost reached the high growth of the previous year (4.5%) in the non-life business and again outperformed the overall market. As in the previous year, all strategic business fields contributed to the growth. The life insurance business of la Mobilière is growing continuously – in individual life and pensions and in occupational pension insurance. Compared with the previous year, the premium volume was up 10.8%. This increase is particularly attributable to premium growth in individual life and pensions (16.6%) – not least thanks to the major success of the single premium product Mobiliar One Invest. In occupational pension insurance the volume of recurring premiums grew.

The hiking of base rates to combat inflation severely afflicted the equity markets particularly in the second quarter and brought the long-standing equity boom to an abrupt end. This negative development on the equity markets also impacted the investment result of la Mobilière.

We experienced six major storm incidents in the months of June, July and September, with claims expenditure amounting to around CHF 110 million.

165

Since 2006, la Mobilière has co-funded 165 natural hazard prevention projects to the tune of over CHF 42 million.

Almost 24,000 claims were received for this alone. Those affected can count on swift and straightforward claims processing on site in such challenging situations. This is made possible by the strong regional presence of la Mobilière with its 80 general agencies throughout Switzerland. Altogether we recorded around 870,000 claims in non-life in the year under review and losses incurred came to 64.2%.

As an insurer we are constantly dealing with natural disasters and also promote early detection and prevention. La Mobilière has supported over 160 prevention projects throughout Switzerland with over CHF 42 million since 2006. The 150th project in August 2022 supported a further stage of the centennial project “Delémont Marée Basse” intended to protect the town from regular flooding.

Digitalisation is changing the needs and consequently the behaviour of our customers. We are therefore expanding our range of products and services beyond the insurance business. Because the start-up phase is so crucial for companies, we expanded our offer in the SMEs ecosystem: having conducted market-testing and continuously improved the Foundera start-up platform since the autumn of 2021, we prepared its spin-off as a subsidiary of la Mobilière in the year under review. After having launched the Liiva home owner platform together with our partner Raiffeisen in the “Living” ecosystem in 2021, we further developed it on an ongoing basis in the year under review and fully absorbed it in the autumn. Liiva is to become the digital hub covering all needs of home owners.

The year 2022 was an eventful one for Mobi24, which moved into its new office premises on the second floor at Bundesgasse in Berne in early June. Barely two weeks later, the milestone of one million cases was surpassed.

Commitment to sustainability is deeply rooted in our cooperative philosophy. We have been acting sustainably for our policyholders and society since 1826. Because this commitment is also constantly gaining importance in our core business, we launched and approved our sustainability strategy in 2022.

We have also for decades attached great importance to promoting the economy, society and culture. We accordingly once again awarded the Prix Mobilière at the



Urs Berger, Chairman of the Board of Directors; Michèle Rodoni, CEO

artgenève. The Atelier du Futur, a free summer camp for young people, took place in Fiesch in the summer of 2022. We not only implement our values in our day-to-day insurance business, but also in our social and sponsorship commitments. We supported the Swiss National Wrestling Festival in Pratteln as main partner in the year under review.

As illustrated by surveys, la Mobilière has the most satisfied customers. They are also very willing to recommend la Mobilière proactively to friends, family and acquaintances. We sincerely thank all of them for this. This positive feedback serves to strengthen us in our resolve to continue resolutely along the path we have chosen. At the same time it places an obligation on us to offer our customers the best possible support – especially in the event of loss or damage. This commitment also applies above all in the kind of challenging environment experienced by us during the pandemic and the economically tough year under review. Our goal is and remains to be a reliable partner for our policyholders – whatever happens.

Urs Berger
Chairman of the
Board of Directors

Michèle Rodoni
CEO

Our year 2022



1

Storms in the summer

We recorded high storm losses again in the summer of 2022, with major storm incidents in Switzerland in the months of June, July and September causing damage of around CHF 110 million. Almost 24,000 claims were received for these alone. Those affected can count on swift and straightforward claims processing on site in such challenging situations. This is made possible by the strong regional presence of la Mobilière with its 80 general agencies throughout Switzerland.



2

Weather insurance

Our new weather insurance insures cultivated land against hail, frost, drought and waterlogging and takes account of regional circumstances. La Mobilière deploys the latest data-based technologies and combines these with inspections by claims staff to calculate the crop shortfall in each case. Damage to summer grain and sugar beets is now also included, meaning that over 90% of arable land crops are covered.



3

Foundera

La Mobilière subjected the Foundera start-up platform for SMEs to thorough market-testing. It covers all fundamental points of contact within the start-up process independently and with partners. The platform enables the start-up process to be implemented online, swiftly and at low cost. Foundera fits in perfectly with our SMEs ecosystem.



4

Innovation Award with RedBox

We expanded our existing corporate cyber protection services in 2022. The RedBox vulnerability scanner is a new kind of digital service for Switzerland enabling SMEs to permanently monitor and continuously improve the security of their IT infrastructure. In the year under review, the vulnerability scanner came third in the "Swiss Insurance Innovation Awards".



5

Top marks for reputation

La Mobilière was again singled out in the Reader's Digest Trusted Brand Survey as the most trusted Swiss property insurer and presented with the 2022 Most Trusted Brand Award. Moreover, the GfK Business Reflector once more included La Mobilière among the ten most highly reputed brands in Switzerland.



6

Attractive employer

Various rankings continued to underscore the popularity of La Mobilière as an employer in the year under review. These included the survey published by Handelszeitung, according to which La Mobilière once again ranked among Switzerland's most popular employers in 2022.



7

CHF 195 million for our policyholders

La Mobilière is again having customers share in its success. From mid-2023, customers with household contents and buildings insurance will benefit from a premium discount for one year. Protekta legal protection policyholders will for the first time also benefit from such a premium discount.



8

Swiss National Wrestling Festival (ESAF)

Following the successful partnership in Burgdorf, Estavayer and Zug, La Mobilière once again supported the Swiss National Wrestling Festival as main partner in Pratteln. La Mobilière has been a strong partner of Swiss wrestling for over ten years. We not only support the National Wrestling Festival but also regional events and wreath festivals throughout Switzerland.



Watch a video of our year
shortly as a video:
mobiliar.ch/geschaeftsbericht

Facts & figures

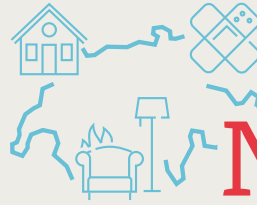


4.5

premium volume
in CHF billion

80

general agencies



No. 1

for household, legal protection, business, rental guarantee and pure risk life insurance

24 / 7

Mobiliar 24 h Assistance

160

locations



319

apprentices

93.5 %

combined ratio



42

in CHF million for 165 flood
protection projects since 2006

311.0

profit in CHF million



20 %

Reduction of operational CO₂
emissions since 2018

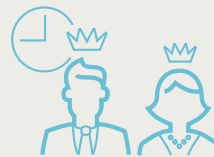


6226

employees

538 %

SST-Quotient



2.2

million customers

Goals and strategy

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Philosophy

La Mobilière allows its policyholders to share in its success. Holders of Protekta legal protection insurance will now also benefit from this for the first time.

We have returned almost CHF 1.7 billion to our customers in the last ten years.

With its cooperative structure, la Mobilière gears its economic performance in a targeted manner to its customers. As long as the market conditions and profitability permit this, la Mobilière offers its policyholders a voluntary surplus participation. While la Mobilière primarily enables its customers to share in its success, its employees also benefit from a surplus share.

Sharing success

It is customary for customers from the life insurance business to receive surplus participation. However, la Mobilière also shares its profits with policyholders in the non-life business by means of premium discounts.

Altogether, CHF 180 million are returned to our policyholders between July 2022 and June 2023 in the form of discounts on premium invoices for vehicle, business and travel insurance. Between July 2023 and June 2024, customers with household contents and buildings insurance will benefit from a premium reduction of 20%. Holders of Protekta legal protection insurance will enjoy a premium discount (10%) for the first time. A total of CHF 195 million will accordingly be returned to our policyholders over this period.

Solid capital and reserve basis

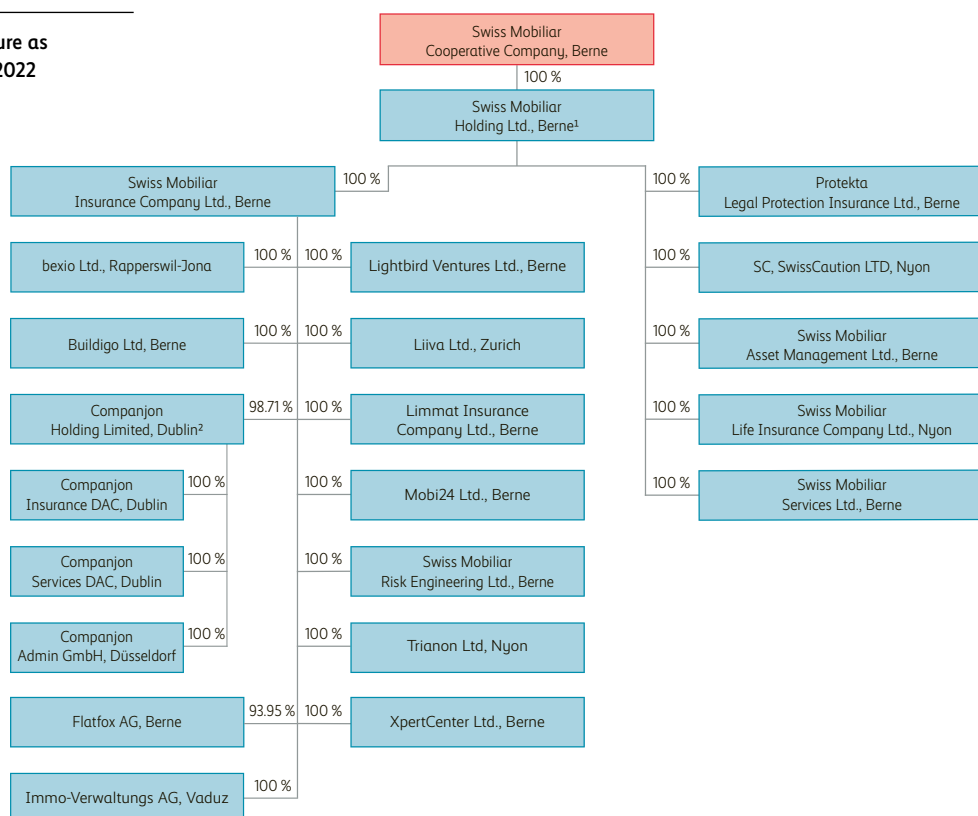
La Mobilière does not seek one-sided profit maximisation for the benefit of its shareholders but profit optimisation geared to all its stakeholders. The profits must suffice to safeguard the continuation and further development of the Group and enable dividends to be paid to the Cooperative and surplus participation to policyholders. The risks we assume in our insurance business and financial investments are carefully balanced with the capital we hold. In terms of its capital and reserve basis, Mobilière Group ranks among the best Swiss primary insurance companies with an SST ratio of 538%.

Strategic basis

La Mobilière stands out due to its local presence, comprehensive advice and high-quality products and services.

La Mobilière is the oldest private insurance company in Switzerland, with business operations focused on its home markets of Switzerland and the Principality of Liechtenstein. No other provider in the market offers such a nationwide structure of local claims settlement and the competences that go with it. Over 90 % of claims are dealt with by a general agency in a swift and unbureaucratic manner. Large and complex claims – be it in life or non-life insurance – are handled at our head offices.

Corporate structure as at 31 December 2022



¹ Subsidiaries and second-tier subsidiaries of Swiss Mobiliar Holding Ltd. are included in the chart provided the Holding's stake exceeds 50 %.

² The share of voting rights amounts to 96.07 %.

Strategic business development

We invest considerable funds to increase customer benefits. By focusing on our policyholders' requirements, we are also paving the way in a targeted manner for tomorrow's customers.

La Mobilière intends to remain profitable and grow above the market in the long term.

We wish to increase customer benefits on an ongoing basis and therefore invest considerable funds in corresponding projects. The largest share of the funds for the project portfolio is dedicated to our core business, which is on a very successful course and is constantly cultivated and increasingly being digitalised. We also drive forward innovation and back appropriate initiatives with a view to changing customer needs.

Greater focus on the needs of tomorrow's customers

By focusing on our policyholders' requirements, we are also paving the way in a targeted manner for tomorrow's customers. We are doing this among other things by modernising our core business, driving forward innovations and creating and expanding ecosystems.

Digitalisation is changing the needs of our customers and therefore also their behaviour. Agile forms of organisation and work are accordingly becoming increasingly important: in order to think and act in a fully customer-oriented fashion, our employees work in agile structures from the design of offers through to their launch.

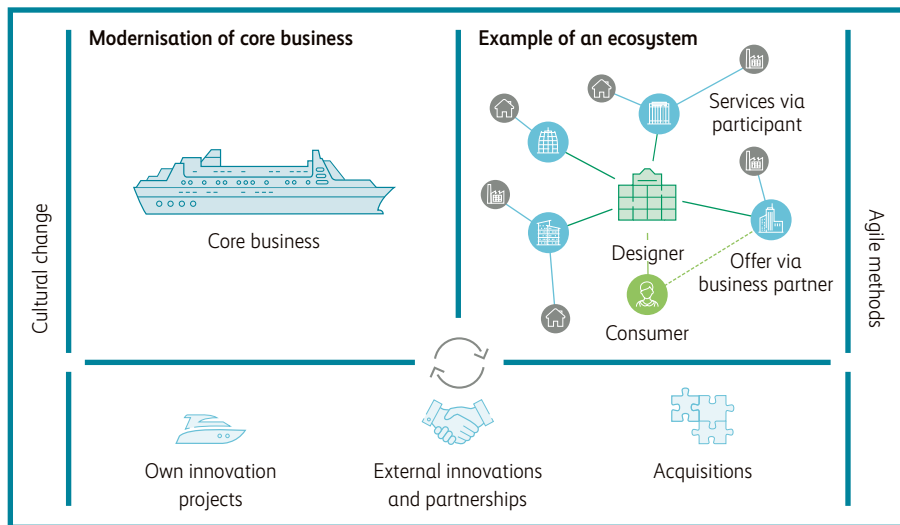
Innovation

In times of constant change it is important already to start preparing today for tomorrow. With its proximity to clients and markets, flat hierarchies and short decision paths, la Mobilière offers a suitable environment for innovation and pursues this systematically and in a targeted manner through its strategic focal points. At the heart of this are service and business model innovations in the insurance and pension business and the living and SME ecosystems.

Digital transformation

Our customers do not simply wish to buy a product. Instead, they wish to choose from a range of products and services. To facilitate this, we need flexible, competitive products, processes and IT systems and agile product design. La Mobilière has made it its goal to consistently drive digital transformation.

Digital transformation



Creating and expanding ecosystems

Our customers like things to be simple. They much prefer receiving services entirely from a single source instead of having to collect them on different platforms. La Mobilière therefore aims to offer its customers more than just insurance solutions. The focus of la Mobilière here is on the living and SME ecosystems.



New “confederate”

For Severin Schwander from the Bernese Mittelland, Swiss wrestling is more than just fun or sport: it gives him a feeling of deep satisfaction while also conveying positive virtues for life such as respect, fairness and a sense of responsibility. Values that he and la Mobilière share. La Mobilière was his first sponsorship partner. The Belp General Agency has been supporting the native athlete since 2019. We are proud to support Severin Schwander in his sporting career, including at the 2022 National Wrestling Festival (ESAF) in Pratteln.



Read more online about Severin Schwander's journey to the 2022 ESAF.

In 2022, the investment volume across all departments reached around CHF 160 million.

SME ecosystem

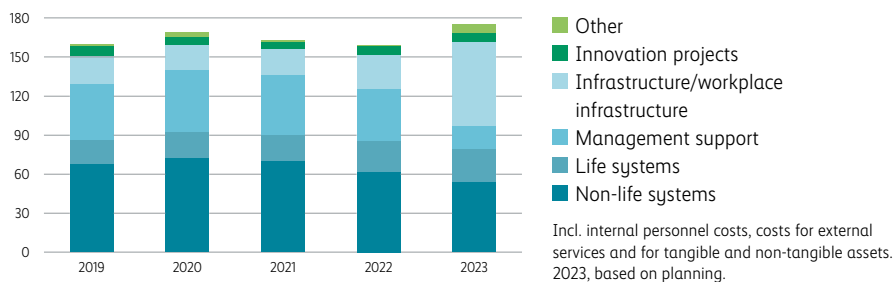
As a regionally anchored and reliable partner, we support SMEs, enabling them to concentrate on their clients and develop their business. The start-up phase of businesses is highly relevant for us. It is for this reason that we developed the Foundera start-up platform and subjected it to thorough market-testing before preparing its spin-off as a subsidiary of la Mobilière in the year under review. This covers all fundamental points of contact within the start-up process so that it can be implemented online, swiftly and at low cost.

Living ecosystem

We continuously expand our range of offers for tenants and home owners:

- In 2021, we launched the home owner platform Liiva together with Raiffeisen. We fully absorbed this in the year under review and are now running it as a subsidiary. The platform now has over 6,000 users.
- Our tradespersons' platform Buildigo brokers selected regional tradespersons. Buildigo finds the right partner, from simple jobs such as installing a light fitting to more complex conversion projects. Compared to the previous year, the volume of enquiries was doubled.

Investment shares and development of investments (in CHF million)



Mobilière Cooperative

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Annual Report

The Board of Directors of Swiss Mobiliar Cooperative determines the philosophy and the business approach of Mobilière Group.

Delegates' Assembly

It was possible following the two pandemic years to hold the regular Delegates' Assembly in physical form again in 2022. The delegates approved the Annual Report of Swiss Mobiliar Cooperative, the 2021 Annual Financial Statement and the Management Report. They also acknowledged the closing of accounts in accordance with the Swiss GAAP FER accounting standards, decided on the appropriation of the profit available for distribution and granted discharge to the Board of Directors. Cristina Gaggini (Lausanne) and Dr. Erica Dubach Spiegler (Zurich) were newly elected to the Board of Directors with a term of office of three years. Martin Michel (Lachen) and Christian Krüger (Thal) retired.

Board of Directors

The Board of Directors convened for four meetings in 2022. At its spring meeting it prepared the agenda for the Delegates' Assembly and received the activity report of the Board of Directors of Swiss Mobiliar Holding Ltd. and the Executive Board's reporting on the 2021 financial year. It also approved the half-year report on positioning activities. The Board of Directors reconstituted itself at an additional meeting following the Delegates' Assembly. At the autumn meeting, the Executive Board informed the Board of Directors on developments in the second quarter and on the half-year results. The Board of Directors also approved the half-year report on positioning activities. It adopted the nominations for the partial re-elections to the Delegates' Assembly scheduled for 12 May 2023 for the attention of the members of Swiss Mobiliar Cooperative in the cantons concerned. In November the Board of Directors discussed the existing partnerships with ETH Zurich and approved the budget for the positioning activities for 2023.

Positioning Committee

The Cooperative's Positioning Committee convened for four meetings in the year under review at which it prepared the topics concerning positioning activities on the agenda of the Board of Directors' meetings.

Annual Financial Statement

The Annual Financial Statement of Swiss Mobiliar Cooperative closed with profit of CHF 27.7 million (previous year: CHF 27.6 million). The profit and loss account comprises the participation income from dividend disbursement amounting to CHF 30.0 million (as in the previous year), the interest income of CHF 2.2 million (previous year: CHF 1.2 million) from loans granted and of CHF 0.2 million (previous year: CHF 1.1 million) from current account receivables, as well as costs and tax amounting to CHF 4.7 million, as in the previous year.

The invested assets are primarily made up of the participation in Swiss Mobiliar Holding Ltd. and the loan of CHF 290.0 million granted to Swiss Mobiliar Insurance Company Ltd. Current assets amount to CHF 28.1 million (previous year: CHF 26.3 million). The largest debt capital position is the surplus fund of CHF 114.7 million (previous year: CHF 113.0 million). Of this, CHF 18.6 million are reserved for prevention projects, CHF 4.7 million for basic research and CHF 21.3 million for other items. At CHF 960.7 million, capital and reserves (before appropriation of profit) remained at the level of the previous year.

Appropriation of profit

The appropriation of profit is specified in the annex to the Annual Financial Statement of Swiss Mobiliar Cooperative. The Board of Directors requests the Delegates' Assembly of 12 May 2023 to appropriate the profit available for distribution of CHF 87.7 million according to this proposal. It includes in particular an allocation to the surplus fund of CHF 22.0 million, as in the previous year.

Commitments of the Cooperative

For decades, we have been supporting cultural, ecological and social projects in Switzerland.

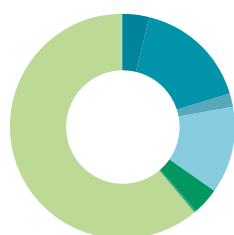
The Cooperative supports further cultural, social and charitable projects and ideas via the Anniversary Foundation, the Award Fund and the Fund for Regional Sustainability Projects.

The cooperative structure of la Mobilière allows it to share its business success with the general public, which it has always done by supporting cultural, ecological and social projects throughout Switzerland. Innovation and sustainability are important guiding themes here.

We facilitate and initiate platforms nationwide for dialogue between culture, science and society. Swiss Mobiliar Cooperative accordingly also supported research projects, promoted prevention schemes against natural hazards throughout the country and boosted the innovation potential of Swiss SMEs and NGOs in the year under review.

A further significant contribution by la Mobilière to a positive future is the sustainability strategy launched and approved in 2022. La Mobilière's understanding of sustainability comprises economic, social, cultural and environmental responsibility. The focus here is on prevention and resilience.

Surplus fund (as at 31 Dec. 2022)



- Basic research: **4.1%**
- Prevention and nature: **16.2%**
- Living and community: **2.0%**
- Culture/communication and implementation: **12.5%**
- Climate projects: **3.9%**
- Miscellaneous¹: **0.2%**
- Not attributed to a single topic: **61.1%**

¹ Idée cooperative, hedging of Covid-19 loans for indoor sports ended, but granted warranties maintained

Swiss Mobiliar Cooperative has a solid capital and reserve base. The largest debt capital position is the surplus fund, which is used, for instance, for prevention projects, the financing of professorships and the support of further innovation-enhancing projects. 38.9% of the surplus fund's assets are appropriated to specific topics.

Overall result

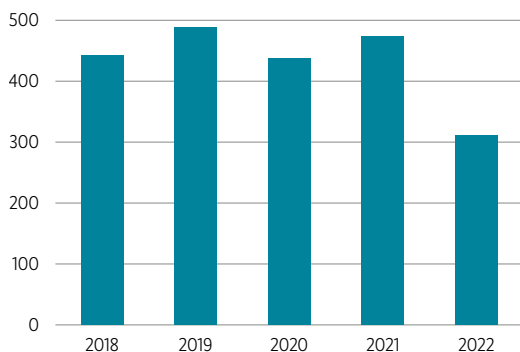
Mobilière Group remains on growth track. However, with profit of CHF 311.0 million, we remained below the result of the previous year, which is principally attributable to the decline of the financial result in a difficult investment environment.

La Mobilière posted consolidated profit of CHF 311.0 million for the financial year 2022 (previous year: CHF 474.9 million). The non-life business contributed CHF 287.5 million (previous year: CHF 453.5 million) and the life business CHF 31.0 million (previous year: CHF 33.9 million) to the result. Other services, under which the non-insurance business is reported, reduced the result by CHF 7.4 million (previous year: CHF -12.4 million).

Capital and reserves and balance sheet total

Consolidated capital and reserves fell by 8.2% year on year to CHF 5.881 billion. The return on equity came to 5.1% (previous year: 7.9%). The balance sheet total decreased from CHF 22.093 billion as at 31 December 2021 to CHF 21.721 billion.

Consolidated annual result (in CHF million)



Financial result

The Group's financial result came to CHF 183.6 million in the year under review (previous year: CHF 450.2 million). While 2021 continued to benefit from the recovery of the stock markets following the corona pandemic, the negative market trend due to geopolitical tensions, the energy crisis and inflation and the associated interest rate hikes impacted the investment result in 2022.

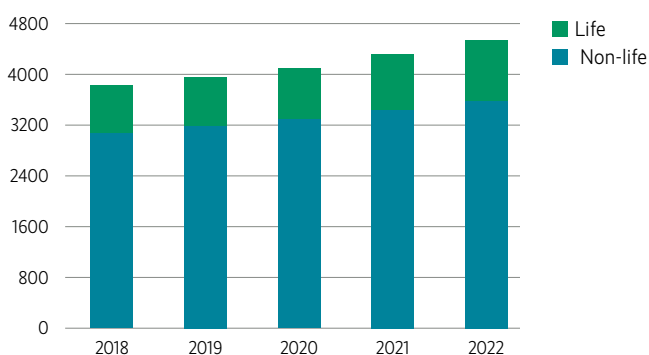
Non-life business

Gross premiums in the non-life business registered an increase of 4.0 % to CHF 3.580 billion. The growth was in turn primarily due to higher production figures in new business. The summer storms continued to weigh on the second and third quarters in the year under review, although at CHF 110 million total losses were down on the previous year. The underwriting result decreased from CHF 245.2 million to CHF 218.2 million and the financial result from CHF 267.6 million to CHF 118.4 million, which is primarily attributable to the massive decline on the financial markets. Losses incurred came to 64.2 % (previous year: 63.9 %). The cost ratio increased compared to the previous year from 27.0 % to 27.9 % and the combined ratio from 92.4 % to 93.5 %.

Life business

In the individual life sector, the growth in insurance with recurring premiums continued apace. The premium volume in unit-linked life insurance again registered a considerable increase. Gross premiums in the life sector altogether rose by 10.8 % year on year to CHF 960.7 million. As in non-life insurance, the financial result declined massively – from CHF 181.6 million to CHF 64.5 million.

Gross premiums (in CHF million)



Non-life

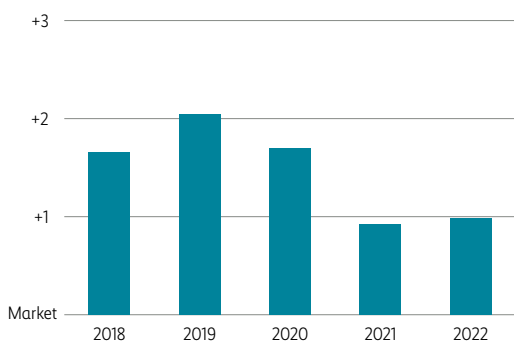
The non-life business of la Mobilière once more grew above the market. We recorded above-average storm losses again in the summer, although they did not reach the extent of the previous year.

After the Swiss economy had recovered further in the first half of the year following the lifting of public health measures and a resurgence of private consumption, it slowed in the second half of the year. The main reason for this was the lower global demand in an economic environment shaped by the war in Ukraine, the energy crisis and the hiking of base rates to combat inflation.

La Mobilière held its own successfully despite a challenging environment in the ongoing competitive Swiss insurance market. We achieved pleasing premium growth of 4.0 % in 2022 and despite falling short of the high growth of the previous year (4.5 %)

again outperformed the overall market. All strategic business fields contributed to the growth. According to the premium reporting of the Swiss Insurance Association (SIA), we further increased our market share to 20.3%. As before, the highest share of growth was achieved with new business. The highest market share gains once again resulted from legal protection insurance.

Growth relative to market (non-life business, excl. active reinsurance, difference in percentage points)



Basis: SIA premium report, adjusted for 2019 and 2020

Reasons for success

The ongoing good premium growth and excellent market positioning of la Mobilière, which is structured as a cooperative, are based on reliability, solidity and local presence. Our customers value the comprehensive and personal advice they receive from la Mobilière. We are able to count here on our highly motivated and well qualified employees with their strong skills in consulting and claims processing. We set great store on the continuous further development of our products and services. In doing so, we aim not only to fulfil, but to exceed client expectations.

Innovations in the non-life sector
in the online Annual Report



Innovation and process optimisation

We wish to offer our customers top-class products with an optimum price-performance ratio. Insurance does not comprise physical products, but benefit promises for the future. In order to continue to live up to this claim, we continuously review and enhance our products and services. Based on market comparisons and taking account of customer requirements, we regularly examine the positioning of our products and, if necessary, swiftly adapt the product design and pricing.

Claims experience

We recorded above-average storm losses again in the summer, although they did not reach the exceptional extent of the previous year. There were six major storm incidents in the months of June, July and September, with claims expenditure amounting to around CHF 110 million, of which almost CHF 100 million were due to hail damage. We also recorded higher repair costs particularly in the property sectors, also due to the rise in inflation. This in turn resulted in above-average losses incurred of 64.2%, slightly higher than the previous year's 63.9%.



HR manager and speaker

Eliane Gnägi is an HR manager at La Mobilière. She advises and supports managers in all HR issues. In her free time she serves as a speaker or moderator at various events. She was the first female official speaker at the National Wrestling Festival (ESAF) and assumed this role for the fourth time in 2022. The match, the excitement, the organisation and the atmosphere, as well as the team spirit, the fairness and the down-to-earth nature of Swiss wrestling are values that have major importance for her and that she greatly esteems.



Read online why Eliane Gnägi feels at home both in the wrestling ring and at La Mobilière.

Life

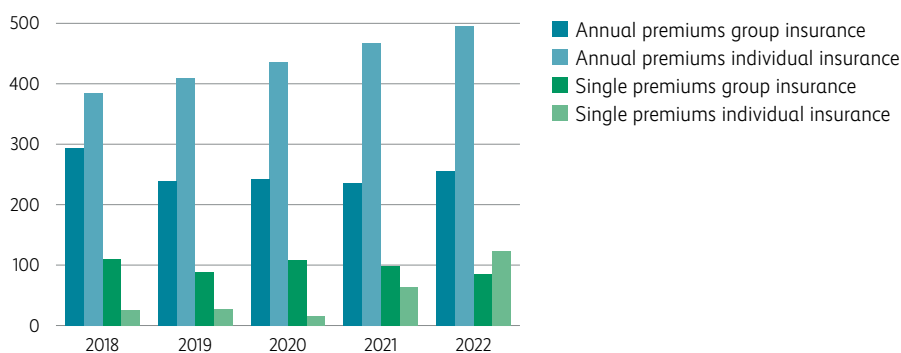
The life insurance business of la Mobilière is growing continuously – both in individual life and pensions and occupational pension insurance. The key growth for both business areas in the year under review came from new business.

The war in Ukraine, high inflation and a tighter interest rate policy as a result shaped the year under review. The massive decline on the financial markets in the second half of the year under review also impacted the result of Swiss Mobiliar Life Insurance Company. Despite this challenging market environment, our premium volume in the life insurance business once again grew and was up 10.8% compared with the previous year.

Individual life and pensions

The premium volume in individual life and pensions was altogether 16.6% up on the previous year. We grew in terms of both single and recurring premiums (6.1%). Convertible savings insurance, a flexible form of saving with investment options and opportunities for attractive returns, remained highly popular. The single-premium business was very successful. The autumn instalment of Mobiliar One Invest was sold out within 48 hours.

Gross premiums individual and group insurance (in CHF million)



Occupational pension insurance

We achieved premium growth of 1.7% in the highly competitive market for the reinsurance of pension funds in the year under review. This is primarily attributable to the gain in new business as well as the high renewal rate of existing customers. Compared to the previous year, this led to a pleasing increase in the volume of recurring annual premiums. The single-premium business registered a decline, which is attributable to a risk reduction in the area of products with retirement pensions.

Reasons for success

Our range of offers for private individuals is solid and easy to understand. The expertise of our staff, our long-standing experience as a leading company in the insurance market and the high quality and customer orientation of our benefit management are also key factors of our success.

Surplus participation for customers

CHF 17.9 million in individual life and pensions and CHF 1.2 million in occupational pension insurance were assigned to the relevant surplus funds for 2022. In occupational pension insurance, which is subject to the minimum disbursement rate (90%), we returned 100% to the pension fund institutions in the form of pensions, lump-sum benefits, surplus participation and reserves.

Products and innovations

We adjusted the prices for risk products in the first half of the year in order to maintain the competitiveness of our products in a challenging market. We also developed a quick pension calculator in cooperation with Raiffeisen in order to support our customers in a targeted manner in selecting the right pension solution.

Benefits

Overall, disability and death benefits incurred were higher than in the year before. In individual life and pensions, disability expenditure increased. In occupational pension insurance, we recorded isolated cases with higher claim payments for death benefits in the year under review. Disability expenditure was above the previous year's level, above all due to the ongoing backlog of provisional cases in occupational pension insurance.

Asset Management

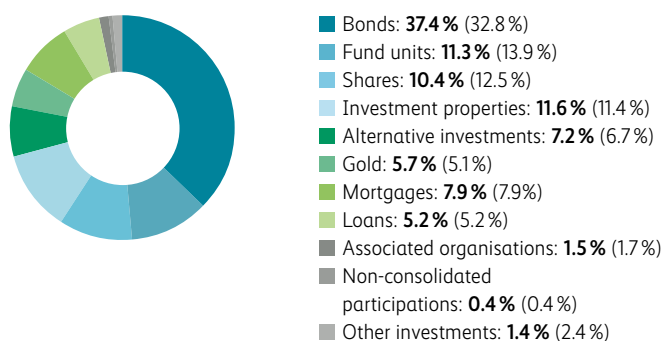
The invasion of Ukraine by Russian troops put an abrupt end to the economic recovery following the pandemic. This and the increase in base rates to combat inflation caused major turbulence on the markets.

The Covid-19 pandemic increasingly lost significance in the west in the first quarter of 2022. The highly expansive monetary policy in response to the negative economic effects of the pandemic had led to increased demand for goods and services and thus to rising prices. In the struggle against the surprisingly persistent inflation, the central banks hiked their base rates within a very short space of time. The rise in interest rates led to a revaluation of asset classes, with almost all asset classes losing value in the year under review. The year 2022 will be remembered as a historically negative investment year.

Investment income

At CHF 277.5 million, investment income was 25 % higher than in the previous year. This increase largely resulted from a one-off effect with alternative investments for which there was a regrouping within infrastructure funds leading to a one-off income distribution. There was also a rise in dividend payments from equities and fund units arising from profit distributions due to high corporate earnings in 2021.

Portfolio allocation as at 31 Dec. 2022 (Figures for 2021 in brackets)



Real estate

We continued the expansion of our investments in real estate in the year under review: we acquired building land in Pratteln for the construction of a residential property with around 70 apartments and in Geneva we acquired certified building rights for a residential development with a small commercial share. The overall portfolio value altogether increased to

CHF 2.262 billion (previous year: CHF 2.257 billion). The direct real estate portfolio recorded performance of 2.3% in the year under review (previous year: 8.3%).

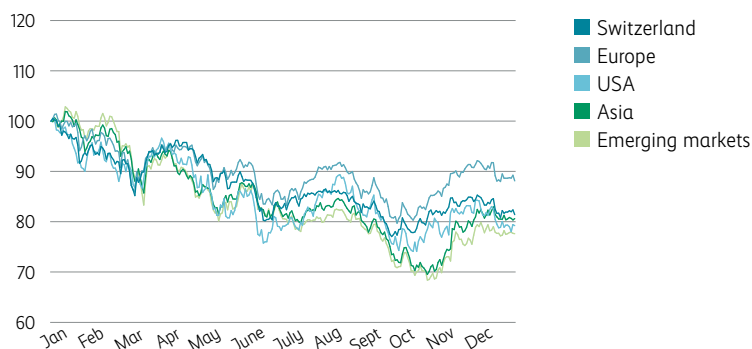
Investment return and performance

A return on investment of 0.9% (previous year: 2.3%) was achieved on an average investment total (book value) of CHF 19.719 billion. The investment performance of the financial investments at market value came to -8.5% (previous year: 4.1%). Equities and fund units in particular were the negative drivers of real values, while the main effect for face values resulted from the market losses of bonds.

MobiFonds – la Mobilière’s investment funds

The funds under our own fund management at Swiss Mobiliar Asset Management Ltd. reflect the Mobilière investment philosophy, which places security over return, involves active investment and focuses on quality. Today’s range of funds for private customers consists of MobiFonds Select 30, 60 and 90, which are available flexibly in the form of unit-linked savings insurance with la Mobilière or from most Swiss banks. Our funds all invest in the same investment categories but with different strategic weightings. Generally speaking, if equities do not yield a return then bonds will. This was different in 2022. Both asset classes performed negatively and the year was the most negative for all MobiFonds Select since they were launched. However, viewed over multiple years the MobiFonds display a positive performance.

Stock market course 2022 (in local currency, performance indexed)



Mobilière brand

La Mobilière enjoys a high level of trust among both customers and non-customers and is one of the most highly reputed brands in Switzerland.

79%

Seventy-nine percent of consumers surveyed feel an affinity with the Mobilière brand (according to the 2022 Most Trusted Brand Award).

For many years, la Mobilière has successfully positioned itself as the most personal insurance company in Switzerland. We live up to this claim both in the real world and through digital channels.

Strong umbrella brand – regional presence

La Mobilière maintains a consistent umbrella brand and communicates in all four of Switzerland’s national languages. This multilingualism is a reflection of our strong regional presence. With 80 general agencies, we are present in all regions of Switzerland and the Principality of Liechtenstein.

La Mobilière’s brands

Umbrella brand

die Mobiliar *la Mobilière* *la Mobiliare* *la Mobiliar*

Separate brands

Mobi(24)

Protekta

»»»XPERTCENTER

buildigo

trianon

swisscaution

bexio

toeyoo

companion

LIIVA

LIGHTBIRD

Flatfox

FOUNDERA

Studies confirm leading position

The 2022 Most Trusted Brand Award rated la Mobilière the most trustworthy insurance company in Switzerland for the fifth time in succession. According to the GfK Business Reflector, la Mobilière has a very strong reputation. Compared with all

brands in the financial sector, we enjoy the best reputation. On a cross-sector comparison, la Mobilière remains stable and continues to be included among the ten most highly reputed brands in Switzerland.

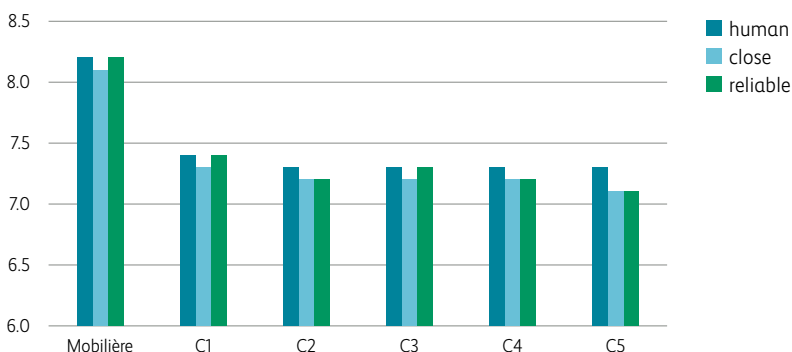
Having a long and good life takes no time – the individual life and pensions campaign

In the autumn of 2022, la Mobilière launched a nationwide awareness campaign in the area of individual life and pensions. The campaign pits everyday time-wasters in a playful manner against the time a pension consultation normally takes and illustrates how early pension planning pays off. The campaign accordingly places the emphasis on pension advice. The intended target audience, young adults aged between 24 and 34, is addressed via a range of online and offline channels.

Summary of main sponsorship commitments of la Mobilière

La Mobilière has been supporting the four indoor sporting disciplines basketball, handball, floorball and volleyball since the 2013/14 season. It is even the main partner of the Swiss National Wrestling Festival: 2013 in Burgdorf, 2016 in Estavayer, 2019 in Zug, 2022 in Pratteln and 2025 in Mollis. La Mobilière supported the Paléo Festival Nyon for the tenth time in succession as main sponsor. It has also been a co-partner since 2021 of Switzerland’s largest music event, Energy Air, Energy Star Night and Energy Live Sessions. In 2022, it upgraded its partner status and is now main partner of Energy Air.

Mobilière Image Tracking (Intervista AG, C1–C5: competitors)



Risk management

Our risk management processes ensure that all major risks are identified, assessed, monitored and managed.

538 %

SST ratio: This indicator shows the percentage by which the applicable capital covers the requirements for private insurance companies specified by the Swiss Supervisory Ordinance. The minimum requirement is 100 %.

Group-wide risk management aims to protect both the capital base and the excellent reputation of Mobilière Group.

The Board of Directors defines the targets, principles and responsibilities of Group-wide risk management in the risk policy. The annual risk strategy fleshes out the risk policy and supports implementation of the corporate strategy. Relevant risks are divided into seven categories: insurance, market, credit, liquidity, strategy, reputational and operational risks. Sustainability risks can impact all risk categories and are therefore included within the defined risk categories. Newly emerging risks are addressed during the annual strategy review.

The Risk Management and Compliance units monitor the observance of statutory and risk-related regulations. They also ensure transparency by providing relevant management information on the risk and capital situation including risk-mitigating measures. They furthermore ensure timely reporting and contribute to the regular addressing of risks on the Executive Board and Board of Directors.

With its Crisis Management and Business Continuity Management units, Mobilière Group is in a position to ensure uninterrupted business continuity even under exceptional circumstances and to limit the consequences of any severe impairments. In crises and special situations, Mobilière Group is supported by the tried-and-tested organisation that depending on the urgency and coordination outlay comprises a coordination unit, a task force or, as is currently the case, a crisis unit.

Solvency capital requirements

For solvency purposes, la Mobilière uses a consolidated group model approved by the Swiss Financial Market Supervisory Authority (FINMA). The model takes Swiss Mobiliar Holding Ltd. and all its directly or indirectly held participations into account.

Entrepreneurial and social responsibility

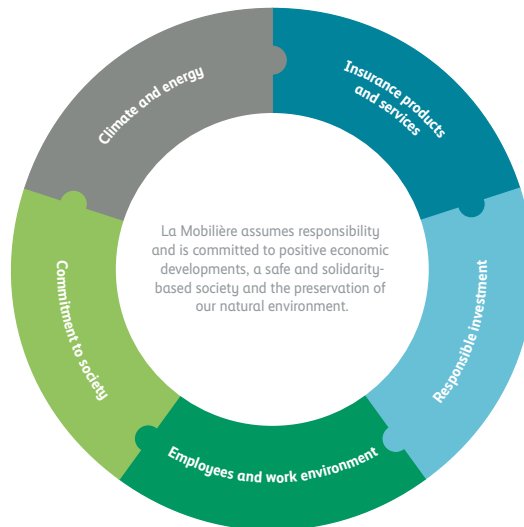
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Working together for tomorrow – since 1826

Committed to a sustainable future – we live and promote sustainability within the company and together with our customers.

The business model of an insurance company is by its nature characterised by sustainability and solidarity: it assumes risks for its customers and in doing so protects them against the economic and social consequences of loss or damage. With its cooperative structure, la Mobilière’s understanding of sustainability comprises economic, social, cultural and environmental responsibility in its core business and beyond. Our corporate values “personal”, “close”, “reliable” serve to provide orientation here. As part of our strategic objectives, we launched and approved the sustainability strategy in 2022 that comprises the contents of the materiality analysis compiled in the previous year and five focal topics. La Mobilière places a particular emphasis here on prevention and resilience.

Our five focal points



Key topics

- Insurance solutions with added value
- Innovation
- Sustainable investment
- Sustainable real estate management
- Respectful work culture
- Diversity and equal opportunities
- An active cooperative's social commitment
- Dialogue and transparency with stakeholders
- Contribution to CO₂ emission reduction

Our understanding of sustainability

Our understanding of sustainability, our strategy and the five focal topics guide us in the assumption of our responsibility towards the environment (E = environment), society (S = social) and corporate governance (G = governance). We incorporate ESG aspects and criteria in our value chain. We also focus particularly on our social commitment in order to achieve beneficial effects for the general public.

Intensive contact with external stakeholders

A high quality of life and business success cannot be taken for granted. We play our part each day in achieving them together with representatives from business, politics and the public sector. In order to promote political diversity and public service, la Mobilière supports all national political parties represented in the parliament in accordance with its guidelines on party funding. La Mobilière campaigns in various associations, partnerships and initiatives for sustainability issues. La Mobilière supported the

National Second Hand Day and entered into a partnership with the “Sustainable Switzerland” initiative in the year under review. It also supports the goals of the Energy Saving Alliance founded in the autumn of 2022.

Insurance products and services

We also consistently recognise our responsibility for the environment, society and economy in our core business: when designing products and services, we continuously assess how they can be made more sustainable.

Insurance solutions with added value



Insurance products and services are at the core of La Mobilière's business. We assume risks for our customers and in doing so protect them against the economic and social consequences of loss or damage. In 2022 we paid indemnities amounting to CHF 2.248 billion in non-life insurance and benefits totalling around CHF 566 million in life insurance.

Our business model is based on a strong regional presence. Wherever possible, we forge ties with local service providers. When designing insurance products, we also take ecological and social risks into consideration. We develop innovative products and services with an eye on the changing requirements of our customers and meet their need for simple and secure forms of access.

We strive to foster awareness of responsible behaviour both within la Mobilière and among our cooperation partners and customers. To this end we implement international sustainability principles such as the Principles for Sustainable Insurance and integrate ESG criteria and innovative approaches into our product design.

We continuously assess how to make our insurance products and services more sustainable. This commitment has resulted in products that promote environmentally friendly behaviour: for example, our telematics-based motor vehicle insurance CleverDrive rewards drivers with a resource-saving way of driving with an attractive discount. We offer a variety of deductibles for the insurance of windscreens so that in the event of damage they are preferably repaired rather than replaced.

Responsible investment

We consistently take ecological and social criteria into account in both our investment decisions and asset management.

La Mobilière has around CHF 20 billion of assets under management that are broadly diversified and spread over various investment categories.

With 128 properties and 3,500 tenants, la Mobilière is a significant owner of land and premises in Switzerland. We promote sustainable business conduct by also placing a clear emphasis on ecological and social criteria in our investment decisions. Our sustainable real estate management therefore includes investments in the transition to renewable energies.

Sustainable investment

La Mobilière takes care to invest responsibly, for instance by implementing international sustainability principles. We are a member of the Swiss Association for Responsible Investments (SVVK-SVVK/ASIR) and follow its guidance regarding the exclusion of companies and industries from our investment portfolio.

We incorporate ecological and social criteria from ESG ratings and climate data of established ESG research and rating agencies such as Inrate and ISS in our investment decision-making processes. We also promote the development of renewable energies in the infrastructure asset class through the Clean Energy Fund, for example.

La Mobilière took part in the PACTA 2022 climate compatibility test (Paris Agreement Capital Transition Assessment) conducted by the Federal Office for the Environment (FOEN) for the third time following 2017 and 2020. In terms of directly owned real estate, la Mobilière is among the leaders compared with other financial companies with regard to its CO₂ intensity. In terms of securities, la Mobilière is among the top third of participating insurance companies with regard to investments in climate-relevant sectors.

La Mobilière pursues a holistic sustainability approach and takes the impact of its properties on the environment, society and the economy into account. By improving the energy efficiency of our buildings and promoting the use of renewable energy sources, we reduce the ecological footprint of our properties.

Employees and work environment

La Mobilière stands out with a respective and progressive work culture based on appreciation. We promote the skills of our employees and offer scope for innovation and transformation.

Career at la Mobilière



According to a survey by Handelszeitung, la Mobilière ranked among Switzerland's most popular employers in 2022. Based on our cooperative philosophy, we have a future-oriented staff policy in which we put the principles of diversity and equal opportunities into practice. With our progressive working conditions, we aim to be an attractive employer for our staff and simultaneously to attract well-qualified new employees.

Work culture based on appreciation

A management and work culture based on appreciation is the foundation for successful collaboration between employees and managers. It is important for our employees to be granted responsibility and scope for personal initiative. Our HR strategy creates the basis for an inspiring work environment. By linking the learning and development environment with our work environment, we offer our employees and managers the setting for development, innovation and transformation in which they can engage in dialogue, generate ideas and keep themselves fit for the future.

Employee satisfaction

The motivation and well-being of our employees and the respect of their rights and needs are a top priority for us. We maintain a culture of open dialogue that enables us to identify and address risks in the employment relationship at an early stage. Employees can voice their doubts or negative experiences (e.g. concerning mental health, working time models, work culture, forms of collaboration or other issues). Line managers, the team and HR then jointly seek solutions.

Training and development

La Mobilière runs one of the largest training programmes of insurance companies in Switzerland. We invest in our future by supporting our apprentices and trainees in their personal and professional development. We also aim to retain our apprentices after the conclusion of their training programme.

Diversity and equal opportunities

La Mobilière firmly believes that diversity in a team is a crucial factor for agile cooperation. We promote diversity in our everyday business by having employees work together with colleagues of different age, gender and origin. Different ways of thinking help us to understand our customers' needs better and find the best possible solutions for them.

Equal pay

We have already been conducting pay analyses, which are subsequently reviewed by an external firm, since 2011. Based on the results, we ensure equal pay for equal work. We have been obliged by law to conduct a pay analysis since 2021. The result of the equal pay analysis in the year under review lies within the statistical tolerance threshold of $\pm 5\%$ specified by the Federal Office for Gender Equality, thus safeguarding equal pay.

Training: Key figures apprentices and young insurance professionals VBV/AFA

	2022		2021		2020	
	Number	in %	Number	in %	Number	in %
Total	319		330		338	
Women	159	49.8	173	52.4	175	51.8
Men	160	50.2	157	47.6	163	48.2
Pass rate final exams		95.1		97.1		97.6
Retention at la Mobilière		68.6		68.3		58.9

Commitment to society

We put our values into practice and promote society, the economy, culture and the environment.

As a responsible partner, la Mobilière supports positive developments in Switzerland's society and economy beyond its core business. We promote research by supporting various initiatives. We support prevention and implement our own activities in the fields of youth, culture, the economy and nature. Our regional prevention projects actively contribute to increasing safety and protection against natural hazards in Switzerland. We support charitable organisations and partnerships in the fields of the economy, society and culture via various funds.

Our commitment



Prevention and nature

La Mobilière equipped a further five municipalities particularly at risk of flooding with a mobile flood protection container in the year under review following the successful deployment of such protection systems in the regions of Interlaken and Zofingen in the summer storms of 2021. Each container comprises a total of 400 metres of mobile dyke elements that can be easily rolled out and all necessary accessories for their deployment. The recipients of the new mobile dykes were the emergency support fire brigades in Lucerne, Biel/Bienne, Thun, Pruntrut and Kreuzlingen.

Company and work

The Mobiliar Forum Pop-up was held in the autumn of 2022 as a pilot experiment in close collaboration with the Winterthur, St. Gallen and Schaffhausen general agencies. We welcomed 75 participants from 28 different companies who developed ideas for individual solutions for a range of challenges over ten workshop days.

Living and community

The Atelier du Futur was on tour in 2022. It started off with the Mini Atelier du Futur at Bern City Festival. The Atelier du Futur was also a guest of the Federal Scout Movement Festival in Goms attended by around 30,000 Cubs, Scouts and Senior Scouts, and of Locarno Film Festival where 50 young people from Ticino designed clothing from recycling material and produced a music video or stop-motion film during the three-day workshop.

We supported 53 projects in 2022 with a contribution from the Anniversary Foundation totalling CHF 656,000.

Art and culture

For the 15th edition of the “Art and Sustainability” exhibition series at the start of May we opened the “Shared Horizon” exhibition by Monica Ursina Jäger. This comprised video works, collages, drawings and objects focusing on relationships between nature and civilisation. Over 200 persons attended tours of the exhibition. Owing to the energy saving measures implemented in the company as of 5 September 2022 that also affected additional lighting and video works at the exhibition, the exhibition was closed earlier than planned.

Further financial support is provided through la Mobilière’s Award Fund. CHF 2.0 million are allocated annually from Swiss Mobiliar Cooperative’s profit to this fund, which was set up in the early 1970s. These means are used to assist social, cultural, charitable, economic and educational projects. A total of 175 projects were supported in 2022 with money from the Award Fund.



2016 King of Wrestling

“Top athletes invest the absolute maximum every day without the certainty of any return in the form of success.” This attitude paid off for Matthias Glarner, who at the age of 30 was crowned King of Wrestling at the 2016 National Wrestling Festival (ESAF) in Estavayer. Glarner also remained connected with wrestling following his retirement from elite sport. Since 2020 he has been training wrestlers completing elite sport basic and refresher training in Magglingen. His company Spirit-4Sports Pro also supports athletes from other sporting disciplines with their training.



Read online how Matthias Glarner passes on his experiences and values from wrestling.

Climate and energy

Our climate goals help us to reduce our operational carbon footprint sustainably.

The insurance industry has a major interest in preserving the environment in the long term and keeping environmental risks and their potential financial consequences as low as possible. La Mobilière wishes to contribute to this. We confront challenges arising as a result of climate change – such as natural disasters and associated loss or damage.

Mobilière's climate strategy



Climate strategy of la Mobilière

We foster awareness of the responsible use of resources at all company levels.

With three pillars – reducing, investing and raising awareness – we aim to reduce our ecological footprint and thus contribute to a climate-compatible economy and society.

The 80 general agencies of la Mobilière are also making their contribution to achieving the statutory climate goals. In 2022, the general agencies for the first time planned their measures for reducing their carbon footprint with the Carte-Verte application developed especially for this purpose in 2021.

Sustainable procurement

La Mobilière also acts responsibly in the procurement of products and services and aims continuously to reduce the negative environmental and social consequences. Sustainability was accordingly anchored in internal guidelines for the assessment of procurement transactions in the year under review and we consistently switched to the digital signing of contracts and orders.

Corporate Governance

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Corporate governance and oversight

With clear reporting and transparent presentation of its corporate governance, la Mobilière lives up to its stakeholders' expectations.

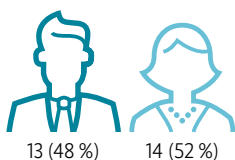
As a company not listed on the stock exchange, la Mobilière is not bound to the disclosure requirements pursuant to the SIX guidelines regarding information on corporate governance. Nevertheless, we are, in principle, prepared to adhere to these transparency requirements and to the Swiss Code of Best Practice for Corporate Governance.

Corporate and shareholding structure

Both the Cooperative and the Holding are companies subject to Swiss law and are domiciled in Bern. The Cooperative owns all the shares of the Holding.

Delegates of Swiss Mobiliar Cooperative

Over 1.9 million persons as well as legal and political entities are members of the Cooperative. Their interests are looked after by 150 delegates representing the various regions and groups of insured persons. Each year, the delegates approve the Annual Report, the Annual Financial Statement and the Management Report. They also acknowledge the closing of accounts in accordance with the Swiss GAAP FER accounting standards, decide on the appropriation of the profit available for distribution and elect the Cooperative's Board of Directors.

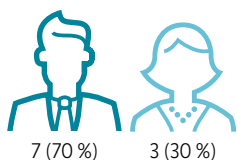


Gender distribution as at 31 Dec. 2022

Board of Directors of Swiss Mobiliar Cooperative

In accordance with the Articles of Association, the Cooperative's Board of Directors must consist of at least 15 members, which underscores the intention of maintaining a broad base among the regions and groups of insured persons. On 1 January 2023, the Cooperative's Board of Directors consisted of 27 members.

Cristina Gaggini (Lausanne) and Dr. Erica Dubach Spiegler (Zurich) were newly elected with a term of office of three years. Martin Michel (Lachen) and Christian Krüger (Thal) retired.



Gender distribution as at 31 Dec. 2022

Board of Directors of Swiss Mobiliar Holding Ltd.

The Board of Directors of Swiss Mobiliar Holding Ltd. must have at least five members. On 1 January 2023, the Holding's Board of Directors consisted of ten members.

The Board of Directors of Swiss Mobiliar Holding Ltd. is identical with the Board of Directors of Swiss Mobiliar Insurance Company Ltd. and Swiss Mobiliar Life Insurance Company Ltd.

There were no changes on the Board of Directors in the year under review.

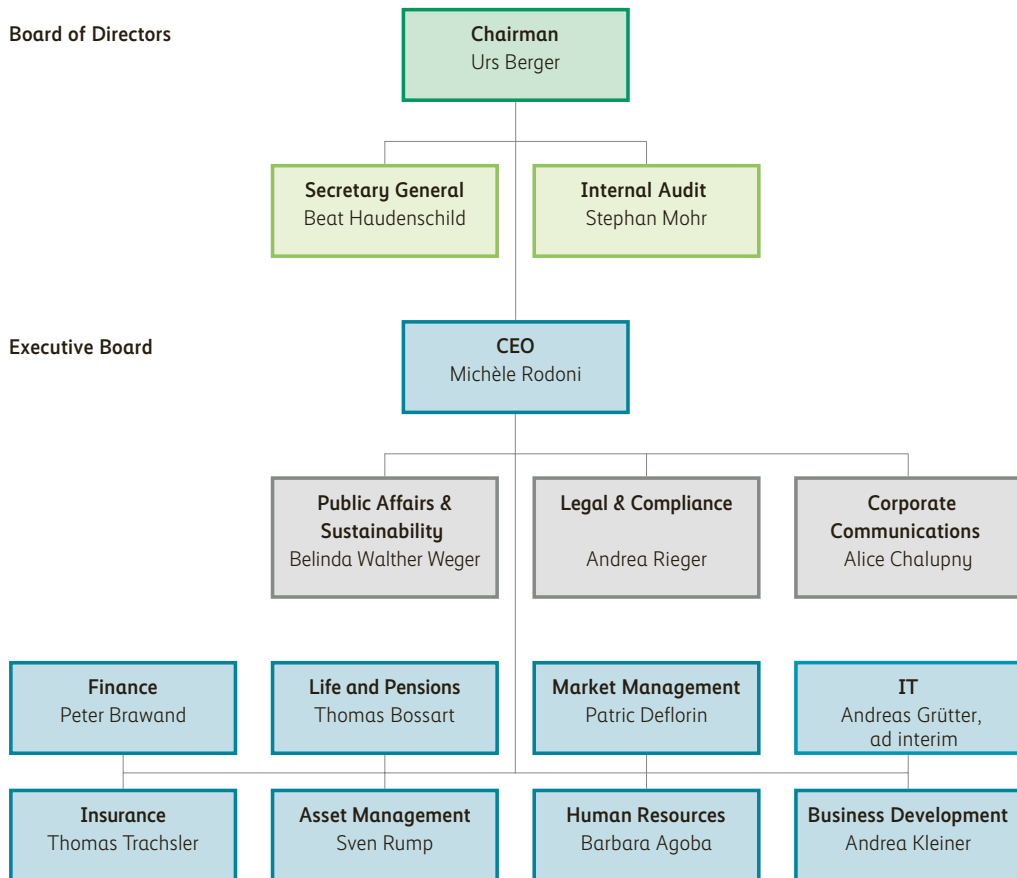
Board of Directors of Swiss Mobiliar Holding Ltd.

		Year of birth	Member since	Elected until
Chairman	Urs Berger, Therwil	1951	2011	2023
Vice Chairman	Irene Kaufmann, Zurich	1955	2014	2023
Members	Bruno Dallo, Riehen	1957	2017	2023
	Elgar Fleisch, St. Gallen	1968	2013	2023
	Heinz Herren, Bolligen	1962	2020	2023
	Markus Hongler, Zurich	1957	2021	2024
	Stefan Mäder, Zurich	1963	2017	2023
	Tobias Pfeiffer, Reinach	1958	2017	2023
	Barbara Rigassi, Muri b. Bern	1960	2018	2024
	Nicola Thibaudeau, Neuchâtel	1960	2018	2024

Management structure of Swiss Mobiliar Holding Ltd.

The CEO is responsible for operational management and for overall management of the Group. She also regularly informs the Board of Directors on business developments and important projects of the Group, the business divisions and the Group companies. The Executive Board implements the business strategy defined by the Holding's Board of Directors.

As of 1 January 2023, the management structure of Swiss Mobiliar Holding Ltd. is made up as follows:



- Chairman of the Board of Directors
- Reporting to the Chairman of the Board of Directors
- Members of the Executive Board
- Support Services

Remuneration

La Mobilière's remuneration policy reflects its cooperative values.

Remuneration 2022

Delegates

Fixed compensation and expenses: CHF 405,000

Board of Directors of Swiss Mobiliar Cooperative

- Total fixed compensation: CHF 715,000
- Highest compensation, Urs Berger, Chairman: CHF 40,000

Board of Directors of Swiss Mobiliar Holding Ltd.

- Total, excl. fees for meetings: CHF 1,506,000
- Highest compensation, Urs Berger, Chairman: CHF 628,000

CEO and Executive Board

Total fixed and variable compensation plus future-oriented profit sharing: CHF 7,392,501

The remuneration principles of Mobilière Group for all functional levels are specified in a remuneration policy approved by the Board of Directors. All employees and managers receive a basic salary and – provided la Mobilière is successful – a surplus share determined by the Board of Directors. The overall annual pay for the CEO, the Executive Board members and other members of senior management consists of a basic salary and a variable remuneration component. The short-term variable remuneration component fosters a performance-oriented culture and rewards the achievement of agreed corporate targets each year. It is weighted significantly lower than the basic pay component to avoid, as far as possible, incentives to undesired bonus-driven behaviour. The future-oriented profit-sharing model is focused on digital transformation, future profitability and la Mobilière's reputation. With these shared targets, the top management is measured annually based on the developments of the past four years.

Delegates of Swiss Mobiliar Cooperative

The delegates' remuneration consists of fixed compensation of CHF 2,000 plus a lump sum for expenses.

Board of Directors of Swiss Mobiliar Cooperative

The remuneration for Cooperative Board members consists of fixed compensation plus fees for meetings.

Board of Directors of Swiss Mobiliar Holding Ltd.

The remuneration principles applicable to the Board of Directors, the individual remuneration components and the rules for expenses are specified in remuneration regulations issued by the Governance Committee.

CEO and the members of Mobilière Group's Executive Board

The remuneration of the CEO and the members of the Executive Board is specified in regulations issued by the Holding's Board of Directors.

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