



Occupational benefits: key points at a glance

Get an overview of the **key facts and figures** for your occupational benefits insurance.

Current key figures

Interest on retirement assets

For 2023, insureds' retirement assets will earn an overall rate of interest of 1.25%. This rate is one-quarter percent higher than that of the Foundation's interest rate model.

The Board of Trustees sets the interest rate on the basis of the insurance model, which is aligned to the Foundation's funding ratio and investment performance. It is available online under "Downloads" at [AXA-foundation-for-supplementary-benefits.ch](https://www.axa-foundation-for-supplementary-benefits.ch).

The provisional base interest rate for all retirement assets for 2024 is 1.25%. The Board of Trustees will make a decision at the end of the year on the definitive interest that will be applied for 2024 in view of the investment performance and funding ratio. The BVG/OPA minimum interest rate for 2024 is 1.25%.

Additional key interest rates

- Interest on employer contribution reserves 2023 0.50 %
- Interest on unallocated assets 2023 0.50 %

Pension conversion rates

The pension conversion rates will remain unchanged for 2024. For pension plans providing for a surviving spouse's pension of 60% of the current retirement pension:

- 5.017% for men/persons who have reached the reference age of 65
- 4.880% for women/persons who have reached the reference age of 64

For pension plans providing for a surviving spouse's pension of 60% of the current retirement pension and in addition a retired person's child's pension of 20%:

- 5.000% for men/persons who have reached the reference age of 65
- 4.880% for women/persons who have reached the reference age of 64

Statutory requirements and contributions

Higher reference age for women

The AHV/OASI 21 reform raises the reference age for women from 64 to 65 on a staggered basis to bring it in line with the reference age for men. The same change will be made under occupational benefits insurance (BVG/OPA). The first incremental increase will happen in 2025, until in 2028 the reference age will be the same for everyone. For women in the transitional age group, the following reference age applies, as appropriate. The currently applicable reference age can be found on your 2024 benefits statement.

Year	Woman's year of birth	Reference age
2024	1960	64 years
2025	1961	64 yrs and 3 mths
2026	1962	64 yrs and 6 mths
2027	1963	64 yrs and 9 mths
2028	1964 and later years of birth	65 years

Thresholds for 2024

The same thresholds will largely apply under occupational benefits insurance and other social insurances for 2024 as they do now. You will find the current figures in the "Current thresholds" information sheet at [wincolink.ch](https://www.wincolink.ch).

New offers and services

New customer portal “myAXA BVG services” for employers

Over the course of 2024 you will receive access to our new, modern online portal for companies. This will replace the current wincoLink online portal. The customer portal boasts a new design and lots of updated functions, and also offers additional online services to streamline your administrative processes. You will receive further information in the coming months. We will guide you step-by-step through the new features.

Are you already registered for the customer portal? If not, sign up now: myAXA.ch.

Other news from your Foundation

Updated Foundation strategy

In 2023, the Board of Trustees devoted a great deal of time and attention to developing the strategy for the years ahead. One of the core tasks of the Board of Trustees is to review the strategic framework on a regular basis and define appropriate objectives. We have summarized the most important aspects of the current strategy for you below: The Foundation has positioned itself as an attractive and flexible supplementary benefits solution for business managers, offering customized add-on solutions for corporate customers and their employees throughout Switzerland. It focuses in particular on providing **attractive solutions** for all generations, and targets an above-average rate of interest for insureds with fair pension participation. The interest and pension participation model also means it scores high in terms of **planability and transparency**. Together with AXA as asset manager, the Foundation is committed to investment solutions that are optimally geared to the Foundation's needs. The overriding goal is to safeguard **financial security and stability** at all times. With that in mind, the Board of Trustees places strong emphasis on a solid funding ratio and robust growth, as well as a healthy portfolio mix. Furthermore, the Foundation supports in partnership with AXA a Pillar 2 that takes account of environmental, social and governance aspects with a view to promoting **sustainability**.

Election to replace member: Michael Raaflaub elected as member of the Board of Trustees

A replacement election was held in 2023 to fill the vacant seat on the Board of Trustees. Michael Raaflaub received the majority of votes cast and was duly elected. He took up his office on September 14, 2023, and will continue to represent the interests of employees for the remaining term of office which runs until end-December 2024.

You can view the current composition of the Board of Trustees at AXA-foundation-for-supplementary-benefits.ch.

2024 is an election year for the entire Board of Trustees

A full election for all seats on the Board of Trustees is held every four years. 2024 is one such year, as the current term of office will be coming to an end at the end of 2024. If you would like to take an active role in shaping your occupational benefits insurance, why not put yourself forward next year as a candidate for the Board of Trustees? You will receive further information on the upcoming election in spring 2024.

2021 partial liquidation completed

Given the solid financial base with a funding ratio of over 110%, a partial liquidation procedure was initiated at the end of 2021. As part of this process, exiting occupational benefits funds received a share of the technical provisions and fluctuation reserve, as defined under the regulations. The 2021 partial liquidation has now been completed and all funds have been transferred to the individual occupational benefits funds according to the distribution plan. The partial liquidation will not have any impact on the remaining occupational benefits funds or the financial stability of the Foundation as a whole.

Changes to Foundation documents

The Board of Trustees has made various changes to the Foundation documents for the coming year. You will find an overview of the key changes on the separate information sheet, which is also available at wincolink.ch. Current documents can be accessed online anytime at AXA-foundation-for-supplementary-benefits.ch.

Your advantages at a glance

- Individual supplementary benefits as a supplement to basic coverage
- Customized solutions for companies throughout Switzerland
- Attractive solutions for insureds
- Transparency and planability thanks to interest model
- Committed to a Pillar 2 that considers environmental, social and governance aspects