



# Occupational benefits: Key points at a glance

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

## Current key figures

### BVG/OPA minimum interest rate for 2024

The statutory BVG/OPA minimum interest rate for 2024 is 1.25%.

### Pension conversion rates

The statutory conversion rate for mandatory BVG/OPA benefits remains unchanged at 6.8% for 2024.

The same conversion rates will apply effective January 1, 2024 to voluntary (extra-mandatory) retirement savings:

- 4.764% for men/persons who have reached the reference age of 65
  - 4.901% for women/persons who have reached the reference age of 64
- Depending on your occupational benefits fund, other conversion rates may apply if they are determined on an individual basis.

## 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 of age
2025	1961	64 years and 3 months
2026	1962	64 years and 6 months
2027	1963	64 years and 9 months
2028	1964 and later years of birth	65 years of age

### 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](http://wincolink.ch).

### Guarantee Fund

The contribution rates for the BVG/OPA Guarantee Fund for 2024 are as follows:

- 0.13% of the coordinated BVG/OPA salary for the provision of supplementary benefits in case of an unfavorable age structure
- 0.003% of vested benefits as of the end of the year for insolvency and other benefits (flat-rate contribution)

Contributions for 2023 are due for payment on June 30, 2024, while contributions for 2024 will be due the following year.

### Inflation adjustment

Under the BVG/OPA, the premium rate for adjusting survivors pensions and disability pensions for inflation amounts to 0.03% of the BVG/OPA salary.

## 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 at: [myAXA.ch](https://myAXA.ch).

## Other news from your Foundation

### 2024 is an election year for the Board of Trustees

A full election for all seats on the Board of Trustees is held every four years. 2024 is one such year. 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.

### Changes to Foundation documents

The Board of Trustees has made various changes to the Foundation documents for the coming year. Go to [wincolink.ch](https://wincolink.ch) to find a separate information sheet that will provide an overview of the most important changes. You can find the current documents online at [columna-collective-foundation-client-invest.ch](https://columna-collective-foundation-client-invest.ch).

### Current composition of the Board of Trustees

The Foundation comprises two bodies: the Board of Trustees and the occupational benefits fund commission. Their duties and obligations are described in the deed of foundation and in the respective organizational regulations. Visit [columna-collective-foundation-client-invest.ch](https://columna-collective-foundation-client-invest.ch) to view the current composition of the Board of Trustees.

### Your advantages at a glance

- Ideal for mid-sized and large enterprises
- Great deal of flexibility and decision power
- Your own investment strategy and performance targets
- Performance-based asset management
- Individual pension plan design