



Sustainability – it's what we do

Version 2024



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Title:

The common swift is a true aerial
acrobat and it is also the mascot of
the new Flora Futura Park (more
on page 19).

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-79.7 %

Reduction in carbon intensity of offset funds / own investments
(as of June 30, 2024 versus 2019)¹

3,111 kWp

Performance by AXA's photovoltaic systems in the AXA real estate portfolio (as of June 30, 2024)

96 %

Percentage of employees and general agents who have completed climate training courses (as of June 30, 2024)

-22 %

Reduction in carbon emissions from energy, travel by car and business travel between 2019 and 2023

4786

Employees, including 226 trainees (as of June 30, 2024)

≈ 738,100 m²

Rewilded biodiverse habitats as part of the Flora Futura initiative
(as of June 30, 2024)

¹ These figures are subject to volatility associated with carbon emission trends in the industry, the performance of the financial markets and issuers in which AXA has invested and consequently could change over time.



92 %

Percentage of employees who feel included

(as of September 2024)



2 billion

Amount of green investments with offset funds in CHF

(as of June 30, 2024)



> 5,000 hours

Volunteer work in 2023: more than 700 people worked over 5,000 volunteer hours



1.4 %

Equal pay gap
(unexplained gender pay gap as of September 2024)

“Many small contributions can make a big difference – every contribution helps!”



Fabrizio Petrillo, CEO of AXA Switzerland (center) at the groundbreaking of the Flora Futura Park in Winterthur

As one of the largest insurance companies in Switzerland, not only are we economically accountable, we also bear a great deal of responsibility toward society. In order to do something about climate change, which affects us too, of course, we are promoting biodiversity in Switzerland through our Flora Futura Initiative.

We are implementing various restoration projects and are also pitching in ourselves: Our AXA Hearts in Action corporate volunteering program gives our employees the opportunity to help out both the environment and the community through numerous volunteer activities. This year, for example, we fished refuse out of lakes and rivers and we did a lot of work in the area surrounding our office buildings in Winterthur, where we intend to convert the existing park into a haven of biodiversity.

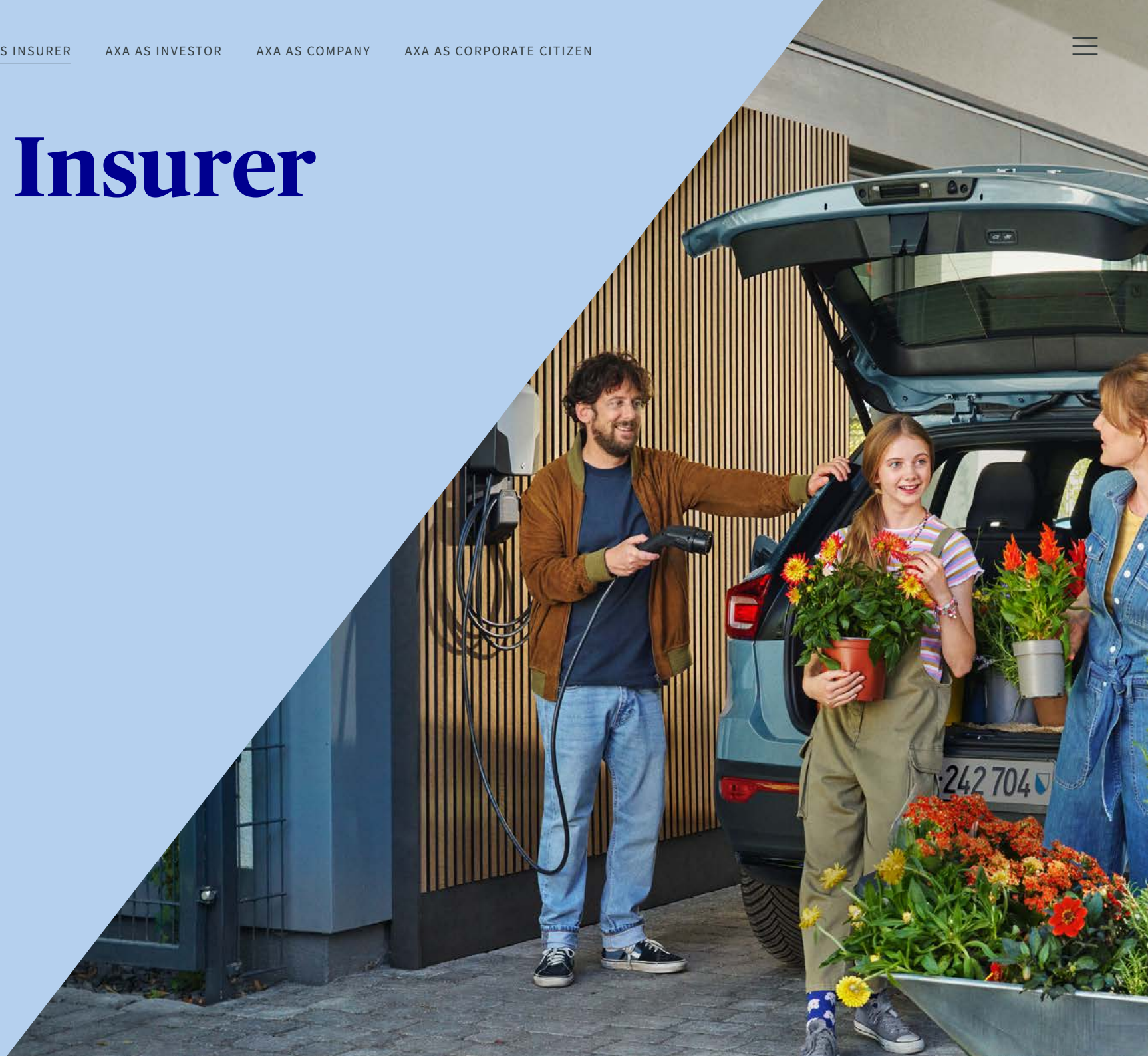
The Flora Futura Park is set to be completed just in time for our 150th anniversary next year. The aim of the park is to entice visitors to spend some time outdoors and to provide useful information about biodiversity.

In this publication, we introduce you to our sustainability projects and explain what sustainable development means to us. There is still much that needs to be done, but we are convinced that every little bit helps, and together it all makes a big difference.

All the best,

Fabrizio Petrillo
CEO of AXA Switzerland

AXA as Insurer



Professional support when transitioning to e-mobility

Green car repair

In 2023, AXA launched the Green car repair label in collaboration with Carrosserie Suisse. Through self-assessments and training sessions, AXA helps Swiss repair shops learn to make car repairs in line with ecological standards. By repairing car parts instead of replacing them, over 1,000 tons of carbon can be saved every year in Switzerland based on the calculations of AXA and Empa (Swiss Federal Laboratories for Materials Science and Technology)*.

*Basis: approximately 40,000 windshields and 30,000 bumpers are replaced every year in Switzerland.

As the largest motor vehicle insurer in Switzerland, AXA feels it should advocate for safe and innovative forms of mobility. Mike Haller, e-mobility expert at the AXA Competence Center for Mobility, explains how AXA intends to boost the momentum of e-mobility through its products, services and fact-based knowledge sharing.

How do AXA products support e-mobility?

In order to make it easier for our customers to switch over, we are one of the first insurers in Switzerland to offer a battery add-on coverage to car insurance policies to cover the repair or replacement of high voltage batteries. Another new addition to the market is the option to insure damage caused to third parties by battery fires. We also insure charging equipment and charging stations for electric cars against vandalism, for instance.

And AXA is raising awareness in order to facilitate the transition to electric vehicles. So how is AXA doing this?

Education and knowledge sharing are essential to give people access to new forms of mobility. With our mobility speedometer, the study on mobility habits in Switzerland that we are conducting in collaboration with the Sotomo research institute, we aim to show which part of the population is experiencing difficulties and how the obstacles can be eliminated. Battery tests, for example, facilitate the sales process for

used EVs. But few people even know that there is such a thing. This is why we recently started working together with a partner to offer “battery certificates.”

How does a battery certificate work?

What purpose does it serve?

The battery’s remaining performance largely determines the value of the vehicle, but performance declines with age and use. This is why we offer our customers streamlined, affordable access to a proven test procedure. The independent test from AVILOO works for all manufacturers and can be used to determine the health of the battery as well as its remaining range. These certificates are useful for anyone interested in buying a second-hand EV or buying out their lease or anyone who would just like to know the state of their battery’s health. This opens up the EV market to people with smaller budgets. And this is a good thing because the purchase price of a new EV is often an obstacle. Transparency about battery health can also help extend the lifecycle of an EV, which, in turn, has a positive impact on carbon emissions.

Company fleets also offer great potential when it comes to electrifying their vehicles.

How is AXA involved in company fleets?

Many companies are interested in EVs but have a lot of questions. They wonder if they will experience a loss of productivity if it takes a long time to



“The keys to giving people access to new forms of mobility are education and knowledge sharing.”

Mike Haller,
AXA Mobility Competence Center

charge the vehicle, or they want to know how to secure a stable network of charging options. This is why AXA subsidiary AXA Mobility Services (AMS) offers a free risk/opportunity analysis to companies that are planning to switch over and are in need of assistance. The goal may not necessarily be electrifying the entire fleet. Even switching some vehicles, buying hybrids or increasing car sharing helps to lower carbon emissions. This can also be financially beneficial for the company.

SmartFlex: sustainability pays off even when investing

Our retirement products enable our customers to secure their future and realize their life's dreams when they retire. And these same products are designed to meet our environmental, social and economic criteria.

Why is sustainability at AXA also important for retirement products and investing?

As one of the largest insurance companies and asset managers in the world, we bear a great responsibility when it comes to choosing our investments. And this is precisely why we are committed to investing in a responsible and sustainable manner. When making our investment decisions, we factor in environmental, social responsibility and good corporate governance (ESG) criteria. Companies that do not meet these criteria are not included in our investment universe. In particular, these are companies in the tobacco, banned weapons, coal, oil, gas and other sectors.

How does AXA incorporate sustainability into its retirement products?

We include sustainability criteria in the investment decisions we make. In addition to excluding

companies that do not meet our criteria, we rely on other environmental aspects, such as a company's carbon emissions or findings from our sustainability analyses. We also make it possible for our customers to focus more strongly on sustainability by enabling them to choose the "sustainability" investment theme for our SmartFlex pension plan and SmartFlex investment plan. Both plans allow customers to intentionally invest in companies that are pursuing a robust and credible decarbonization target for a carbon-neutral economy. Providers of climate solutions such as wind power or solar energy account for approximately 20 percent of the sustainability investment theme.

Why do we need sustainable retirement and investment products?

Demand for sustainable financial products has risen sharply in the past few years. About 20 years ago, people in Switzerland held some CHF 5 billion in sustainable investments. In 2023, it was around CHF 694 billion. About half of all investment products in Switzerland today support sustainability in some way. (Source: Radio SRF 1, Treffpunkt, March 19, 2024)



Sustainable investing is an investment not only in your own future, but in the future of our environment as well.

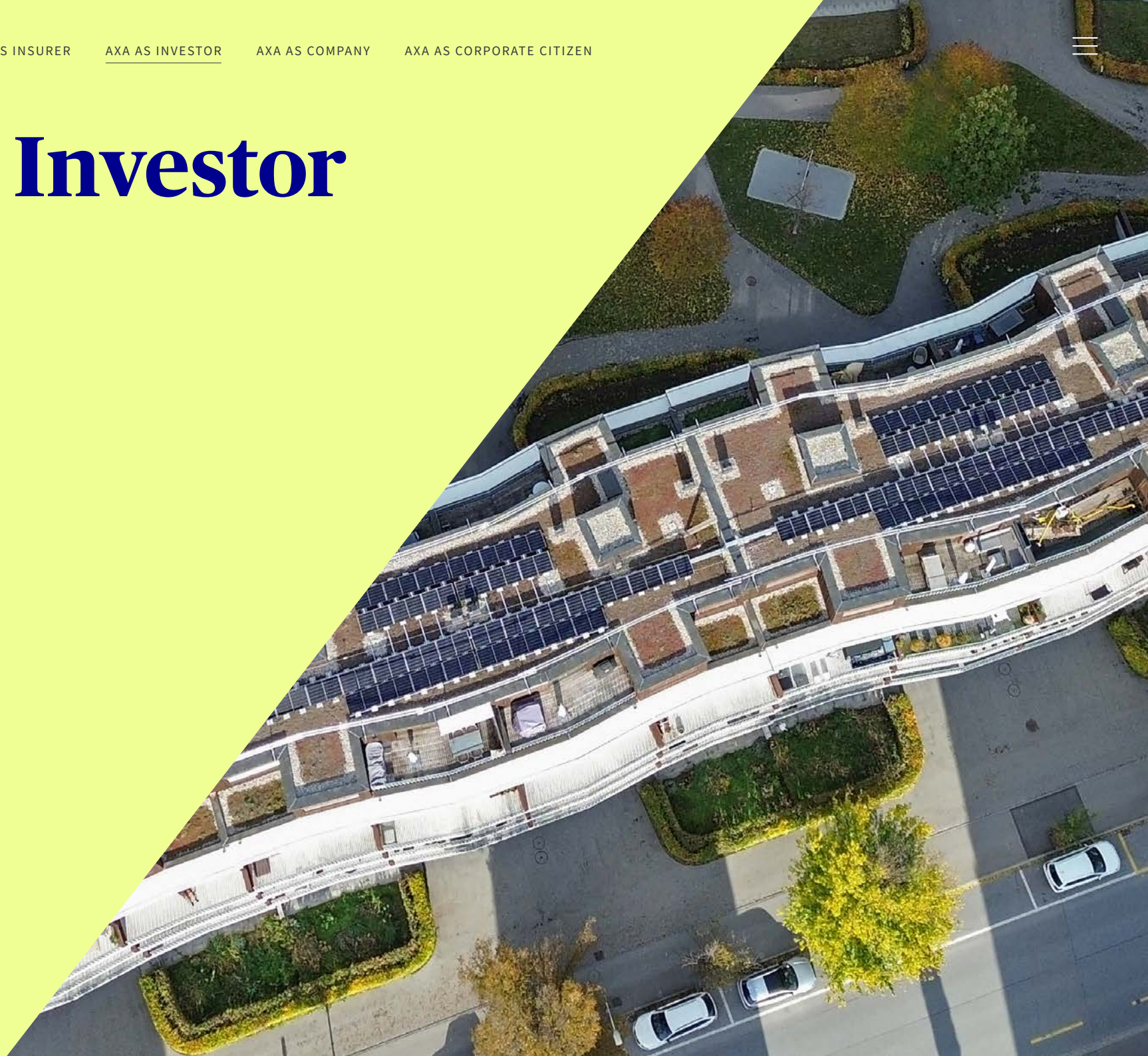
Why is investing in sustainability important?

Each and every one of us has many different ways that we can live more sustainably. Some people drive less, while others eat a vegetarian diet or use renewable energy. Sustainable investments are another way of empowering companies to create a more sustainable future by giving them the financial means to drive forward innovations.

More on the
SmartFlex
investment plan



AXA as Investor



Sustainable investments generate long-term value



“AXA is intent on investing its funds in a way that takes the needs of future generations into account.”

Daniel Gussmann,
CIO AXA Switzerland

AXA places rigorous demands on the sustainability of its investments. Daniel Gussmann, Chief Investment Officer of AXA Switzerland, explains in an interview how the sustainable investment strategy is implemented in practice.

Mr. Gussmann, what goal is AXA pursuing with its sustainable investment strategy?

As a major institutional investor, we aim to invest our funds in such a way that takes the needs of future generations into account. We firmly believe that the responsible and sustainable use of all resources adds value over the long term – for our customers, our shareholders, our staff, society at large and the environment.

In compliance with the Paris Agreement on climate change, one of the main goals of AXA's investment strategy is to reduce the carbon footprint of our investments in line with our net zero target by 2050. How will you achieve this?

We have very strict exclusion criteria. For example, we've already removed more than 95% of companies in the oil and gas sector from our portfolio. Furthermore, we refuse to invest in producers of palm oil and soy or cattle ranchers that are involved in clearcutting the rain forest. And we also consistently exclude any financial investments based on the trade of agricultural commodities.

What success has AXA Switzerland achieved so far?

Compared to 2019, we have already reduced the carbon intensity of our own facilities by 79.7 percent. This is primarily thanks to our exit from fossil fuels. Additionally, we have invested CHF 2 billion in offset funds in green investments, such as green bonds or impact funds.

How can you be sure that the stocks you invest in are sustainable?

The data must be absolutely reliable. When deciding in which stocks to invest, we analyze and evaluate companies in terms of environmental, social and governance (ESG) criteria. To do this, we rely on data from external agencies as well as internal analyses. This enables us to incorporate ESG risks and opportunities into our investment decisions. We also analyze our portfolios on a regular basis to check whether our guidelines are being implemented correctly or whether changes should be made.

New member of the SSF Board

Daniel Gussmann has newly joined the Board of the Swiss Sustainable Finance (SSF) association. SSF advocates for sustainable financial products and services in Switzerland, promotes the integration of ESG principles in the financial industry and supports its members in implementing sustainable investment strategies.

Link to Swiss Sustainable Finance. [SSF](#)



Creating livable residential spaces

Sustainability discount for mortgages for green homes

AXA now also supports efforts to make the future more sustainable in the mortgage market, incentivizing investment in climate-friendly homes by offering a discount for replacing an old heater with renewable energies, upgrading to more efficient thermal insulation, installing a photovoltaic system or making other investments to reduce carbon emissions.

[Link to offer](#)



A growing population needs room to live. Creating sustainable housing means taking both environmental aspects and the quality of life of residents into consideration. AXA is keenly interested in the social aspect of its housing developments. Schöngrün, just 10 minutes from the Solothurn train station, is a perfect example of this.

When constructing and managing sustainable properties, AXA has always pursued a holistic approach and has focused in particular on the communal aspect of the property. A good example is the Biberist building complex in Schöngrün. It is designed to be a multi-generational complex that meets the needs of an evolving society. The 160 new apartments and a generation house with 11 small apartments gives everyone – from singles to families to seniors – a home that provides an elevated standard of living.

Urban living with a rural feel in Schöngrün

Those seeking a slower pace of life will find room to relax in nature right on their doorstep. And it's a mere 15-minute walk to the historic heart of Solothurn – even less if you jog. Schöngrün has a lot to offer for those who are athletically inclined. There's an outdoor fitness course and a bouldering gym in the old barn. The buildings are energy efficient with a photovoltaic system, and the most natural and sustainable materials were used in their construction. Schöngrün is also on the cut-

ting edge of mobility because residents have an electric car and e-bikes at their disposal.

Sustainability is about more than just saving energy

AXA takes a broader view of sustainability. Whenever possible, communal aspects are integrated into all real estate projects and existing properties. These include health, safety and comfort, economic responsibility and employee participation in our own companies. AXA keeps in touch with those who use its properties. This enables it to develop needs-based living and working spaces and nature areas. In addition to sustainably designed spaces, tenants are supported, for example, with tips on how to save energy and optimize operation.

Communication is key

AXA is committed to innovative concepts such as social diversity and fostering community. This means that communication plays a vital role at Schöngrün. Residents can communicate with one another using an app that was developed specifically for this purpose. It is widely used and promotes a sense of community that brings the neighborhood together. Satisfied residents are the key to creating a successful sustainable residential complex – the low tenant turnover and vacancy rates are the best proof of its success.



The Schöngrün complex provides a home surrounded by nature that is only minutes from Solothurn.



Facilities such as the outdoor fitness course ensure that neighbors have spaces where they can meet one another.

AXA as Company





Taking part in the conversation

Gudrun Sander is the Director of the Competence Center for Diversity and Inclusion (CCDI) and Director of the Research Institute for International Management at the University of St. Gallen. For the past three decades she has been committed to advancing diversity, equity and inclusion in research, practical applications, teaching and continuing education.

Patrick Weber has been a Diversity, Equity & Inclusion expert at AXA Switzerland since March 2023. Prior to this, he was a research assistant at the FHNW School of Social Work. After completing the CAS Diversity and Gender Equality advanced training course, he decided to put his expertise into practice at AXA Switzerland.

A corporate culture promoting diversity and inclusion

Both diversity and inclusion are top priorities at AXA. Professor Gudrun Sander and Patrick Weber, Diversity, Equity & Inclusion experts at AXA, discuss these topics from their own perspectives.

Gudrun Sander: The focus of diversity and inclusion in Switzerland and abroad often still lies on the unequal treatment between women and men, particularly with regard to management positions or professional segregation, e.g. the categorization into typical men's jobs and typical women's jobs. But the discussion should also include minorities such as people with different ethnic backgrounds or who identify as LGBTQIA+. Another key aspect that is often overlooked is neurodiversity, because eighty percent of disabilities are not visible. First and foremost, "diversity" is about a healthy work-life balance, which also includes the topic of life phases.

Patrick Weber: Up to now, the focus at AXA has mainly been on gender and ways to reconcile work and family. Ideally, diversity should extend to other areas as well. But I have noticed that quite a few measures that have already been introduced at AXA were not overtly labeled as "diversity and inclusion." One example is how the company deals with LGBT parenting and parental leave.

Gudrun Sander: For me, AXA has always been a trailblazer. Flexible working options, for example, were introduced ten years before the covid outbreak. And the few times that I've dealt with AXA in the past, I noticed the openness that you talked about, and I have always appreciated it. AXA listens and is open to new ideas.

Patrick Weber: Yes, from my experience, the key people at AXA are open to change, and the employees appreciate this culture. One indication of this is that many former employees return to AXA precisely because of this unique culture. In my opinion, daily visibility for these issues is essential, because without it, no further advances can be made.

Gudrun Sander: In this respect, it is important that each company designs its projects as independently as possible of specific individuals. When there is a change in top management, often the progress that has been made quickly falls by the wayside. The individual issues must be embedded into the corporate culture as soon as possible so that, in the best case scenario, they are no longer perceived as part of diversity and inclusion.

Patrick Weber: That's true. First and foremost, AXA Switzerland needs a solid basis to work from. For me, it's important that the corporate culture is not only based on AXA Group policies, but also



that it incorporates more concrete structures and values that are specific to Switzerland. What is needed then are real-life measures such as our inclusion survey, which we conducted this year for the fourth time. The findings are evaluated and actively applied to the process of preparing our D&I strategy, among other things. And this year, a group of employees set up a queer network that actively works to create an inclusive working environment for queer people. All this points us in the right direction and shows how much emphasis AXA places on fostering diversity and inclusion.



AXA finances carbon removal projects such as this reforestation project in Uruguay.

-22%

Reduction in carbon emissions from energy, travel by car and business travel between 2019 and 2023

13,630 tons

Carbon emissions of AXA Switzerland, including sales team in 2023

On our way to net zero: reducing carbon emissions at our company

AXA is committed to protecting the climate. All greenhouse gas emissions that the company produces through its daily business are to be reduced to a minimum. It also supports climate protection projects that remove carbon from the atmosphere and store it long term.

Understanding AXA's carbon footprint

What is AXA doing about its emissions? AXA bases its actions on the annual measurement of carbon emissions. This shows us how much we've already lowered emissions and which measures we still need to take. ClimatePartner, a climate protection company, reviews carbon footprints, reduction measures and targets as well as carbon certificates and transparent communication. These steps are certified.

AXA has greatly reduced carbon emissions

AXA's climate strategy has already helped it achieve some major successes: carbon emissions from energy, travel by car and business travel were reduced by a further 22 percent between 2019 and 2023. In recent years, countless miles flown and driven by car have been saved. "At AXA, our motto is 'train, not plane' for travel times that are less than five and a half hours long," explains Franka Bosman, Sustainability Manager at AXA Switzerland. Another measure that cuts down on carbon emissions is providing expert assessments remotely and via video. A customer with a damaged vehicle can send photos or videos to our experts for handling. This saves time for both parties and reduces the impact on the environment since no driving is involved.

Reducing emissions for buildings and mobility

Energy usage and the mobility of our employees are two additional key areas in which AXA aims to further cut carbon emissions.

"We use space more efficiently in our office buildings in order to save energy. We are also replacing fossil fuel heating with photovoltaic installations on our roofs," explains Franka Bosman. In terms of mobility, cars are responsible for the largest amount of carbon emissions. "So this is why we intend to reduce the number of automobile trips." AXA gives its employees the option of working from home and meeting with customers online. For times when employees can't do without a vehicle, AXA recommends switching to an EV,

but mobility is still the company's largest source of carbon emissions. And we continue to search for solutions to make commuting and business trips more climate friendly. In addition to this, we are focusing more strongly on artificial intelligence in order to better understand and monitor its carbon footprint and how it consumes energy.

External certification through ClimatePartner



ClimatePartner
certified business operations
climate-id.com/H2TM6A



Less status, greater accountability

“Major Swiss Corporation Scraps Bosses” was the headline of an article in the newspaper Blick at the start of 2024, reporting that AXA Switzerland had eliminated titles and introduced a new compensation system. But what does this all mean and does AXA Switzerland really not have managers anymore? We went to HR manager Daniela Fischer for answers.

Daniela, how does eliminating titles actually play out in day-to-day work?

Not much has changed in people’s daily work. Our company culture has long emphasized working together and on an equal footing. Removing titles has been a way to make this official. Our goal was not to eliminate the hierarchy. We want to keep the hierarchy insofar as it lets us maintain clearly delineated responsibilities. What we want to do away with is a “hierarchy based on status” and in its place create a “hierarchy based on responsibility.”

So the hierarchy still exists?

Yes, it does. Now it is simply based on accountability. Titles that were primarily a status symbol, such as “Director” or “Vice President” have been eliminated. We still have managers who support employees according to our management concept of empowering leadership. Our organizational structure has not changed.

So everything is still the same for your employees?

Not entirely. The way that a person pursues a career at AXA has changed. In the past, being promoted at AXA Switzerland meant receiving a title. Now we have a job structure with 13 levels. The tasks, areas of responsibility and requirements for staff members are defined for each level. The advantage of a granular job-level system is that the “leaps” between levels have become smaller. This increases transparency, which means potential career progression can be better mapped out.

Converting to this new system sounds like a lot of work. What’s the point of it all?

The concentration of power in one individual and the titles that reflect this power are features of an outdated understanding of leadership. Employees today have a different relationship to their job as they are seeking a sense of purpose, self-determination and the ability to help shape the company. The primary role of managers should be to create the necessary parameters.

AXA has also dealt with a topic that is often heatedly debated in public and in the media – bonuses. What has changed?

Previously, bonuses were paid out mostly based on individual performance. Since the beginning of the year, variable compensation has been based on the company’s success. After all, the success of a company is a community effort.

AXA’s compensation system

Criteria for the bonus payout factor
Success through community as AXA Switzerland

Decision concerning the payout factor:
Executive Board / Board of Directors of AXA Switzerland

Target value

Bonus

Fixed annual salary

Target compensation

Transparency:
Target compensation for all employees known in advance

“The success of a company is a community effort.”

Concretely, this means that in years when the company is more financially successful, bonuses will be higher. This system is more transparent and rewards both the contribution of each individual as well as the overall performance of the company.

What do the employees think of this?

The new system has been very well received, and not just by the younger generations. The employees have been involved in these changes across all levels of hierarchy and they see the advantages.



Daniela Fischer, Head of Human Resources, AXA Switzerland

AXA as Corporate Citizen



AXA's commitment to society

Flora Futura

To celebrate its 150th anniversary in 2025, AXA will restore habitat on one square meter of land for each of its customers. This works out to some two million square meters of biodiverse habitat, or the equivalent of about 280 soccer fields.

More on [AXA's biodiversity initiatives](#)

Women's football

Since the 2020/21 season, AXA has proudly supported Switzerland's top football league for women as a partner and its namesake. In the summer of 2025, AXA will continue its commitment in a special way: AXA will be the official partner of the UEFA Women's EURO 2025, which is to take place in eight Swiss cities. AXA is passionate about ensuring that women's football receives the recognition it deserves. And thanks to the enormous commitment of its local agencies, AXA can provide greater visibility for regional clubs and younger players.

More about [Women's football](#)

The AXA Foundation for Prevention

All different kinds of people use the streets. Each one of them needs some help in navigating urban mobility. Since 1973, the AXA Foundation for Prevention has been advocating for more safety on the streets – with research promotion and prevention measures that focus particularly on children through the use of Max the Badger. More about the [AXA Foundation for Prevention \(DE\)](#)

Red Cross vacations

Red Cross vacations are aimed at children who have experienced traumatic situations in the past, such as war or having to flee from their homes. AXA has supported this Swiss Red Cross project since 2023. During a one-week vacation, the children are allowed to simply be children again, spend time recuperating, learn new skills through play and receive support for integration.

More about [Red Cross vacations \(in German\)](#)

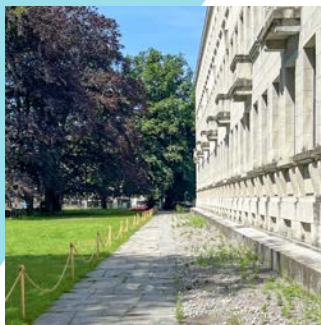
Sitios

The Sitios organization develops and operates ginto, a platform that provides information about the accessibility of buildings to people with limited mobility. AXA supports Sitios by integrating the accessibility of public elevators into the platform. More about [ginto](#)





Green lungs in the middle of the city:
Flora Futura Park at the AXA head
office in Winterthur (from 2025)



Biodiversity meets recreation

The land surrounding AXA head office in Winterthur is being completely transformed, and the new Flora Futura Park will be unveiled in 2025. The park aims to highlight biodiversity while at the same time offering a green oasis for residents.

The park surrounding AXA's headquarters in Winterthur is a hive of activity. The grounds of the future Flora Futura Park, which will encompass some 16,000 square meters, will feature both dry and flower meadows as well as native and adapted trees and bushes. It will provide a habitat for countless insects such as butterflies and beetles. With structural features like brush piles, bat boxes and measures to prevent bird strikes, the grounds will be an even better habitat for small mammals and birds.

An island of biodiversity in an urban environment

For the past two years, AXA has worked to improve biodiversity in Switzerland through its Flora Futura initiative. The Flora Futura Park will further underscore this commitment. But the Flora Futura Park will not only serve as habitat for all kinds of species. New ecosystems such as gravel areas and tiny ponds will also improve biodiversity, and the trees in the park will be cared for so they become more resilient in the face of climate change. AXA's head office will be a showcase for biodiversity in residential areas in the middle of the city of Winterthur.

In addition to biodiversity, AXA will integrate and combine further elements during the renovation to form a united whole: the existing stands of trees, preservation and conservation of the park grounds and the on site works of art. The only thing that will change is the surroundings. "Cultural heritage and ecology meet in a thoughtful dialog," is how project manager Thomas Hügli describes the change.

Relax. Have lunch. Walk. Unwind.

But that's not all. "We want to create a place where people can meet up and hang out right in the middle of Winterthur. Employees, residents of Winterthur and visitors to the city can go there and spend some time relaxing and unwinding – all courtesy of AXA." This is Thomas Hügli's vision. The aim is to create a place for rest and relaxation that also provides interest, with areas that invite people to recharge, with digital information about the different types of wildlife, measures for visitor management and with sustainable refreshment options. The park will officially open in May 2025 to celebrate AXA's 150th anniversary. "The Flora Futura Park will regenerate the land around AXA's head office and also be made accessible to the general public. We see this as a further indication of our ties to the city of Winterthur – both today and in the future," says AXA Switzerland CEO Fabrizio Petrillo.



"The Flora Futura Park will make the land around AXA head office more accessible to the general public."

Fabrizio Petrillo, CEO of AXA Switzerland

2025

The year that the property will be transformed into a space for employees, the residents of Winterthur and visitors to the city to meet up, relax and unwind for a while – all courtesy of AXA

16,000 m²

The size of the future Flora Futura Park in Winterthur, which surrounds the AXA head office

AXA Hearts in Action

The most valuable gift we can give to society is our time and commitment. This idea is behind the global AXA Hearts in Action initiative. In 2023, around 700 employees in Switzerland demonstrated their commitment by carrying out some 5,000 hours of volunteer work for the environment or for community projects. Daniela Scharfetter, expert for volunteer work at AXA Switzerland, explains how and why AXA does this.

Learn more
about the work
we do through
[AXA Hearts in
Action](#)



Daniela, how does AXA create added value for the community through its AXA Hearts in Action initiative?

Our goal is to do our part for a more livable environment and safer communities and to raise awareness for the needs of the environment and communities. To this end, we work together with charitable organizations that are aware of the needs of the areas in question or the relevant target groups.

What are some of the things that AXA Hearts in Action does? Can you give us a couple of examples?

Some of our environmental projects include restoring protected forests, cleaning up areas or combating non-native plants. Our community projects include coaching young people, making places accessible for people with disabilities and helping people who are excluded from society.

In your experience, what is particularly important when implementing volunteer work in a company?

The main thing is to recognize the work that the employees do. And all employees and managers should be involved. Another important point is to be mindful of the way in which you deal with charitable organizations and their values. A positive and respectful collaboration with these organizations is the key to successful engagement.

Why is it worthwhile for a company to invest in employee volunteer work?

Having the opportunity to do something good for the world positively impacts the corporate culture and creates a feeling of community. Employees can network in a new area and discover fresh perspectives. Volunteer work creates a sense of purpose and provides variety, which promotes employee well-being in the workplace.



This global initiative enables AXA employees to do something for the common good in many different areas that benefits either people or the environment.

Imprint

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