



AXA Foundation for Occupational Benefits,  
Principality of Liechtenstein

# Annual Report 2024

AXA Foundation for Occupational  
Benefits, Principality of Liechtenstein

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**“Our primary objective is to guarantee peace of mind for your retirement and secure pensions.”**

The Board of Trustees of the  
AXA Foundation for Occupational Benefits,  
Principality of Liechtenstein

# Foreword

Dear reader

We are delighted to issue you with this Annual Report, which looks back on an extremely successful year!

At the end of 2024, we were able to generate an impressive performance of 9.8% with our investment strategy. This allowed us to achieve two important objectives:

1. **Attractive interest:** We paid interest on our insureds' retirement assets at an above-average rate of 4.5% for 2024.

2. **Long-term stability:** We were able to increase the fluctuation reserve further, thereby reinforcing the financial stability of our Foundation on a lasting basis. With a coverage ratio of 108.3% as at December 31, 2024, we have substantially improved our financial risk capacity.

Thanks to an average age of approximately 44 and a low proportion of pensioners (4%), we have an excellent structural framework.

**“Alongside attractive rates of interest, the financial security of the Foundation is of key importance to us.”**

Our primary objective is to guarantee peace of mind for your retirement and secure pensions. Consequently, our Board of Trustees takes a proactive approach to planning and regularly checks that our investments are aligned with our liabilities. To safeguard the balance between security and returns over the long term, we conducted an asset-liability study. This allows us to ensure an optimal focus for our investment strategy. This study resulted in merely minor adjustments.

In light of increasing population aging, we reflected on the responsibilities upon us and decided to gradually reduce the conversion rate from 6.0% to 5.7% between 2026 and 2028. This measure reduces the redistribution from people who are still working to those who have retired, and also allows us to put investment returns to greater use in the interest paid on your retirement assets. Our aim in this is to cushion the lowering of the conversion rate and continue to offer you interesting returns.

Alongside attractive rates of interest, the financial security of the Foundation is of key importance to us. Stability and continuity are rooted in our Foundation's DNA. For us, reliability is an indispensable part of pension provision and a value we been upholding for over forty years.

We look forward to continuing to serve you as strong partner and wish to thank you for your trust.

Dennis Waech  
Chair of the Board of Trustees  
AXA Foundation for Occupational  
Benefits, Principality of Liechtenstein



**Dennis Waech**  
**Chair of the Board of Trustees of the**  
**AXA Foundation for Occupational**  
**Benefits, Principality of Liechten-**  
**stein**

Composition of the Board of Trustees for the 2021 – 2024 term of office



**Dr. Rolf Steiner, Irene Spalinger** (Managing Director), **Bernd Wurster, Dennis Waech** (President), **Felix Tromp**

# Profile of the Foundation

The AXA Foundation for Occupational Benefits, Principality of Liechtenstein, domiciled in Vaduz, was founded on May 7, 1982. The Foundation was established in order to provide occupational retirement, survivors', and disability benefits insurance. It provides benefits in accordance with the provisions governing

mandatory occupational benefits and also offers benefits plans that exceed the minimum statutory requirements, as well plans for voluntary occupational benefits.

# Facts & Figures 2024

2023

2024

Active insureds

**-4.99 %**4,732  
4,496

Affiliated companies

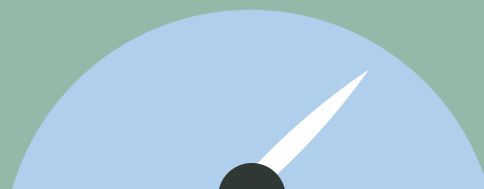
**-0.49 %**

823

819



Pensioners

**182**Performance of  
invested assets**+9.80 %**Interest rate on  
retirement assets

Total interest

4.50 %

1.00 %

0.70 %

4.00 %

2.50 %

3.50 %

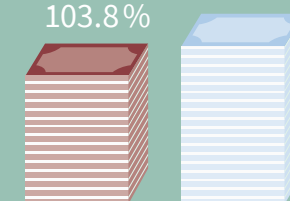
2024  
2023  
2022  
2021  
2020  
2019

Retirement assets  
(millions)**+4.45 %**492  
514

Coverage ratio

103.8 %

108.3 %



Contribution volumes

**CHF 47.2 Mio.**

Balance sheet total

**CHF 688.2 Mio.**

# Financial statements 2024

## Balance sheet

in CHF	Index explanatory notes	31.12.2024	31.12.2023
<b>Assets</b>			
<b>Investments</b>	6.4	<b>674,225,875.09</b>	<b>610,283,527.12</b>
<b>Accounts receivable</b>	7.1.1	<b>10,993,470.70</b>	<b>3,733,550.51</b>
<b>Assets with AXA Life Ltd</b>	7.1.2	<b>846,618.05</b>	<b>905,341.65</b>
<b>Accounts receivable from affiliated employers</b>	6.11.1	<b>1,794,572.11</b>	<b>1,819,023.07</b>
./. Del credere		-3,967.00	0.00
<b>Prepayments and accrued income</b>	7.1.3	<b>390,046.96</b>	<b>366,780.86</b>
<b>Total assets</b>		<b>688,246,615.91</b>	<b>617,108,223.21</b>
<b>Liabilities</b>			
<b>Liabilities</b>		<b>36,275,882.74</b>	<b>28,266,788.24</b>
Vested termination benefits accounts and pensions	7.2.1	35,603,972.16	28,056,631.89
Prepaid contributions from affiliated employers		274,628.67	175,766.75
Other liabilities	7.2.2	397,281.91	34,389.60
<b>Accrued liabilities and deferred income</b>	7.2.3	<b>151,115.00</b>	<b>81,357.85</b>
<b>Employer-paid contribution reserve</b>	6.11.2	<b>228,160.30</b>	<b>102,894.85</b>
<b>Non actuarial reserves</b>		<b>0.00</b>	<b>0.00</b>
<b>Pension liabilities and actuarial reserves</b>		<b>601,313,574.15</b>	<b>566,600,018.96</b>
Active participants' liabilities	5.3.1	514,268,182.84	492,353,829.51
Pensioners' liabilities	5.4.1	72,671,935.31	62,344,728.45
Actuarial reserves	5.5.1	14,373,456.00	11,901,461.00
<b>Reserve for fluctuations in asset value of Foundation</b>	6.3.1	<b>50,002,485.90</b>	<b>21,742,536.24</b>
<b>Non-committed funds (unallocated assets) of occupational benefits funds</b>		<b>275,397.82</b>	<b>314,627.07</b>
Non-committed funds at the beginning of the period		314,627.07	316,736.92
Change in non-committed funds from takeovers and transfers		8,184.45	0.00
Expense surplus of occupational benefits funds (net)		-47,413.70	-2,109.85
<b>Non-committed funds of Foundation</b>		<b>0.00</b>	<b>0.00</b>
Balance at the beginning of the period		0.00	0.00
Income surplus of Foundation		0.00	0.00
<b>Total liabilities</b>		<b>688,246,615.91</b>	<b>617,108,223.21</b>



# Operating account

in CHF	Index explanatory notes	2024	2023
<b>Ordinary and other contributions and transfers</b>		<b>51,296,577.96</b>	<b>49,248,518.73</b>
Employee contributions	7.3.1	19,134,665.40	18,773,278.10
Employer contributions	7.3.1	28,068,707.50	27,137,579.98
of which withdrawal from employer-paid contribution reserve to finance contributions	6.11.2	-28,234.55	-333.60
One-time payments and purchase amounts		3,967,939.61	3,281,546.60
Transfers to employer-paid contribution reserve	6.11.2	153,500.00	56,447.65
<b>Entry lump sum transfers</b>		<b>36,026,528.24</b>	<b>59,493,821.65</b>
Vested termination benefits transfers		35,884,949.14	59,294,546.45
Transfers following takeover of participants	7.3.2	8,184.45	0.00
Reimbursements of withdrawals for divorce		133,394.65	199,275.20
<b>Inflow from contributions and entry lump-sum transfers</b>		<b>87,323,106.20</b>	<b>108,742,340.38</b>
<b>Regulatory benefits</b>		<b>-24,178,349.25</b>	<b>-22,956,330.65</b>
Retirement pensions	7.3.3	-6,583,382.30	-5,987,182.10
Survivors' pensions	7.3.4	-676,793.85	-667,131.70
Disability pensions		-1,863,749.10	-1,586,266.50
Lump-sum benefits on retirement		-11,367,618.55	-14,153,562.85
Lump-sum benefits on death or disability		-3,686,805.45	-562,187.50
<b>Termination benefits</b>		<b>-56,861,027.10</b>	<b>-67,410,277.28</b>
Vested termination benefits for leavers	5.3.1	-56,173,024.75	-66,770,764.25
Divorce	7.3.5	-688,002.35	-639,513.03
<b>Outflow for benefits and withdrawals</b>		<b>-81,039,376.35</b>	<b>-90,366,607.93</b>
<b>Increase in pension liabilities, actuarial reserves, and contribution reserves</b>		<b>-34,847,005.09</b>	<b>-29,882,175.91</b>
Increase in active participants' liabilities (net)		-1,420,585.65	-344,346.18
Change in pensioners' liabilities (net)		-10,327,206.86	-24,028,858.08
Change in non-committed funds from takeovers and transfers		-8,184.45	0.00
Increase in actuarial reserves of the Foundation		-2,471,995.00	-913,716.00
Interest on active participants' liabilities		-20,493,767.68	-4,539,141.60
Increase in employer-paid contribution reserve		-125,265.45	-56,114.05

in CHF	Index explanatory notes	2024	2023
<b>Income from insurance benefits</b>		<b>9,088,450.15</b>	<b>6,983,952.90</b>
Insurance benefits	7.3.6	9,088,450.15	6,983,952.90
<b>Insurance cost</b>		<b>-8,027,144.60</b>	<b>-7,951,958.60</b>
Risk premium		-5,818,607.65	-5,848,109.10
Cost premium	7.3.7	-2,197,213.15	-2,047,494.55
One-time contributions to insurances		0.00	-42,286.25
Contributions to the Guarantee Fund		-11,323.80	-14,068.70
<b>Net result of insurance activities</b>		<b>-27,501,969.69</b>	<b>-12,474,449.16</b>
<b>Net return on investments</b>		<b>55,929,736.33</b>	<b>33,864,986.96</b>
Net return on investments	6.9	60,463,502.64	36,707,337.59
Other income from assets		10,138.35	11,386.60
Administration cost of investments	6.10.1	-4,543,904.66	-2,853,737.23
<b>Other income</b>		<b>55,208.15</b>	<b>65,642.07</b>
Income from services rendered	7.3.8	51,493.30	44,607.35
Other income	7.3.9	3,714.85	21,034.72
<b>Other expenses</b>		<b>-17,039.08</b>	<b>-60,729.65</b>
<b>Administration expenses</b>		<b>-253,399.75</b>	<b>-343,106.55</b>
General administration expenses		-179,421.15	-258,639.35
Auditor's costs		-24,884.60	-24,792.55
Costs of occupational pensions actuary		-15,764.00	-27,835.95
Supervisory authorities' costs		-33,330.00	-31,838.70
<b>Income surplus prior to increase in reserves for fluctuations in asset value</b>		<b>28,212,535.96</b>	<b>21,052,343.67</b>
<b>Increase in reserve for fluctuations in asset value</b>		<b>-28,259,949.66</b>	<b>-21,054,453.52</b>
<b>Expense surplus</b>		<b>-47,413.70</b>	<b>-2,109.85</b>
Expense surplus of occupational benefits funds (net)	7.3.11	-47,413.70	-2,109.85
Income surplus of Foundation	7.3.12	0.00	0.00

# Notes to the financial statements 2024

## Explanatory notes

### 1 Basis and organization

#### 1.1 Legal form and purpose

On May 7, 1982, “Winterthur” Life Insurance Company in Winterthur formally established a foundation as defined by Art. 552 ff. of the Liechtenstein Persons and Companies Act (PGR) under the name “Stiftung der Winterthur-Leben für betriebliche Vorsorge im Fürstentum Liechtenstein” (Foundation of Winterthur Life for Occupational Benefits in the Principality of Liechtenstein). The present name of the Founder is AXA Life Ltd. The present name of the Foundation is AXA Foundation for Occupational Benefits, Principality of Liechtenstein.

The Foundation has its registered office in Vaduz.

The purpose of the Foundation is to protect employees and employers of affiliated companies in accordance with its regulations against the economic consequences of loss of earnings resulting from old age, disability, or death. To this end, it manages benefits in accordance with the provisions governing mandatory and voluntary occupational benefits insurance.

#### 1.2 Subject to BPVG

The Foundation is subject to the law of 20 October 1987 governing occupational pension provision (BPVG). This law specifies the minimum requirements for mandatory provision of occupational retirement, disability, and survivors’ benefits. Furthermore, it contains general provisions governing mandatory and voluntary occupational benefits insurance.

The Foundation pays contributions to the BVG (LOB) Guarantee Fund in Switzerland for the purpose of insolvency insurance and is registered under no. FL 8.

1.3 Details on the document and regulations	Version	New version as at
Deed of foundation	2019	
Occupational benefits fund regulations/occupational benefits plans	01.01.2023	01.01.2025
Regulations on surplus participation	01.01.2021	
Business regulations of the Board of Trustees	01.01.2021	
Regulations on the partial and total liquidation of occupational benefits funds	01.01.2019	
Regulations on the partial liquidation of a collective foundation	01.01.2019	
Cost regulations	01.01.2017	
Regulations on the formation of provisions and reserves	01.01.2019	01.10.2024
Investment regulations	01.06.2021	01.10.2024



1.4 Supervisory board, authorized signatories, committees and management

Board of Trustees

Members	Function	Term of office
Dennis Waech	Chair	2022 - 2024
Dr. Rolf Steiner		2021 - 2024
Felix Tromp		2024
Bernd Wurster		2021 - 2024

All members of the Board of Trustees confirm that they will continue in office for the next term of office from 2025 to 2028.

Documents must be signed by two trustees to be legally binding.

Occupational Benefits Fund Commission (OBFC)

The management bodies of the separately managed occupational benefits funds for affiliated employers. These bodies consist of an equal number of employee and employer representatives.

Management

Managing Director	Irene Spalinger Kunz, AXA Life Ltd
Deputy Managing Director	Barbara Striegel, AXA Life Ltd
Management company, administration, bookkeeping and distribution	AXA Life Ltd, Winterthur

1.5 Occupational pensions actuary, auditor, supervisory authority

Occupational pensions actuary	Contractual partner: Libera AG, Basel
	Appointed actuary: Martin Hänggi
Auditors	KPMG (Liechtenstein) AG, Vaduz
Supervisory authority	Financial Market Authority Liechtenstein, Vaduz

1.6 Affiliated employers

(number of affiliation contracts)	2024	2023	Change in %
Balance as at January 1	823	785	4.84
Additions	72	94	
Withdrawals	-76	-56	
Balance as at December 31	819	823	-0.49

2 Active members and pensioners

Active participants	2024	2023	Change in %
Balance as at January 1	4,732	4,570	3.54
Additions	1,088	1,514	
Withdrawals	-1,324	-1,352	
Balance as at December 31	4,496	4,732	-4.99

2.2 Pension recipients

Pensions borne autonomously by the Foundation	Number on 31.12.2024	Additions Withdrawals 2024	Number on 31.12.2023
Retirement pensions	182	28 -3	157
Retired person’s child’s pensions	6	3 -1	4
Partner’s pensions	2	1 0	1
Balance as at December 31	190		162

Reinsured Pensions	Number on 31.12.2024	Additions Withdrawals 2024	Number on 31.12.2023
Retirement pensions	236	0 -12	248
Retired person’s child’s pensions	1	0 -1	2
Disability pensions	102	6 -8	104
Disabled person’s child’s pensions	41	7 -8	42
Partner’s pensions	53	4 0	49
Orphan’s pensions	17	2 -5	20
Term annuities	2	0 -1	3
Balance as at December 31	452		468

Total as at December 31	642		630
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3 Implementation of objectives

3.1 Characteristics of the pension plans

The pension fund regulations issued by the Board of Trustees form the framework of the individual pension plans of the affiliated occupational benefits funds.

Each affiliated occupational benefits fund has issued a pension plan. It stipulates the type and amount of occupational benefits as well as the amount and composition of the contributions.

Pension conversion rates	2024	2023
For women/men with retirement age 65	6.000 %	6.000 %

3.2 Financing, financing method

The financing of the occupational benefits cover depends on the individual pension plans of the occupational benefits funds.

3.3 Share of insurance surpluses

AXA Life Ltd. calculates the surplus participations annually in accordance with the Swiss statutory and supervisory provisions.

Details of the allocation of the share of surpluses are shown in point 5.6.

4 Significant accounting policies and valuation methods, consistency

4.1 Statement of compliance with Swiss GAAP FER 26

The balance sheet, operating account and explanatory notes on the annual financial statements are in accordance with the accounting recommendations of Swiss GAAP FER 26.

4.2 Significant accounting policies and valuation methods

The significant accounting policies and valuation methods are in compliance with the statutory provisions and are implemented as follows:	
- Currency conversion:	Rates on the balance sheet date
- Liquid funds, accounts receivable, liabilities and deferrals/accruals:	Nominal value less necessary value adjustments
- Securities:	Price at balance sheet date
- Active participants' liabilities, pensioners' liabilities, and actuarial reserves:	In accordance with the regulations as well as the occupational pension actuary's calculations
- Target value of the reserve for fluctuations in asset value:	Calculated by the value-at-risk method

4.3 Changes in principles regarding valuation, bookkeeping, and financial accounting

None

5 Actuarial risks / risk benefit coverage / coverage rate

5.1 Type of risk benefit coverage, reinsurance

The actuarial risks of disability and death are reinsured under a group insurance contract with AXA Life Ltd. Since 2019, retirement and connected survivors' pensions have been autonomously provided by the Foundation. The costs of connected risks shall be borne by the Foundation.

5.2 Assets and liabilities from insurance contracts

Assets and liabilities from insurance contracts correspond to actuarial reserves arising from the group insurance contract, and are not recognized in the balance sheet.

Development of assets and liabilities from insurance contracts	2024 CHF	2023 CHF
Balance as at January 1	65,380,924.00	66,744,263.00
Change in actuarial reserves for pensioners	-1,552,422.00	-1,363,339.00
Balance as at December 31	63,828,502.00	65,380,924.00

**5.3 Development and return on active participants' liabilities**

Active participants' liabilities are the regulatory retirement assets of the insured persons.

<b>5.3.1 Development of retirement assets</b>	<b>2024</b>	<b>2023</b>
	CHF	CHF
Balance as at January 1	492,353,829.51	487,470,341.73
Retirement credits	39,928,954.45	38,769,905.46
Retirement credits from savings contribution exemptions	801,636.70	753,309.05
One-time payments and purchase amounts	3,967,939.61	3,281,546.60
Vested termination benefits transfers	35,884,949.14	59,294,546.45
Reimbursements of withdrawals for divorce	133,394.65	199,275.20
Further transfers <sup>1)</sup>	43,105.40	1,467.20
Vested termination benefits for leavers	-56,173,024.75	-66,770,764.25
Divorce	-688,002.35	-639,513.03
Decrease due to retirement (transfer to pensioners' liabilities)	-9,673,909.85	-20,154,045.30
Lump-sum benefits on retirement	-11,367,618.55	-14,153,562.85
Lump-sum benefits on death; other	-1,436,838.80	-237,818.35
Interest on retirement assets	20,493,767.68	4,539,141.60
<b>Balance as at December 31</b>	<b>514,268,182.84</b>	<b>492,353,829.51</b>

<sup>1)</sup> The position 'Further transfers' comprises transfers from the distribution of non-committed funds of occupational benefits funds and other change-related transfers not specified under other positions.

**5.3.2 Interest on retirement assets**

	<b>2024</b>	<b>2023</b>
Interest on retirement assets	0.50 %	0.50 %
Supplementary interest on retirement assets	4.00 %	0.50 %
<b>Total interest on retirement assets</b>	<b>4.50 %</b>	<b>1.00 %</b>

**5.4 Development of pensioners' liabilities and actuarial reserves for pensioners**

<b>5.4.1 Autonomously invested pensioners' liabilities</b>	<b>31.12.2024</b>	<b>31.12.2023</b>
	CHF	CHF
Retirement pensions	72,381,727.70	62,215,172.93
Retired person's child's pensions	122,283.15	84,990.58
Partner's pensions	167,924.46	44,564.94
<b>Balance as at December 31</b>	<b>72,671,935.31</b>	<b>62,344,728.45</b>
Number of pensions (see 2.2.1 for details)	190	162

<b>5.4.2 Development of autonomously invested pensioners' liabilities</b>	<b>2024</b>	<b>2023</b>
	CHF	CHF
Balance as at January 1	62,344,728.45	38,315,870.37
Transfer of retirement assets on retirement	9,673,909.85	20,154,045.30
Pension payments	-3,298,260.60	-2,582,868.30
Retirement losses at expense of Foundation	2,590,660.70	5,347,256.95
Interest <sup>1)</sup>	1,181,395.81	880,780.24
Actuarial profit/loss, other changes	179,501.10	229,643.89
<b>Balance as at December 31</b>	<b>72,671,935.31</b>	<b>62,344,728.45</b>

<sup>1)</sup> Annual interest on the arithmetic mean between pension liabilities at the beginning of the year and the end of the year.

<b>5.4.3 Reinsured actuarial reserves for pensioners</b>	<b>31.12.2024</b>	Increase Decrease	<b>31.12.2023</b>
	CHF	2024	CHF
Retirement pensions	40,542,720.00	0.00	42,931,659.00
		-2,388,939.00	
Retired person's child's pensions	8,744.00	0.00	10,768.00
		-2,024.00	
Disability pensions	12,729,823.00	1,455,765.00	11,772,666.00
		-498,608.00	
Disabled person's child's pensions	512,906.00	8,899.00	554,552.00
		-50,545.00	
Partner's pensions	9,613,153.00	248,112.00	9,577,050.00
		-212,009.00	
Orphan's pensions	310,545.00	12,097.00	396,276.00
		-97,828.00	
Term annuities	110,611.00	0.00	137,953.00
		-27,342.00	
<b>Balance as at December 31</b>	<b>63,828,502.00</b>		<b>65,380,924.00</b>
Number of pensions (see 2.2.2 for details)	452		468

**5.5 Composition of, development of and explanation regarding actuarial reserves****5.5.1 Actuarial reserves**

	<b>31.12.2024</b>	Increase Decrease	<b>31.12.2023</b>
	CHF	2024	CHF
Reserve for retirement losses	14,373,456.00	2,471,995.00	11,901,461.00
<b>Balance as at December 31</b>	<b>14,373,456.00</b>		<b>11,901,461.00</b>

The reserve for retirement losses serves to cover the financing gap between the available retirement assets at the time of retirement and the pension liabilities needed to cover the pension obligations.

Calculation of the reserve for retirement losses is governed by the regulations on the formation of provisions and reserves. The reserve is calculated by the occupational pensions actuary.

**5.6 Share of insurance surpluses**

As in 2024 and the year prior, AXA Life Ltd did not pay out any share of surpluses from the group insurance contract.

5.7 Conclusions of the last actuarial report

The last actuarial report by Libera AG was produced on April 5, 2023, as at December 31, 2022. Among other things, the report determined that:

- The pension liabilities and actuarial reserves were calculated using the BVG 2020 generation tables as actuarial fundamentals and applying an actuarial interest rate of 1.75 %. The pension liabilities for reversionary spouse’s pensions were calculated based on the group method.
- The use of the BVG 2020 generation tables as the actuarial fundamentals is deemed to be appropriate.
- The actuarial interest rate of 1.75 % to determine pensioners’ liabilities and actuarial reserves is assessed as appropriate from today’s perspective.
- With pension assets at CHF 537,462,040 and pension liabilities at CHF 536,773,957, the statutory coverage rate was 100.1 % as at December 31, 2022. The calculation of the coverage rate does not include the surrender values from insurance contracts.
- The actuarial reserves are in compliance with the regulations on the formation of provisions and reserves. The measures taken to cover the actuarial risks are deemed to be sufficient.
- The target amount defined by the Board of Trustees in respect of the fluctuation reserve of 12.8 % of the autonomously invested pension liabilities and the actuarial reserves are deemed to be appropriate.
- The economic coverage rate as at Saturday, December 31, 2022 – which is determined on the basis of the interest rate curve employed for the Swiss Solvency Test (SST) and using the BVG 2020 generation tables – is 96.6 %.
- Based on the comprehensive risk assessment, the risk to the Foundation’s long-term financial stability is determined to be average as at December 31, 2022.
- All regulatory actuarial provisions on benefits and financing meet the statutory requirements.
- As at December 31, 2022, the Foundation offers sufficient security to meet its actuarial obligations. It therefore satisfies the requirements of Art. 10 para. 1 BPVG.

5.8 Actuarial principles and other significant actuarial assumptions

5.8.1 Reinsurance coverage of risks

The Foundation has reinsured the actuarial risks of disability and death under a group insurance contract with AXA Life Ltd. The actuarial principles are based on the currently prevailing group life insurance rate of AXA Life Ltd. as approved by the Swiss Financial Market Supervisory Authority (FINMA).

5.8.2 Risks borne autonomously by the Foundation

Since 2019 the Foundation provides current retirement combined with connected survivors’ pensions at its own risk. As in the previous year the actuarial calculations are performed in accordance with recognized principles using the BVG 2020 generation tables as actuarial fundamentals and applying an actuarial interest rate of 1.75 %.

5.9 Change in actuarial bases and assumptions

5.9.1 Reinsurance coverage of risks

The FINMA-approved AXA Life Ltd rates applied were adjusted for 2024. The Foundation’s gender-neutral risk premium for death and disability risk benefits consequently declined slightly, although the amount of the risk premium depends not only on the basic rate but also on other factors such as the sector to which the employer belongs and, in the case of disability, the risk experience for the insured group of persons.

5.9.2 Risks borne autonomously by the Foundation

No change

5.10 Calculation of the coverage rates

	31.12.2024	31.12.2023
Net assets at market values (pension assets)	CHF	CHF
Assets	688,246,615.91	617,108,223.21
./. Liabilities	-36,275,882.74	-28,266,788.24
./. Accrued liabilities and deferred income	-151,115.00	-81,357.85
./. Employer-paid contribution reserve	-228,160.30	-102,894.85
./. Non-committed funds (unallocated assets) of occupational benefits funds	-275,397.82	-314,627.07
Total pension assets	651,316,060.05	588,342,555.20
Actuarial pension liabilities (PL)		
Active participants’ liabilities	514,268,182.84	492,353,829.51
Pensioners’ liabilities	72,671,935.31	62,344,728.45
Actuarial reserves	14,373,456.00	11,901,461.00
Total PL	601,313,574.15	566,600,018.96
Foundation coverage rate	108.3 %	103.8 %

The coverage rate of the individual occupational benefits funds is dependent on any available non-committed funds and may, therefore, deviate from the coverage rate of the Foundation.

6 Comments on investments and net return on investments

6.1 Organization of investment activities, investment advisor, investment manager, and investment rules and regulations

The principles and guidelines governing the organization of investment activities and asset management are contained in the investment regulations.

Management of the Foundation’s assets

The Board of Trustees is responsible for the investment of the Foundation’s assets. It seeks advice from independent investment experts.

Independent investment advisor and	
Investment controller	PPCmetrics AG, Zürich

The Board of Trustees has appointed AXA Insurance Ltd. to invest the Foundation’s assets and has awarded an asset management mandate accordingly.

Asset management by AXA Insurance Ltd

Investment advisor	Marco Hofer, AXA Insurance Ltd
Investment manager	Matthias Stüssi, AXA Insurance Ltd

The Foundation was invested in “AXA Strategy Fund II - AXA Strategy Fund FL” as a qualified investor within the meaning of Art. 10 para. 3 let. c CISA on August 1, 2024. Following a decision by the Board of Trustees, the single-investor fund was placed in liquidation by the fund management company Credit Suisse Funds AG Zurich (now: UBS Fund Management (Switzerland) AG) and all assets were transferred to the Foundation by means of contributions in kind and capital distributions. The liquidation will be carried out after obtaining the approval of the Swiss Federal Tax Administration and the Swiss Financial Market Supervisory Authority FINMA and is expected to be completed by April 2025. The liquidation activities are being audited by the auditing company Ernst & Young AG, Zurich.

Account / custody account management

The accounts and safekeeping accounts are managed by UBS Switzerland AG.

6.2 Availment of expanded investment possibilities (Art. 31 BPVV) with conclusive proof of compliance with security and risk distribution (Art. 21 BPVV)

The investment regulations provide that expansions of investment possibilities within the meaning of Art. 31 BPVV may be availed of. No use was made of this option in the reporting year.

6.3 Target reserve for fluctuations in asset value and calculation of the reserve

The Foundation’s target reserve for fluctuations in asset value is determined using the value-at-risk method. The appropriateness of the target value is reviewed by the Board of Trustees periodically, or when exceptional events so require, and, if necessary, adjusted. A level of certainty of 97.5 % over a period of one year is aimed for.

The Board of Trustees has set the Foundation’s target reserve for fluctuations in asset value at 13.0 % (prior year at 12.8 %) of the autonomously invested liabilities for active insured members and pensioners and the actuarial reserves.

6.3.1 Reserve for fluctuations in asset value of the Foundation	31.12.2024	31.12.2023
	CHF	CHF
Reserve for fluctuations as shown in the balance sheet	50,002,485.90	21,742,536.24
Target amount of reserve for fluctuations	78,170,764.64	72,524,802.43
Shortfall in reserve for fluctuations (reserve deficit)	28,168,278.74	50,782,266.19
Reserve for fluctuations as % of the target amount	64.0 %	30.0 %

6.4 Breakdown of investments into investment categories

Asset class	31.12.2024		Strategy	Bandwidth	
	CHF	in %		in %	min.% max.%
Liquidity CHF	27,248,073	4.03	1	0	10
CHF bonds and CHF mortgages	112,431,805	16.68	20	16	24
Foreign currency bonds (hedged)	115,500,816	17.13	18	15	21
High Yield Bonds (hedged)	0	0.00	0	0	5
Emerging market bonds (hedged)	0	0.00	0	0	5
Swiss equities	31,583,729	4.68	5	3	7
Global equities	48,958,011	7.26	7	5	9
Global equities (hedged)	101,731,248	15.09	15	12	18
Emerging market equities	18,315,228	2.72	3	1	5
Alternative credit - CLO & Private debt (hedged)	40,286,649	5.98	5	3	7
Private Equity	15,677,839	2.33	2	0	5
Swiss real estate	140,243,504	20.81	20	15	30
Global real estate (hedged)	22,248,973	3.30	4	0	7
Total investments	674,225,875	100.00			
- Total in foreign currencies (not hedged)		12.34	12	6	19
- Total in equities		29.75	30	21	39
- Total in bonds		33.81	38	31	55
- Total in real estate		24.09	24	15	37
Accounts receivable	10,993,471				
Assets with AXA Life Ltd.	846,618				
Accounts receivable from affiliated employers	1,794,572				
./. Del credere	-3,967				
Prepayments and accrued income	390,047				
Total assets	688,246,616				

Confirmation of compliance with limits

The limits according to Art. 24, Art. 25, Art. 27 and Art. 28 BPVV are being complied with.

Breakdown of investments into investment categories

Asset class	31.12.2023		Strategy	Bandwidth	
	CHF	in %		in %	min.% max.%
Liquidity CHF	27,423,825	4.48	1	0	10
CHF bonds and CHF mortgages	104,107,238	17.06	18	14	22
Foreign currency bonds (hedged)	117,712,333	19.29	21	17	25
High Yield Bonds (hedged)	0	0.00	0	0	5
Emerging market bonds (hedged)	0	0.00	0	0	5
Swiss equities	29,940,264	4.91	5	3	7
Global equities	126,673,930	20.76	22	18	26
Emerging market equities	16,136,508	2.64	3	1	5
Alternative credit - CLO & Private debt (hedged)	29,449,788	4.83	5	0	7
Private Equity	11,665,376	1.91	0	0	5
Swiss real estate	124,464,700	20.40	20	15	30
Global real estate (hedged)	22,709,565	3.72	5	0	10
Total investments	610,283,527	100.00			
- Total in foreign currencies (not hedged)		13.78	14	10	23
- Total in equities		28.31	30	22	38
- Total in alternative investments		6.74	5	0	10
- Total in CHF bonds and CHF mortgages		17.06	18	14	22
- Total in bonds		34.39	39	31	57
- Total in real estate		24.12	25	15	30
Accounts receivable	3,733,550				
Assets with AXA Life Ltd.	905,342				
Accounts receivable from affiliated employers	1,819,023				
Prepayments and accrued income	366,781				
Total assets	617,108,223				

Confirmation of compliance with limits

The limits according to Art. 24, Art. 25, Art. 27 and Art. 28 BPVV are being complied with.



6.5 Current (open) financial derivative instruments

The Foundation uses derivatives to hedge foreign currency risks. The following forward exchange transactions were outstanding:

Investment currency in CHF	Market value in CHF		Exposure increase in CHF		Exposure reduction in CHF	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023	31.12.2024	31.12.2023
CHF	-10,857,196	0	267,965,535	0		
Foreign currencies in CHF					-278,822,731	0
AUD	83,019	0			-4,500,886	0
CAD	-3,306	0			-6,354,380	0
CNH	-163,878	0			-7,835,740	0
DKK	-3,375	0			-1,137,647	0
EUR	-466,016	0			-60,895,312	0
GBP	-165,714	0			-11,214,880	0
JPY	-32,202	0			-16,339,947	0
NOK	-714	0			-119,513	0
NZD	6,323	0			-242,754	0
SEK	-23,725	0			-1,401,680	0
SGD	-4,660	0			-599,862	0
USD	-10,082,948	0			-168,180,130	0

Furthermore, the Foundation has invested in collective investment vehicles in which financial derivative instruments are used. The provisions of Art. 28 BPVV are being complied with.

6.6 Deeds of pledge

None

6.7 Open commitments

Total portfolio in original currency

	Commitment Amount		Already called		Still callable	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023	31.12.2024	31.12.2023
EUR	37,161,643	0	13,557,480	0	23,604,163	0
USD	46,000,000	0	24,897,388	0	21,102,612	0

Total portfolio converted into CHF

	Commitment Amount		Already called		Still callable	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023	31.12.2024	31.12.2023
CHF	76,560,766	0	35,285,882	0	41,274,884	0

6.8 Market value and counterparties in securities lending

The Foundation did not engage in direct securities lending and repurchase transactions. It invested in collective investment schemes under which securities lending and repurchase transactions are permitted if in compliance with the Federal Act on Collective Investment Schemes and its implementing provisions.

6.9 Comments on net return on investments

	2024 CHF	2023 CHF
Net return on investments	60,463,502.64	36,707,337.59
Income distributions and other income	117,089,875.30	13,461,746.73
Result from realized gains and losses	15,512,120.36	235,911.11
Valuation result	-72,233,427.90	22,944,119.79
Interest on liquid assets (net)	94,934.88	65,559.96
Other income from assets	10,138.35	11,386.60
Interest on assets/obligations with AXA Life Ltd.	2,229.20	-45.95
Interest income on accounts receivable from employers	21,616.50	15,332.05
Interest on vested termination benefits accounts/insurance benefits	-10,391.95	-2,903.65
Interest on transfer of participants	-3,315.40	-995.85
Administration cost of investments	-4,543,904.66	-2,853,737.23
Total	55,929,736.33	33,864,986.96

Investment performance

	2024	
	TWR Total in %	Contribu- tion in %
Liquidity/money market (excl. operational liquidity)	-0.71	-0.03
CHF bonds incl. mortgages	5.26	0.95
Foreign currency bonds (hedged)	6.18	1.23
Swiss equities	5.52	0.25
Global equities	29.34	6.11
Emerging market equities	15.85	0.43
Swiss real estate	17.33	3.53
Global real estate (hedged)	1.18	0.04
Private equity	-5.02	0.10
Alternative investments	19.94	1.04
Performance interim total		13.65
Fees and taxes		-0.17
Other effects		-0.04
FX hedge effect overlay, net		-3.64
Investment performance		9.80

Performance is calculated using the time-weighted rate of return (TWR) method.

6.10 Comments on the asset management costs

6.10.1 Administration expenses for invested assets	2024	2023
	CHF	CHF
Sum of cost indicators for collective investment schemes (TER) <sup>1)</sup>	3,363,113.37	2,809,133.43
Transaction costs and taxes	548,724.52	3,334.90
Custody account fees of UBS Switzerland AG	8,329.74	0.00
Asset management fees of AXA Insurance Ltd	555,728.63	0.00
Fee for independent investment consulting	68,008.40	41,268.90
Total	4,543,904.66	2,853,737.23

1) As part of the asset management by AXA Insurance Ltd, all costs incurred up to the dissolution of the single-investor fund (TER) were settled directly via the single-investor fund at the expense or in favor of the Foundation. The TER also include the costs of asset management, safekeeping, administration, benchmarking, analysis and service fees. Since the dissolution of the single-investor fund in the course of 2024, these costs have been charged directly to the Foundation. The costs in connection with the dissolution of the single-investor fund are included in the cost ratios for collective investments (TER) and are settled via single-investor funds.

	31.12.2024	31.12.2023
	CHF	CHF
Total investments	674,225,875	610,283,527
Total transparent investments	674,225,875	610,283,527
Total investment costs as a percentage of transparent investments	0.67 %	0.47 %
Cost transparency ratio	100.00 %	100.00 %

Non-transparent collective investment schemes

None

6.10.2 Refunds / retrocessions

The use of any retrocessions, remuneration, fees, commission, repayments, discounts, sales commissions, etc., which persons and institutions entrusted with asset management receive in the exercise of their activities on behalf of the Foundation is governed by the arrangements entered into under the asset management agreements. On an annual basis, they must submit a written confirmation or statement and pass on all pecuniary advantages to the Foundation that they receive above and beyond this amount from their activities on behalf of the Foundation.

6.10.3 Shareholders’ rights

The Foundation does not invest in equities directly and therefore has no shareholders’ rights.

6.11 Comments on investments in employers’ entities and employer-paid contribution reserve

6.11.1 Accounts receivable from affiliated employers	31.12.2024	31.12.2023
	CHF	CHF
Accounts receivable from affiliated employers (pending amounts)	1,794,572.11	1,819,023.07
./. Del credere	-3,967.00	0.00
Balance as at December 31	1,790,605.11	1,819,023.07

As at March 31, 2025, these accounts receivable were reduced by payments from the respective employers to CHF 198,441.50 (prior year: CHF 26,849.35).

The Foundation levied default interest of 4 %, as in the prior year.

6.11.2 Employer-paid contribution reserve	2024	2023
	CHF	CHF
Balance as at January 1	102,894.85	46,780.80
Transfers to employer-paid contribution reserve (incl. any takeovers of occupational benefits funds)	153,500.00	56,447.65
Withdrawal to finance contributions	-28,234.55	-333.60
Balance as at December 31	228,160.30	102,894.85

As in the previous year, the employer-paid contribution reserve did not attract any interest.

7 Comments on other positions in the balance sheet and operating account

7.1 Comments on asset accounts

7.1.1 Accounts receivable

This position contains mainly accounts receivable in respect of the federal tax authorities (reclaim of withholding tax).

7.1.2 Assets with AXA Life Ltd.

These comprise balances on Foundation accounts with AXA Life Ltd.

7.1.3 Prepayments and accrued income

These consist largely of prepaid pensions, as well as earned contributions not yet settled.

7.2 Comments on liability accounts

7.2.1 Vested termination benefits accounts and pensions

These consist primarily of vested termination benefits not yet transferred to other occupational benefits institutions, as well as pending insurance benefits, vested termination benefits received but not yet included, and share of surpluses from the risk process that has not yet been distributed to the insureds (insurance year 2021).

7.2.2 Other liabilities

This mainly relates to a fee for asset management, stamp duties, and liabilities to third parties, and the BVG (LOB) Guarantee Fund.

7.2.3 Accrued liabilities and deferred income

This position comprises contribution refunds that have not yet been credited in favor of affiliated employers.

7.3 Comments on operating accounts

7.3.1 Breakdown of total contributions	2024	2023
	CHF	CHF
Savings contributions	39,928,954.45	38,769,905.46
Risk contributions	5,168,671.04	5,170,751.13
Cost contributions	2,091,078.81	1,955,496.40
Contributions to the Guarantee Fund	14,668.60	14,705.10
<b>Total</b>	<b>47,203,372.90</b>	<b>45,910,858.08</b>
of which employee contributions	19,134,665.40	18,773,278.10
of which employer contributions	28,068,707.50	27,137,579.98

7.3.2 Transfers following takeover/transfer in the case of collective exit

Transfers following takeover of participants	2024	2023
	CHF	CHF
Non-committed funds	8,184.45	0.00
<b>Total</b>	<b>8,184.45</b>	<b>0.00</b>

7.3.3 Retirement pensions paid

	2024	2023
	CHF	CHF
Pensions borne autonomously by the Foundation	3,293,532.40	2,581,202.30
Reinsured pensions	3,289,849.90	3,405,979.80
<b>Total</b>	<b>6,583,382.30</b>	<b>5,987,182.10</b>

7.3.4 Survivors' pensions paid

	2024	2023
	CHF	CHF
Pensions borne autonomously by the Foundation	4,728.20	1,666.00
Reinsured pensions	672,065.65	665,465.70
<b>Total</b>	<b>676,793.85</b>	<b>667,131.70</b>

7.3.5 Payments following divorce

	2024	2023
Number	8	10
Total amount in CHF	688,002.35	639,513.03

7.3.6 Insurance benefits

These mainly contain the retirement, survivors', and disability benefits (pensions and capital) received from AXA Life Ltd, as well as savings contribution and premium waivers.

7.3.7 Cost premiums / administration expenses

Cost premiums

Cost premiums include administration costs which the Foundation pays to AXA Life Ltd for the purpose of settling administration expenses. These break down as follows:

	2024	2023
	CHF	CHF
Costs for general administration expenses	957,506.65	1,066,467.28
Marketing and advertising expenses	28,271.53	18,704.83
Remuneration for distribution and closing costs	1,211,434.97	962,322.44
of which remuneration for brokers	294,621.95	329,233.00
of which remuneration for distribution costs excl. brokers' commission	896,936.17	633,089.40
<b>Total</b>	<b>2,197,213.15</b>	<b>2,047,494.55</b>

The cost premium is an element of the insurance cost booked in the reporting year. It reflects the compensation which the Foundation pays to AXA Life Ltd for administration and services in accordance with the insurance and management contract as well as to recompense sales costs such as closing and brokerage commissions.

Administration expenses

The administration expenses reported in the operating accounts contain administration cost contributions for special expenses and services billed by AXA Life Ltd. to the Foundation in addition to the cost premium as well as direct Foundation costs.

Costs of special expenses (financed by occupational benefits funds or employers)	2024	2023
	CHF	CHF
Costs of debt collection	3,140.00	1,880.00
Costs of total and partial liquidation of occupational benefits funds	39,939.20	31,200.00
Costs of voluntary distribution of non-committed funds	480.00	150.00
Costs of reporting	8,250.00	9,450.00
Costs of special services	2,250.00	2,650.00
<b>Total</b>	<b>54,059.20</b>	<b>45,330.00</b>

Direct costs of Foundation (partly financed from the Foundation's assets)	2024	2023
	CHF	CHF
Costs of training and compensating the Board of Trustees	46,761.40	46,632.60
Auditor's costs	24,884.60	24,792.55
Costs of occupational pensions actuary	15,764.00	27,835.95
Supervisory authorities' costs	33,330.00	31,838.70
Costs for administration of autonomous pensioners	26,850.00	40,656.75
Costs of special expenses	51,750.55	126,020.00
<b>Total</b>	<b>199,340.55</b>	<b>297,776.55</b>

<b>Total administration expenses</b>	<b>253,399.75</b>	<b>343,106.55</b>
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7.3.8 Income from services rendered

For the purpose of settling special expenses (e.g. for debt enforcement/debt collection measures, contract terminations), additional cost contributions were levied in accordance with the cost regulations.

7.3.9 Other income

These mainly include debits in accordance with the authorization regulations in favor of the Foundation.

7.3.10 Other expenses

Among other things, this includes the premium for asset loss liability insurance and the formation of the del credere.

7.3.11 Expense surplus of occupational benefits funds (net)

The distribution of non-committed funds in favor of insured participants is the main reason for the expense surplus.

7.3.12 Income surplus of Foundation	2024	2023
	CHF	CHF
Interest on active participants' liabilities	-20,493,767.68	-4,539,141.60
Increase in actuarial reserves of the Foundation	-2,471,995.00	-913,716.00
Autonomously paid pensions and change in pensioners' liabilities (net)	-3,951,557.61	-6,457,681.08
Insurance expense financed by the Foundation	-525,660.25	-472,686.90
Settlement of affiliation solution	-11,395.70	-61,519.03
Settlement of contributions to Guarantee Fund	3,344.80	636.40
Net return on investments	55,919,597.98	33,853,600.36
Other income from assets	10,138.35	11,386.60
Direct Foundation costs (administration expenses)	-199,340.55	-297,776.55
Losses on receivables (net)	-447.20	-19,065.06
Losses on receivables	-447.20	-32,929.03
Losses on receivables assumed by Founder	0.00	13,863.97
Increase/decrease in del credere	-3,967.00	6,826.00
Premium for asset loss liability insurance	-11,970.00	-11,970.00
Other expenses and income (net)	-3,030.48	-44,439.62
Income surplus prior to increase in reserves for fluctuations in asset value	28,259,949.66	21,054,453.52
Increase in reserve for fluctuations in asset value	-28,259,949.66	-21,054,453.52
Income surplus of Foundation	0.00	0.00

8 Supervisory authority requirements

8.1 Supervisory authority requirements

None

9 Further information regarding financial situation

9.1 Underfunding / comments on measures taken

The Foundation is not underfunded.

9.2 Total and partial liquidations

The conditions for the partial liquidation of the Foundation and the execution of a partial liquidation procedure are laid down in the “Regulations on the partial liquidation of a collective foundation”. In 2024, no partial liquidation procedures were executed at Foundation level.

In the course of business operations, partial and total liquidation procedures are executed at the level of the occupational benefits funds. These procedures are laid down in the “Regulations on the partial and total liquidation of occupational benefits funds”.

9.3 Legal proceedings in course

None

10 Events after the balance sheet date

None



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**Report of the Statutory Auditor to the Foundation Board of  
AXA Stiftung Betriebliche Vorsorge, Fürstentum Liechtenstein, Vaduz**

**Report on the Audit of the Financial Statements**

**Opinion**

We have audited the financial statements of AXA Stiftung Betriebliche Vorsorge, Fürstentum Liechtenstein (Company), which comprise the balance sheet as at 31 December 2024, the income statement for the year then ended and the notes to the financial statements, including a summary of significant accounting policies.

In our opinion pursuant to Article 38 Para. 1, Letter a BPVV, the financial statements for the year ended 31 December 2024 comply with the law, the ordinance, the guidelines, the Foundation’s charter and regulations.

**Basis for Opinion**

We conducted our audit in accordance with Liechtenstein law and International Standards on Auditing (ISAs). Our responsibilities under those provisions and standards are further described in the “Auditor’s Responsibilities for the Audit of the Financial Statements” section of our report.

We are independent of the Company in accordance with the provisions of Liechtenstein law and the requirements of the audit profession, as well as the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code) and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Responsibilities of the Foundation Board for the Financial Statements**

The Foundation Board is responsible for the preparation of the financial statements in accordance with Swiss GAAP FER 26, the Foundation’s charter and regulations as well as such internal controls as the Foundation Board determines are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Foundation Board is responsible for assessing the employee benefit fund’s ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting unless the Foundation Board either intends to liquidate the employee benefit fund or to cease operations, or has no realistic alternative but to do so.



**AXA Stiftung Betriebliche Vorsorge Fürstentum Liechtenstein, Vaduz**  
Report of the Statutory Auditor  
to the Foundation Board

**Responsibility of the Expert in Occupational Benefits**

In addition to the auditor, the Foundation Board appoints an expert in occupational benefits. At least every three years, the expert examines whether the employee benefit fund can guarantee that it can meet its obligations at all times and in particular whether the statutory insurance-related provisions regarding benefits and funding comply with the law and the ordinance. Moreover, the expert prepares an annual interim report that contains information on the current pension capital and actuarial provisions as well as details on the situation as compared to the previous year. In accordance with Article 33 Para. 2 BPVV, the current report of the pension insurance expert is authoritative for the reserves required to cover actuarial risks.

**Auditor’s Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Liechtenstein law and ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Liechtenstein law and ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company’s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors’ use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the Company to cease to continue as a going concern.

We communicate with the Foundation Board or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



### Report on Other Legal and Regulatory Requirements

We recommend that the financial statements submitted to you be approved.

KPMG (Liechtenstein) AG

A handwritten signature in blue ink, appearing to read 'J. Kuoni'.

Julia Kuoni  
Chartered Accountant  
Auditor in Charge

A handwritten signature in blue ink, appearing to read 'D. Grass'.

David Grass  
Swiss Chartered Accountant

Vaduz, 13 June 2025

Enclosure:

- Financial statements (balance sheet, income statement and notes)



# Sustainability Report

## Sustainability aspects in asset management

The total assets of the AXA Foundation for Occupational Benefits, Principality of Liechtenstein amounted to CHF 674 million as at December 31, 2024, and are managed by AXA Insurance Ltd. The assets are invested in a broadly diversified manner in listed securities such as equities and bonds as well as in illiquid categories such as real estate.

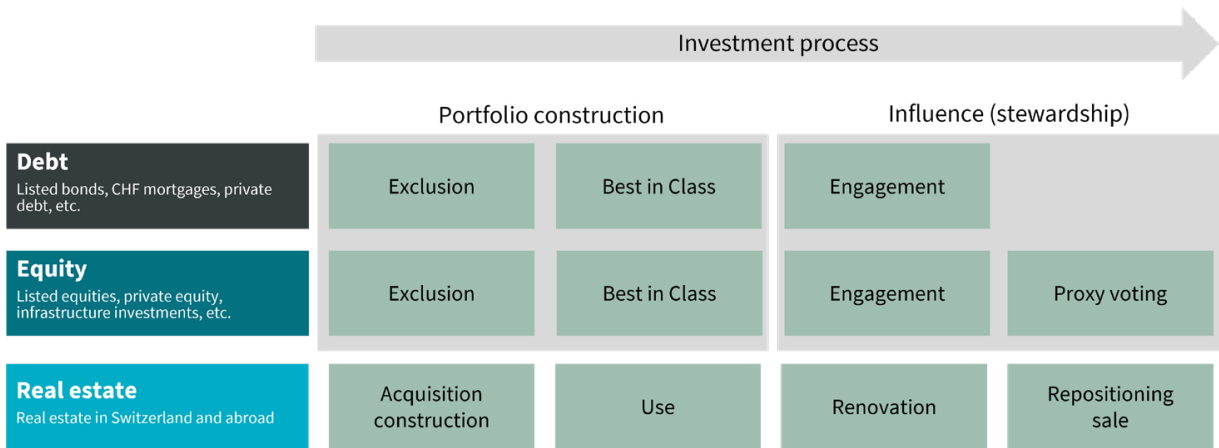
The investments are managed in such a way as to ensure security and sufficient investment returns, an appropriate distribution of risks and coverage of foreseeable liquidity requirements. Sustainability aspects (environmental, social and corporate governance aspects, so-called ESG criteria) are taken into account in asset management in order to fulfill the fiduciary duty of care.

AXA Insurance Ltd addresses the issue of sustainability at various levels as part of the management of its investments. When implementing the sustainability principles at an individual asset level, measures are applied throughout the entire investment

process, which differ depending on the investment category (see Figure 1). Various teams are involved in the implementation of these measures and deal with the relevant issues.

AXA Insurance Ltd publishes sustainability aspects in asset management as part of its regular reporting. This ensures transparency and comparability of ESG implementation. AXA Insurance Ltd follows the recommendations of industry standards, for example those of ASIP. In addition to qualitative surveys, a comprehensive set of key figures is collected on the investments. For example, AXA Insurance Ltd relies on third-party sources such as MSCI for ESG data and consolidates the product-specific key figures at higher levels such as investment categories and total foundation assets.

Figure 1: Overview of possible measures for each form of financing



Source: Own presentation of AXA Insurance Ltd

# Real estate

The building stock in Switzerland consumes around 40% of the country's energy requirements and is responsible for around one third of CO<sub>2</sub> emissions.<sup>1</sup> Investing in real estate is an attempt to directly influence this situation and make a decisive contribution to reducing energy requirements and CO<sub>2</sub> emissions.

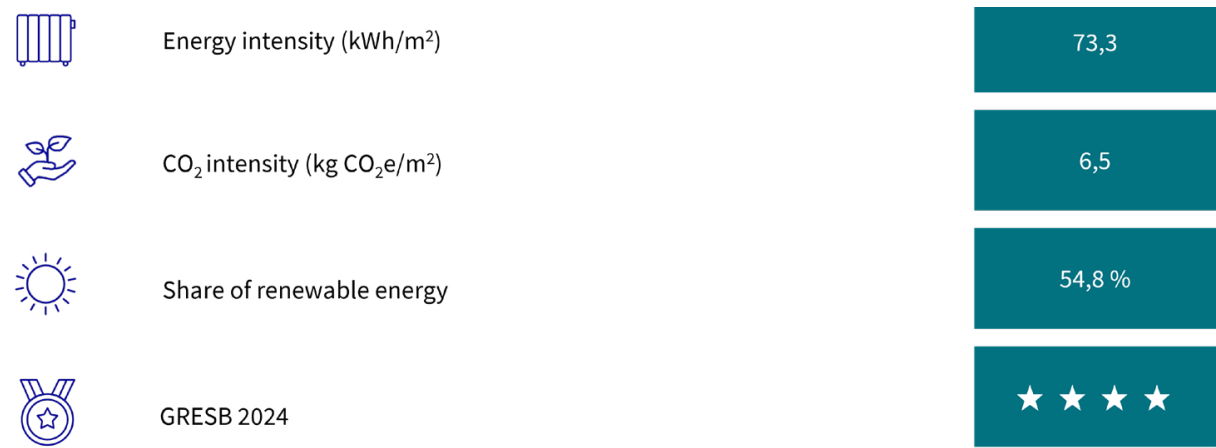
AXA Foundation for Occupational Benefits, Principality of Liechtenstein, invests in various listed real estate funds in the Swiss real estate asset class. One specific example is the UBS (CH) Property Fund - Direct Green Property.

In addition to risk and return considerations, the fund also incorporates environmental, social, and governance factors and the associated sustainability aspects into its investment decisions as a key element. To integrate ESG factors into the investment process, the fund pursues the following three-part approach over the entire investment life cycle of real estate (planning and development of real estate construction projects, acquisition of existing properties, operational management, renovation and demolition).

- 1. Building certification**  
Internal (greenproperty) and external standards (SNBS, DGNB, etc.). For example, at least 75% of properties must be certified with the greenproperty quality label.
- 2. Building optimization**  
Analysis and optimization of energy efficiency and CO<sub>2</sub>e emissions and transition to a net-zero-emissions real estate portfolio.
- 3. ESG benchmarking**  
ESG performance evaluation and benchmark with Global Real Estate Sustainability Benchmark (GRESB)

<sup>1</sup>Swiss Federal Office of Energy (SFOE)

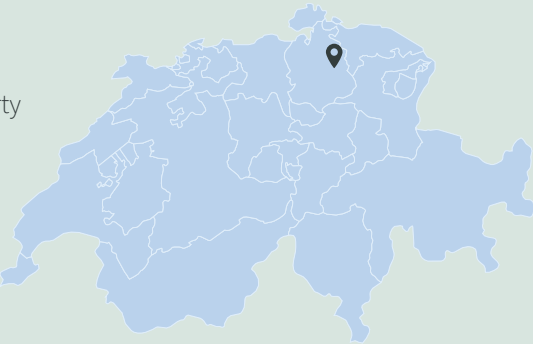
Figure 2: ESG facts and figures on the UBS (CH) Property Fund - Direct Green Property



Source: AXA Insurance Ltd's own presentation based on the Real Estate Switzerland 2023/2024 Sustainability Report

# Real estate case study

Address	Zürcherstr. 51, Jägerstr. 59, Winterthur
Portfolio	UBS (CH) Property Fund - Direct Green Property
Year of constr.	2009
Market value	CHF 72 million
Rental space	15,587 m2



## LOKwerk shopping center, Winterthur

September 2021 saw the start of a special construction project: 60 new rental apartments were built in a central location on the roof of the LOKwerk shopping center in Winterthur-Töss. Sustainability was a central concern in this project, which is clearly reflected in the choice of materials and the design, for example. The wood used comes from Switzerland and is a renewable building material whose use leads to significantly lower CO<sub>2</sub> emissions than construction with other materials such as concrete. In addition, wood is much lighter, which is advantageous for the extension. The new structure is designed for energy efficiency and is certified with the proprietary "greenproperty" seal of approval. Adding stories to an existing building has numerous advantages over the development of new building land, which is already in short supply. For example, no new surfaces are sealed and hardly any interventions such as excavation work is required. Tenants benefit from green roof areas and courtyard-like roof terraces, which ensure a particularly pleasant living situation. In addition, tenants and customers of the shopping center now also have access to electric charging stations.



Source: Sustainability Report Real Estate Switzerland 2023/2024 and annual financial statements of UBS Property Fund - Direct Green Property as at December 31, 2023

# Listed securities: Equities and bonds

In the listed equity and bond segments, AXA Insurance Ltd pursues the principle of replicating the risk/return profile of market-capitalized benchmarks. At the same time, ESG objectives are pursued, which are implemented through various measures relating to portfolio construction and stewardship.

## Portfolio construction

An exclusion list (“AXA Switzerland Exclusion List”) is used for portfolio construction. This excludes companies on the basis of certain criteria for ethical, social, or environmental reasons (see Figure 4). The list is linked to strict standards that exclude significantly more companies than other approaches such as the SVVK-ASIR. For example, the majority of companies from the oil and gas sector are excluded. The exclusion list restricts the original universe across all investment categories in the single-digit percentage range, whereby regional differences can be seen (e.g. developed and emerging markets). Despite the strict ESG requirements, this thus ensures that the pool of investable assets is sufficiently large and that the portfolio construction can be implemented efficiently.

AXA Insurance Ltd has maintained a comprehensive data model for ESG-relevant key figures since 2023 (see section on the quantitative portion). The survey makes it possible to measure the effective influence of exclusions on the ESG profile. The example of the key figures on CO<sub>2</sub> intensity shows that in the case of the AXA Foundation for Occupational Benefits, Principality of Liechtenstein, a substantial reduction of 34% is achieved compared to the strategy.

AXA Foundation for Occupational Benefits, Principality of Liechtenstein also invests indirectly in green bonds in the listed bond segment. Green bonds are bonds that are invested in sustainability-oriented

projects. The market for such securities came into being in 2007, when the European Investment Bank (EIB) issued the first green bond. Issuers today include companies, financial institutions, authorities and public institutions, as well as governments. As at December 31, 2024, AXA Foundation for Occupational Benefits, Principality of Liechtenstein had around CHF 13 million invested in green bonds. Compared to the previous year (CHF 10 million), this represents an increase of 26%, which is partly due to the increase in assets invested in liquid bonds and the relative increase in the proportion of green bonds within the individual product components.

## Stewardship: Exercising voting rights

Through the active exercise of voting and election rights, the aim is to encourage companies to maintain strong, effective governance as well as adhere to high sustainability standards. Where it makes economic sense, voting and election rights in relation to listed equities of Swiss and foreign companies are exercised as a matter of principle. For assets managed by AXA Insurance Ltd, voting and election rights (where granted) in relation to indirectly held shares of Swiss and non-Swiss companies are exercised in accordance with the voting guidelines of UBS, as the fund management company. The guidelines are publicly accessible and cover various aspects of environmental, social, and corporate governance.

With a share of 98,2% and 85,3% for Swiss and foreign companies, respectively, a vote was cast on the majority of agenda items. Compared to the previous year, the coverage of voting rights was increased. On the one hand, new markets were activated for connection to ISS on the bank side and, on the other, the research base with ISS was expanded.

## Stewardship: Engagement

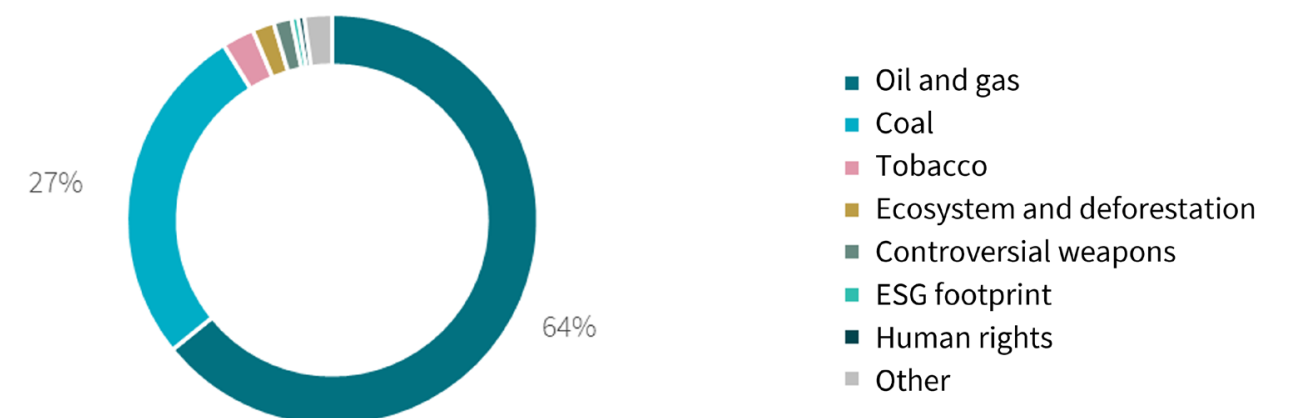
In addition to exercising voting rights, the AXA Group and the mandated asset managers exert influence through engagement. This can take place through direct dialogue with the invested companies and indirectly in the form of memberships and initiatives.

AXA IM, for example, takes an active engagement approach, emphasizing direct dialogue with companies invested in on ESG issues that have a material impact on long-term financial performance. Clear targets are defined and engagement progress is systematically tracked, recorded, and measured. If little progress is made, appropriate action is taken, such as an escalation of engagement. The issues addressed cover various dimensions of ESG, including climate change, human rights, and business ethics.

In addition to direct dialogue with the companies invested in, AXA IM, for example, works with regulators and policy makers to ensure that the regulatory framework promotes effective comparability and

transparency of the ESG approaches developed (see AXA IM Engagement Policy). The AXA Group and its subsidiaries are members of the Climate Action 100+, UN Principles for Responsible Investment (UN PRI), UN Global Compact, Swiss Sustainable Finance (SSF) and Task Force on Climate-Related Financial Disclosures (TCFD) initiatives, among others.

Figure 4: Overview of exclusion list by category



Source: Data collection by AXA Insurance Ltd (as at August 2024)

# ESG key figures: Quantitative part

Table 1: Exercising voting rights listed equities

Key figures	Portfolio
Proportion of companies voted on in relation to invested capital - Switzerland	98,2%
Proportion of companies voted on in relation to invested capital - Abroad	85,3%
Percentage of agenda items for which votes were cast (out of the total number of agenda items) - Switzerland	96,7%
Percentage of agenda items for which votes were cast (out of the total number of agenda items) - Abroad	96,6%
Share of votes in favor of board of directors' proposals - Switzerland	81,3%
Share of votes in favor of board of directors' proposals - Abroad	90,7%
Voting (100%) thereof: Agreement	88,4%
Voting (100%) thereof: Rejection	11,1%
Voting (100%) thereof: Abstention	0,5%
Share of supported votes on climate issues	75,8%

Source: AXA Insurance Ltd data collection The key figures were calculated on the basis of the raw proxy voting data provided by UBS Asset Management. The key figures relate to the listed equity components (share of total assets as at December 31, 2024, of around 31%).

Table 2: ESG aspects influence the portfolio composition of liquid equities and bonds

	Portfolio		Strategy	
Equities and corporate bonds	COV	KPI	COV	KPI
CO <sub>2</sub> intensity Scope 1 and 2 (tCO <sub>2</sub> e per million sales in CHF)	78%	74,3	71%	111,7
CO <sub>2</sub> footprint Scope 1 and 2 (tCO <sub>2</sub> e per million invested capital in CHF)	90%	31,4	84%	46,0
Share of companies with coal-related activities (revenue > 5%)	97%	0,7%	98%	1,1%
Share of companies related to other fossil fuels (revenue > 5%)	97%	7,0%	98%	6,8%
Share of companies with a net zero commitment	97%	25,8%	98%	25,0%
MSCI ESG score	78%	7,2	75%	6,9
	Portfolio		Strategy	
Government bonds	COV	KPI	COV	KPI
CO <sub>2</sub> intensity Scope 1 and 2 (tCO <sub>2</sub> e per million GDP in CHF)	81%	212,4	83%	185,1
	Portfolio		Strategy	
Government and corporate bonds	COV	KPI	COV	KPI
Investment volume in green bonds (in CHF million)	n/a	13,0	n/a	n/a

Source: AXA Insurance Ltd data collection The key figures were calculated in cooperation with an external information provider. The volume of green bonds was derived on the basis of Bloomberg data. The key figures relate to the listed equity and bond components (share of total assets as at December 31, 2024, of around 64%). Key: COV: Coverage/transparency, KPI: Key figures

Table 3: Key figures for real estate Switzerland

Key figures	Portfolio
Energy intensity Scope 1 and 2 (kWh/m2 ERA)	94,6
CO <sub>2</sub> intensity Scope 1 and 2 (kg CO <sub>2</sub> e/m2 ERA)	13,9
Share of renewable energy (% of energy use)	27,6%
GRESB Score – Standing Investment Benchmark (0 – 100)	87

Source: AXA Insurance Ltd data collection The key figures were requested directly from the mandated asset managers and then aggregated according to the weighting of the investment. The time period in which the key figures are measured may vary if several asset managers are involved. The key figures are based on the Swiss Sustainable Finance questionnaire ("Standard ESG-Questionnaire for Direct Real Estate Vehicles"). Coverage of the key figures for Scope 1 and 2 is 93%. The key figures relate to the investment category real estate, Switzerland (share of total assets as at December 31, 2024, of around 22%).

Table 4: Key figures for real estate abroad

Key figures	Portfolio
Energy intensity Scope 1, 2, and 3 (kWh/m2 ERA)	116,5
CO <sub>2</sub> intensity Scope 1, 2, and 3 (kg CO <sub>2</sub> e/m2 ERA)	23,2
Share of renewable energy (% of energy use)	13,9%
GRESB Score – Standing Investment Benchmark (0 – 100)	85

Source: AXA Insurance Ltd data collection The key figures were requested directly from the mandated asset managers and then aggregated according to the weighting of the investment. The time period in which the key figures are measured may vary if several asset managers are involved. The key figures are based on the Swiss Sustainable Finance questionnaire ("Standard ESG-Questionnaire for Direct Real Estate Vehicles"). Coverage of the key figures for Scope 1, 2, and 3 is 70%. The key figures relate to the investment category real estate abroad (share of total assets as at December 31, 2024, of around 3,3%).



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