



network news

October 2022



In this issue...

Employee Benefits Trends in the Nordics

Webinar | October 13, 2022 | 16:00 UTC+2 | 10:00 UTC-4

4

Country News: Norway

Changes in workplace pensions: Own pension accounts and pension earnings on all income, for all employees

6

Network Partner News: Malaysia

AIA Malaysia Launches First-in-Market Mental Health Solution for Employees

10

Network Partner News: Switzerland

AXA Switzerland's WeCare: Reaching the Goal Together

14

IGP Contacts

18

The information in this publication is subject to change and does not provide legal, financial, tax or insurance advice. Please contact your IGP Account Executive or IGPinfo@jhancock.com for more details.

The International Group Program (IGP) is a registered brand name under John Hancock.

IGP operates in the State of New York under John Hancock Signature Insurance Agency, Inc., a NY licensed broker.

IGP Network Partners operating outside of the United States are not necessarily licensed in or authorized to conduct insurance business in any state in the United States including, the State of New York. The policies and/or contracts issued by a Network Partner to contract holders outside of the United States have not been approved by the NY superintendent of Financial Services, are not protected by the NY State guaranty fund and are not subject to the laws of NY or the laws and/or protections of any other state where the Network Partner is not licensed to do business.

© International Group Program - www.igpinfo.com

Employee Benefits Trends in the Nordics

Webinar | October 13, 2022 | 16:00 UTC+2 | 10:00 UTC-4

Denmark, Finland, Norway and Sweden have some of the most highly developed welfare systems in the world. What do you as an employer need to know to attract and retain talent and make sure your subsidiary in the Nordics is providing a truly positive experience for its employees?

Register Now

Join us for our upcoming webinar on Thursday, October 13 and learn more about current trends in these countries from local experts in the market:

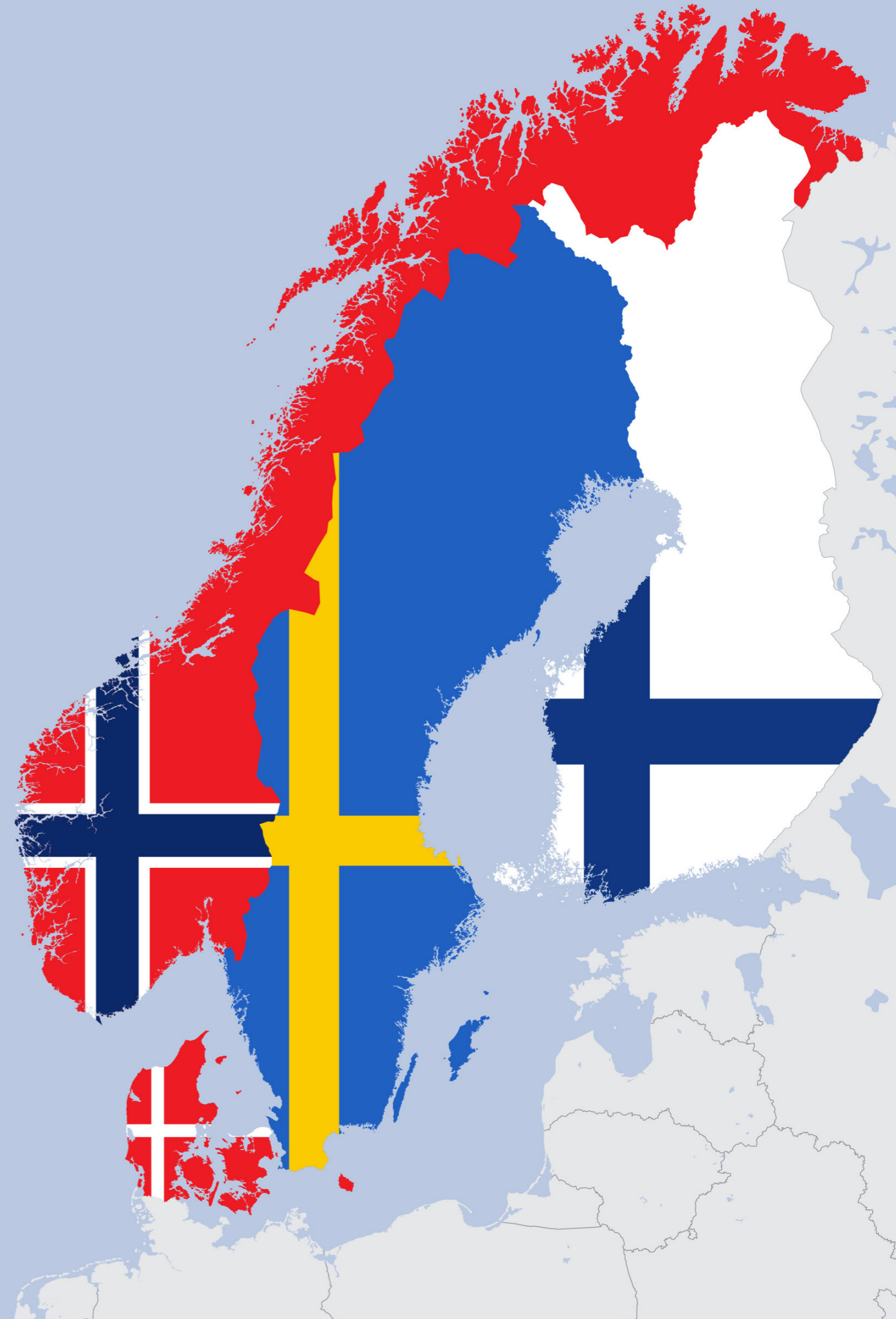
- **Denmark:** The increasing number of stress-related and long-term sickness claims is a concern. Martin Klinck Jakobsen of PFA will focus on the situation in Denmark: how can proactive measures help employees deal with mental health issues and how are disability benefits changed to better adapt to the public benefits.
- **Finland:** Finnish society is built on the Nordic welfare state model and characterized by comprehensive social security, a relatively high level of taxation, as well as a wide range of public services. Riitta Jokelainen of Mandatum will provide highlights of the 2022 compensation survey, a summary of tax efficient tools to increase the effectiveness of rewarding and an overview of group life benefits for wider employee groups.
- **Norway:** In 2021, the "Own Pension Account" was introduced in Norway, which includes a person's DC pension savings combined into one account. This year, further improvements including increased mandatory savings were introduced as well as the decrease of the age from 20 to 13 as of when pensionable income earned counts towards the pension. Espen Larsen of Storebrand will discuss the effect of this freedom of choice on employees as well as employers.
- **Sweden:** Due to the relative decreasing level of the state pension, the high tax burden on income, and the fact that since 2016, private pension contributions are no longer tax deductible, employers in Sweden play a key role in helping their employees plan financially for the future. Daniel Kvist of SPP will outline why the importance of occupational pensions in Sweden has become even more significant, particularly for higher salary levels.

We look forward to welcoming you on October 13!

*The information provided during the seminar is for general information purposes only and should not be considered as legal, tax and/or financial advice, for advice specific to your circumstances please consult your legal, tax and financial advisors.
John Hancock is not responsible for the content shared during the seminar.*

If you would like more information,
please contact your IGP Account Manager or:

Ms. Inge Luyten, Manager, IGP Marketing & Communications
T +32 2 775 29 41 | E inge.luyten@igpeurope.com
www.igpinfo.com



Country News: Norway

Changes in workplace pensions - Own pension accounts and pension earnings on all income, for all employees

Important changes have taken place in defined contribution (DC) occupational pension schemes in Norway recently. New legislation introducing "Own Pension Accounts" was implemented in 2021, and this year membership of DC schemes have been extended to include all employees.

This article gives an overview of the Norwegian pension system and recent and expected changes in the various schemes.



The author of this article is Jan Otto Risebrobakken, Senior Vice President and Head of Public Affairs at the Storebrand Group.

Mr Risebrobakken is also a member of the Board of Directors in Storebrand Life

Insurance and Vice Chairman of Insurance Europe's Personal Insurance Committee.

He has been working on regulatory issues relating to life insurance and pensions in Storebrand since 2006, and also served as State Secretary in the Ministry for Health and Care Services, and the Ministry for Social Affairs.

Mr Risebrobakken has a master in Political Science.

Storebrand is a Nordic financial group, delivering increased security and financial wellness for people and companies. We offer sustainable solutions and encourage our customers to take good economic decisions for the future. Our purpose is clear: we create a brighter future. Storebrand has about 40,000 corporate customers, 2 million individual customers and manages NOK 1,009 billion. The Group has its headquarter at Lysaker outside of Oslo, Norway. Storebrand (STB) is listed on Oslo Stock Exchange.

Storebrand is the IGP Network Partner in Norway since 1992.



The National Insurance Pension Scheme

The Norwegian pension system is built on three pillars. The first pillar is the National insurance pension scheme.

A pension reform was implemented in 2011 to make the National insurance pension scheme financially sustainable as longevity increases and the population ages.

Each year an employee works, from 13 to 75 years of age, 18.1 per cent of salaries is contributed to a fictional, individual account in the National Insurance pension scheme. Pensions can be withdrawn from 62 years of age, and yearly benefits are calculated by dividing the accumulated pension pool on life expectancy remaining from the year of withdrawal. An employee can receive pension benefits and work at the same time. Pension benefits will increase significantly by working longer and postponing withdrawal, giving strong incentives to work longer.

During accumulation, pension pools are indexed by general growth in salaries in Norway. During withdrawal, pension benefits are indexed by an average of general growth in salaries and inflation.

Occupational Pensions

Over the last 20 years, defined contribution schemes (DC) have replaced defined benefit schemes (DB), and nearly all private sector employees are now members of DC schemes. Hybrid schemes were introduced in 2014 but covers few employees except for kindergartens and cultural institutions.

Occupational pension schemes were made mandatory by law in 2006, and employers must contribute a

minimum of two per cent of salaries. The average contribution rate is approximately 4 per cent, with maximum levels of 7 per cent for income under 7 G¹ and 25.1 per cent of income between 7.1 and 12 G. The higher maximum contribution rate for income levels above 7.1 G makes it possible for employers to compensate as income above this level does not generate contributions in the National insurance pension scheme.

Occupational pension schemes make up the second pillar. Private sector pensions are regulated by law, and very few schemes are based on collective agreements exists.

Contractual Pension (AFP)

One exception to this rule is the Contractual Pension (AFP) in the private sector, which is based on a tripartite agreement between the labour market and the state. The state covers one third of costs in this scheme, which covers about half of the employees in the private sector. The scheme is only partially funded, and only employees who work for employers participating in the scheme when the employee turns 62 years of age and has worked for the employer for at least 7 of 9 previous years, qualify for benefits. The scheme is modeled on the National Insurance pension scheme and can be characterized as "pillar one and a half".

The labour market parties are trying to reform the scheme, to make pension benefits more predictable for employees and costs more predictable for employers. However, the process seems to be stuck in an argument over whether costs for increasing the number of employees qualifying for benefits should be covered by increased premiums or lower benefits.

Public Sector Occupational Pensions

Occupational pensions in the public sector are hybrid schemes, with DC characteristics during employment and DB characteristics and lifelong benefits during retirement. Occupational pension for municipals and hospitals are funded with life insurance companies or pension funds, while state employees are members of a pay as you go-scheme.

Own Pension Accounts for DC Schemes

The new legislation introducing Individual pension accounts in the Norwegian defined contribution market was implemented during 2021. The goal



was to consolidate pension earnings from previous employers in a single pension account, to reduce administrative costs and make it easier for employees to keep track of their pension savings.

Pension capital certificates issued by previous employers are transferred into pension accounts in the current employer's active scheme. Employees could choose to opt out, but only 6 500 of approximately 1.5 million individuals did so when the scheme was introduced.²

The Own pension account reform also made it possible for employees to transfer pension savings from the employer's provider to a provider of their own choice, opening a market for individuals to choose who should manage their workplace pension funds. Four per cent of employees have transferred their savings to a provider of own choice so far.

A key aim of the reform is to reduce the costs associated with the administration of pension contributions from previous employers.³ Individuals pay the same fee for former earnings from pension capital certificates transferred to the Individual Pension Account as the employer pays for current earnings, benefitting from the employer's ability to achieve lower prices in the market.

Pension Earnings on All Income

From 2022, all income gives right to pension contributions under the Mandatory occupational pension rules, not just income above 1 G. Membership in occupational pension schemes has also been extended to include employees working less than 20 per cent of full time and who are under the age of 20 years.

Sources:

1. 1 G = 1 Base Amount = NOK 111,477 for 2022 (approx. USD 10,185). Source: The Norwegian Tax Administration, <https://www.skatteetaten.no/en/rates/national-insurance-scheme-basic-amount/>
2. Source: Finans Norge statistics on Own pension accounts: Egen pensjonskonto | Finans Norge, 270 milliarder på egen pensjonskonto | Finans Norge
3. Source: Prop. 40 L (2018-2019), law proposal from the Ministry of Finance on Own Pension Accounts: Egen pensjonskonto | Finans Norge
4. Source: The Ministry of Finance, changes in tax rules in the 2022 State Budget: Skattesatser 2022 - regjeringen.no

Individual Pension Savings

Individual pension savings make up the third pillar. Norway has tax incentives for individual pension savings, but the limit on annual savings has been reduced from NOK 40,000 to NOK 15,000 in 2022.⁴

Further Changes?

A commission appointed by the Ministry of Labour and Social Affairs has evaluated the pension reform and presented proposals for change. A report was delivered to the Government in June 2022.

The commission, with both experts and participants appointed by the political parties, concludes that the changes made in 2011 works as expected and has contributed to more people postponing retirement because of strong economic incentives to work longer.

Among the proposals is automatic age adjustments for earliest withdrawal of pensions as longevity expectations increases. The report states that age limits in occupational and individual pension schemes should be adjusted accordingly.

We expect this to be implemented during the next years. We also expect a discussion on minimum mandatory contribution rates for private sector occupational pensions, as a result of LO, the largest trade union, has demanded an increase from 2 to 4 per cent of salaries.

Are you interested to discuss your employee benefits in Norway?
Please contact your IGP Account Manager or:

Storebrand

Ms. Vigdis Haug
T +47 48226877 | E Vigdis.haug@storebrand.no
W www.storebrand.no



storebrand

Save the date!



IGP

2023 SEMINAR

IGP Global Employee Benefits Seminar SEPTEMBER 12-14, 2023 | TORONTO, CANADA

Join #2023igpseminar for three days of best practice cases, panel discussions, country sessions & networking to help you implement new employee benefits strategies or initiatives in your own organization – both globally and locally.

For more information, please contact Elaine Paradiso (eparadiso@jhancock.com)

Network Partner News: Malaysia



AIA Malaysia Launches First-In-Market Mental Health Solution for Employees

The new mental health solution is part of WorkWell with AIA, a proposition under the insurer's Total Corporate Solutions, which defines the way forward in workplace wellness.

The prevalence of mental health issues continues to rise, affecting every aspect of one's life, especially in the workplace.

A study by Relate Malaysia found that in 2018, 4.57 million working adults reported mental health issues with 29% of employees indicating that they have poor mental health.¹

In 2019, the Malaysia's Healthiest Workplace by AIA Vitality survey reported that the Malaysian workforce was increasingly sleep deprived and overworked, with

¹The Business Costs of Workplace Mental Health, Relate Malaysia, 2020

51% of them suffering from at least one dimension of work-related stress and 53% getting less than seven (7) hours of sleep per day.

Understanding the need to help organizations better address mental health issues at the workplace, AIA has launched a first-in-market Mental Health Solution, in collaboration with ThoughtFull, a Southeast Asian-based digital mental health platform.

This new solution enables employers to provide better care and end-to-end support for their employee's mental wellbeing.

"We're seeing more and more members of the workforce struggle with mental wellness, which has been exacerbated by the pandemic. It is detrimental not only to the individual's emotional wellbeing, but also to the nation's productivity."

"Organizations who are looking to foster a healthy and happy environment for their employees while staying ahead of their competition would have to

Features of AIA's Mental Health Solution

Digital Access to Mental Wellness*



Unlimited 1-on-1 access to professional mental wellness coaches for daily bite-sized coaching



Self-guided learning content and wellness tracker



Mental wellness programmes, webinars and workshops



24/7 Wellness Hotline for crisis interventions

*Powered by ThoughtFull

Coverage for Mental Health Benefit



Covers employees for consultations, medication and treatment cost provided by a Psychiatrist and/or a Physician due to a mental health condition



Includes coverage for the employees' dependents



Offers cashless or reimbursement options



play a more active role in addressing mental health issues in the workplace," says Tung Hsiao Ley, Chief Corporate Solutions Officer, AIA Bhd.

The new Mental Health Solution is part of **WorkWell with AIA**, a proposition under AIA's Total Corporate Solutions.

WorkWell with AIA offers a suite of solutions and services that provides guidance to organizations who are seeking to nurture and improve their employees' wellbeing.

The services under Mental Wellness are made possible through AIA Malaysia's strategic partnership with ThoughtFull.

Employees covered by the Mental Health Solution will be able to access unlimited 1-on-1 daily coaching with a certified mental wellness professional, track their levels of stress, anxiety, and depression in real time, read science-backed digital content and use mood trackers and guided thought journals via the ThoughtFull app.

Being a responsible and progressive corporation, AIA Malaysia leads by example, having engaged ThoughtFull at the very start of the pandemic in 2020, to provide mental health support to its employees.

Through ThoughtFull's employee wellbeing programs, AIA's employees reported a 43% average reduction in depression, anxiety and stress levels.

Additionally, employees who engaged with a certified mental health professional through the app also reported positive changes in their outlook and behavior.

"It was important for us to be able to support our people to strengthen their resilience so that they could thrive through the multitude of sudden and ongoing changes at work and in their personal lives.

We worked with ThoughtFull because of their genuine and seamless approach to mental wellness in the workplace and saw first-hand the benefits that it brought to our employees.

This only further motivated us to explore how we could bring this service to our own corporate clients," added Tung Hsiao Ley.



AIA Malaysia and the Dimensions of Wellbeing

The employee benefits landscape has shifted from providing traditional insurance coverage to wellness-embedded employee benefits.

Which is why AIA strives to bring together a program that combines employee benefits with workforce wellness and environmental as well as social and governance (ESG).

AIA works together with employers to support their employees in their journey to achieve an overall state of wellbeing across four key dimensions:

- Physical
- Mental
- Financial
- Social Wellbeing

As one of the country's largest employee benefits insurance providers, AIA's goal is to provide seamless solutions to improve mental wellbeing in companies across Malaysia – removing stigma and creating a safe space at work to foster mental health discussions.

"We've long been advocates of the importance of mental health in the workplace and we believe that it should be given just as much priority as we do to physical health. Which is why we are really excited to partner with ThoughtFull to bring new and innovative mental health services to our corporate clients and their employees, under our WorkWell with AIA proposition."

"With the launch of our comprehensive Mental Health Solution, we believe that we have achieved a breakthrough in responding to a market need that is very real."

"Employers can now feel supported as they prioritize their employees' mental health, giving their people access to support and resources that will help them achieve a better quality of life resulting in a happier, healthier and more productive workforce," said Tung Hsiao Ley.



To learn more about AIA's Mental Health Solution, please visit: <https://www.aia.com.my/en/our-products/employee-benefits/mental-health-solution.html>

AIA Malaysia: Your Best Choice

AIA Malaysia is part of AIA Group, the largest independent publicly listed pan-Asian life insurance group. Together, AIA Bhd., AIA PUBLIC Takaful Bhd., AIA General Berhad and AIA Pension and Asset Management Sdn. Bhd. have been serving Malaysians for over 72 years.

As one of the country's leading insurance and takaful providers, AIA Malaysia offers a wide range of innovative as well as comprehensive conventional and shariah-compliant solutions that meet its customers' health, wealth and protection needs at every life stage.

Through its nationwide service center network, a well-trained team of more than 2,600 employees, and dedicated and diverse distribution footprint comprising its 21,500 strong Life Planner force, exclusive bank partners, corporate sales team and brokers, AIA Malaysia remains committed to partnering its 4.3 million customers; supporting and helping them to live Healthier, Longer, Better Lives.

AIA Malaysia - Healthier, Longer, Better Lives

Dedicated & Specialized Team

- A dedicated team of *Employee Benefits Consultants* create solutions based on detailed research and a comprehensive analysis of the employees' needs, company's demographics and the business environment.
- *Experienced Case Management Team* looks into the optimization of utilization across the different portfolios to ensure charges are fair and reasonable and customary for the disability for the cashless facility.

Technology & Innovation

- *My AIA Corporate Portal* is a self-serve portal for HR personnel, while *My AIA Customer Portal* is an employee self-serve portal.

- *My AIA Mobile App* comes with eMedical card facilities, allows members to pre-register their clinic visitations, view medical bills and even submit their claims. Members can easily view their policy coverage and utilization, request an Outpatient Letter of Guarantee and access the Digital Health features.

- Significant information on employees' *cost-benefit and utilization* - AIA's data gathered is analyzed and benchmarked against industry standards and compiled into various reports that allow for better management of employees' health, as well as cost management.

Exclusive Services to Members

- *Digital Health Telemedicine supported by Doc2us* - Live chat with doctors or healthcare providers at any time, and from anywhere. Medication is prescribed digitally and delivered to your employee's doorstep seamlessly.
- *Group MedCare* - Exclusive access to Personal Medical Case Management services, ensuring your employees receive the best possible treatment and on-going medical support from diagnosis to recovery.
- *A Med Express* – Doorstep delivery service of long-term medication at no added cost, exclusively for AIA covered members.
- *AIA VIP Card program* – Benefits and features designed to provide value-added services to employers and employees.
- *AIA Vitality* – First in Malaysia: a unique science-backed health and wellness program that uses rewards to give AIA members incentives for the healthy choices they make.

Network Coverage & Management

- *Provider Management* - AIA partners with more than 1,700 panel GP clinics nationwide and offers a Letter of Guarantee facility that is accepted by most major hospitals, providing cashless convenience for AIA covered members.

For more information on employee benefits in Malaysia, please contact your IGP Account Manager or:

AIA Bhd.

Mr. Jensen Cheong

Jensen.Cheong@aia.com | +60 3 2056-2325 | <https://www.aia.com.my/en>



Network Partner News: Switzerland

AXA Switzerland's WeCare: Reaching the Goal Together



*Whether preventive measures for better employee health or rapid assistance in an emergency: With AXA Switzerland's **WeCare**, the health management program for companies, you know that your employees' wellbeing is always in good hands.*

Employees who have fallen sick or had an accident, find themselves in an extremely complex situation – with medical, professional, and social implications.

WeCare, a Corporate Health Management (CHM) program developed by AXA, offers personal support in all matters concerning the health of employees: from occupational health advice to the introduction of prevention measures and support for absent employees.

A corporate health management program can increase your employee's satisfaction levels and reduce the expense of health-related absences.

AXA Switzerland's corporate health management program can save on costs related to absenteeism

through its preventive measures and support programs and provides a systematic approach that also saves time.

Through targeted measures, employees' motivation, and some medical absences can be reduced. This means that a corporate health management program can have a positive impact on about half of all illness-related absences.

WeCare provides an employer with access to a large selection of preventive services and programs in place with a wide range of partners in the healthcare sector. This gives companies access to a broad range of solutions for any situation and that are best suited to the needs of the company and its employees.

Reintegration into the Workplace

With **WeCare**, employers can access the support of **Care Management** and **Case Management** for potential long-term absences.

Companies with more than 50 employees will also be assigned a dedicated contact person to personally support them with questions about their employees' health.

Care Management focuses on the care of the patient, while **Case Management** focuses on rehabilitation and recovery as a whole. However they cannot be clearly separated from one another. With both Care and Case Management, companies and employees receive professional support with reintegration at work, after either an illness or accident.

Every case is decided upon on an individual basis as to whether it will be dealt with by Care Management or Case Management.

- **If an absence is likely to occur:** If it is likely that an employee will be absent for a lengthy period, case or care managers contact the employee early to help clarify the situation. The aim is to find a common solution that can shorten or even avoid absences.
- **If there is an existing case of incapacity for work:** If an employee is already unable to work, the specialists provide support with reintegration at work. They support employees through the entire recovery and reintegration process by providing expert advice and coordinating the activities of all parties involved by reaching across professional or institutional boundaries.

When are Care and Case Managers used?

If a company is dealing with any of the following situations, it's worth involving care and case managers:

- Growing evidence of lengthy periods of incapacity for work
- Absences related to terminations and conflicts
- A history of repeated short absences
- Unjustified and/or unexplained absences from the workplace
- Evidence an employee may be having personal issues
- Impending disability
- Need for reintegration measures
- Good prospect of a successful rehabilitation and reintegration process

Why Care and Case Management are Important?

Absenteeism is a challenge for all those involved. In addition to their own recovery process, the affected employee must carry on with a new life situation and administrative work. In addition to looking for a replacement, there are also issues for the company concerning employment law and insurance.

AXA's specialists offer professional support in these exceptional situations, taking the burden from all affected functions and helping to speed up the return to work. It is a beneficial process, for both the employee and employer:

- Employees feel appreciated and supported by their employer. This strengthens workplace happiness.
- The reintegration of employees secures valuable know-how in the company and reduces the cost of staff recruitment.
- The number of long-term absences and disablements is reduced. This relieves the financial burden on the pension fund and prevents the high cost of absences.

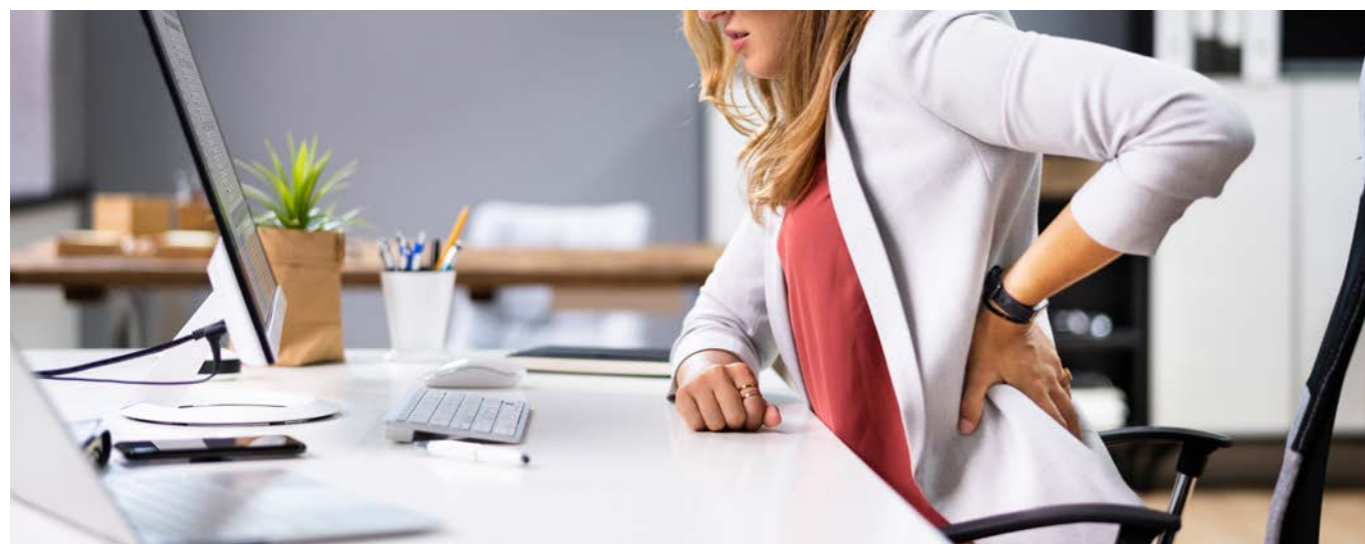
Who Pays for Care and Case Management?

Care Management is part of AXA Switzerland's daily sickness benefits insurance. There are no additional costs for customers with a corresponding policy.

If the chances of successful rehabilitation and reintegration process are met, the Case Management offer is part of the obligatory accident insurance and/or of the occupational benefits solution from AXA Switzerland. This means that there will be no additional costs.

Data Protection and Quality

To ensure the highest levels of data security, only the case managers are allowed to access the case data. AXA complies with the exacting professional standards of the Case Management Network Switzerland (Netzwerk Case Management Schweiz).



Prevention

With WeCare, AXA has developed a program that is dedicated entirely to the health of employees. Prevention is a key part of this.

Together with selected partners, AXA Switzerland helps employers design a daily work schedule for their company that promotes health.

With WeCare, a company has access to exclusive prevention services:

- **Developing an Action Plan**
Through the corporate health management program, an employer can determine the state of their employees' health and put together an action plan to implement preventive health measures.
- An important tool of WeCare is the **Working Atmosphere Compass**, a quick and effective tool that analyzes problems in the workplace and reinforces employee health in a targeted fashion.

This tool was developed by AXA's partner, DearEmployee, and provides an insight into the health, motivation and company loyalty of employees using scientifically based surveys, reviewing the results and suggesting appropriate actions and measures to improve health in the workplace.

- **Health App**
With the health app of AXA's partner, kinastic, employees can access programs for exercise, nutrition and mental health.

- With the **Health Keeper** platform, employers can offer a wide range of health-related services: Employees can easily calculate their individual "health age" and then choose specific measures to help them improve their health. The app offers a variety of tips and tutorials on topics such as exercise, nutrition, and relaxation to actively promote healthy living.

Burnout Prevention

Stress and burnout prevention is a component of AXA's Corporate Health Management program. As the first step, trained experts identify potential for reducing stress in a company.

Measures are then developed to build up stress reduction expertise and anchor this in the company in the long term. Employees receive helpful tips in workshops and training to learn how to deal with stressful situations.

Chronic stress disorders, such as burnout, can't be pinpointed based on a single symptom. Instead, they manifest differently for every person affected.

Ergonomics

Musculoskeletal disorders are among the most frequent complaints experienced by employees in Switzerland.

As part of corporate health management, the goal of ergonomics in the workplace is to reduce illness-related absences and promote the performance of employees. This is achieved through the optimal design of workplaces, which account for the individual needs of employees, in addition to subject-specific training.

Usually, this work is completed in two steps:

- **Workplace Assessment:** AXA's occupational safety experts check out the workplaces and work sequences of a company on site. As a result, health hazards can be identified and replaced with more ergonomic alternatives.
- **Workshops:** AXA's workshops last from half a day to several days and help to raise employees' awareness about the enormous long-term value of movement. Measures are devised so that each individual can reach specified goals, and a practical implementation plan is drawn up based on the measurement results.

The health of employees is a key success factor for companies:

- Health promotion measures indicate to staff that the employer cares about their health, thus promoting a productive working environment. This can help to **boost the happiness of the employees**.
- Healthy and motivated employees are demonstrably more productive, are less prone to absenteeism and are loyal to their employer for longer. This can help to **reduce absenteeism due to illness, lost production and staff turnover**.
- Lower absenteeism reduces direct and indirect absence costs and also saves on administrative work. This can help to **strengthen a company's profitability** and makes it more competitive.

AXA Switzerland: Your Best Choice

Around two million customers trust in AXA's expertise in personal, property, liability, legal protection and life insurance, as well as healthcare and occupational benefits insurance. With innovative products and services in areas such as mobility, healthcare, pensions and business, together with simple, digital processes, AXA is a supportive partner for its customers.

With more than 340 branch offices, AXA has Switzerland's largest distribution network in the insurance industry. AXA Switzerland is part of the AXA Group and generated business volume of CHF 5.5 billion (USD 5.75 billion) in 2021.

Leader in the Swiss Insurance Market

- Number 1 in the Swiss insurance market, mainly SMEs
- Insures 40% of all companies in Switzerland
- Serves 1.9 million customers
- Offers 91 products providing comprehensive financial security
- The only Swiss insurance company with its own accident research center

Broad range of products for corporate & private clients

Personal, property and liability insurance solutions, health insurance, as well as customized life, pension and investment products.

Occupational employee benefits

One of the top providers of occupational benefits schemes for small, medium and large companies. The leading market provider of semi-autonomous occupational benefits schemes.

Online client service via: www.AXA.ch/bvg

Web-based administration tool for corporate employee benefits clients. On-line access to forms, information on contracts and insured persons, and the ability to transmit changes to the data directly.

Online insured person service (pension portal) via: www.AXA.ch/meine-pensionskasse

Best in class regarding online services for insured persons. On-line access to forms and information, as well as the ability to do retirement calculations and make online purchases regarding occupational benefits.

For more information on employee benefits in Switzerland, please contact your IGP Account Manager or:

AXA Switzerland

Eva-Rebecca Speyer
T +41 58 215 76 80 | M +41 79 920 47 22
eva.rebecca.speyer@axa.ch | www.AXA.ch



IGP Contact Information

Mr. Marco Giacomelli
Head of the IGP Global Employee Benefits Network
T (44) 7951 269 988
E mgiacomelli@jhancock.com

Mr. Brian McCarthy
Assistant Vice President
IGP Global Employee Benefits Network
John Hancock Life Insurance Company (USA)
P.O. Box 111
Boston, MA 02117, USA
T (1) (617) 572-8655
E bmccarthy@jhancock.com

Mr. Steven Ruck
Director Account Development
IGP Global Employee Benefits Network
John Hancock Life Insurance Company (USA)
P.O. Box 111
Boston, MA 02117, USA
T (1) (617) 572-8640
E sruck@jhancock.com

Ms. Tamara Laanen
Director Account Development
IGP Global Employee Benefits Network – Europe
John Hancock International Services S.A.
Avenue de Tervuren 270
B-1150 Brussels, Belgium
T (32) (2) 775-2945
E tamara.laanen@igpeurope.com

Mr. Masaki Yamagishi*
Line Manager
The Dai-ichi Life Insurance Company, Limited
13-1, Yurakucho 1-chome, Chiyoda-ku
Tokyo, 100-8411 Japan
T (81) (50) 3846 8684
M (81) (80) 2143 1687
E Yamagishi935@daiichilife.com
* Japan only

Mr. Wim Moldenaers
Assistant Vice President
IGP Global Employee Benefits Network – Europe
John Hancock International Services S.A.
Avenue de Tervuren 270
B-1150 Brussels, Belgium
T (32) (2) 775-2966
E wim.moldenaers@igpeurope.com

Mr. Eric Chew
Regional Director
IGP Global Employee Benefits Network – Asia
8 Cross Street
#15-01 Manulife Tower
Singapore 048424
T (65) 6833 8996
E Eric_WK_Chew@igp.com.sg

Mr. Michael Spincemaille
Regional Director
IGP Global Employee Benefits Network – LATAM
John Hancock International Services S.A.
Avenue de Tervuren 270
B-1150 Brussels, Belgium
M (52) (1) 55 1682 8970
E michael.spincemaille@igplatam.com.co