

NADUUR



Employees



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CPV/CAP Pension Fund

52 A gratifying year for the CPV/CAP Pension Fund

Employees

Coop is one of the most attractive employers in the Swiss retail sector, receives acclaim for its fair compensation, and makes significant investments in the training and professional development of its employees. The management principles for senior management have been revised.

In all, the company had 95 826 employees in the year under review in the Retail and Wholesale/ Production business areas.

62.5% of the jobs are located in Switzerland. Coop goes to great lengths to provide secure jobs with the potential for career development and offers its employees highly attractive terms of employment in Swiss retailing nationwide. The company is the only large retailer to have concluded a collective employment agreement with five different social partners. Over 38 697 employees have signed up to the Coop collective employment agreement. All employees receive competitive pay and benefit from a range of attractive employee discounts. Among other things, Coop assumes two-thirds of the insurance contributions to the CPV/CAP Coop Pension Fund for its employees in Switzerland.

The Coop Group has 2 594 apprentices in Switzerland alone, making it the country's second-largest provider of apprenticeships. There are 33 different professions to choose from in sales, administration, logistics and production. Some 30 full-time mentors and over 2 000 trainers oversee and support the young adults. Coop continues to employ around 70% of the trainees once they have completed their training. Thanks to their solid and demanding basic training, many are ideally qualified to soon take on their first management role.

One of the main aims of Coop's HR work, besides recruiting new staff members, is to enthuse employees for and impart to them the skills they need in order to deal with technological change and digitalization.

Coop has adopted the following strategic priorities to tackle the current challenges on the job market:

Human Resources Management

Attractiveness as an employer

Employer branding
Women in senior management
Working conditions

Enterprise and management

Gender-equal pay structure in line with the market
Management development
Talent management and Campus

Change management

Technological change in retail
Corporate culture
Digital HR processes

Employee highlights in 2023

The table below includes a selection of highlights from the year under review.

Attractiveness as an employer

- Positive salary development at the Coop Cooperative, with wages increasing by 10.7% since 2014
 - Providing career development opportunities via retraining schemes in areas such as facility maintenance, catering, transport and bakeries
 - Successful implementation of preliminary integration apprenticeships for refugees and young people who have recently arrived in Switzerland, resulting in regular apprenticeships and positions as floor managers
 - Expansion and digital networking for the female executives network, and increasing the proportion of women in management through a specific series of measures.
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Enterprise and management

- New Coop management principles based on the new strategy structure for all members of senior management (approx. 8 300)
 - Advanced training: Providing over 1 300 internal courses, including training on safety, hygiene and specialist topics, as well as management courses with a particular focus on self-management
 - Ensuring equal pay between women and men through “Fair Compensation” certification, renewed confirmation of the remuneration policy through regular audits
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Change management

- Comprehensive digitalization and optimization of HR processes, including the conversion of analogue processes, increasing the proportion of digitally connected employees to over 90%, and conducting some 19 000 digital HR workflows each month

Employees within the Coop Group

95 826



CPV/CAP Pension Fund

A gratifying year for the CPV/CAP Pension Fund

2023 was a gratifying year for the CPV/CAP Coop Pension Fund. Almost all asset categories posted revaluation gains. The performance of the CPV/CAP Coop Pension Fund amounted to +5.1%. CPV/CAP Coop Pension Fund interest on retirement assets in 2023 was 2%. The provisional interest rate for 2024 is also 2.0%. Pensions remained unchanged, and this will also be the case in 2024. At 40 817, the number of active members was higher than in the previous year (40 328 active members). The number of pensioners rose by 463 people to 22 512 at the end of 2023.