

Employees

Coop highlights its role as one of the largest providers of apprenticeships in Switzerland, nurtures young talent in various occupations, and has once again received acclaim for its fair compensation.

In all, the Coop Group had 97 040 employees in the Retail and Wholesale/Production business areas in the year under review. A total of 60 678 people work for the Coop Group in Switzerland. The company provides secure jobs with the potential for career development, along with attractive and fair terms of employment. Regardless of their gender or origin, all employees receive competitive pay and benefit from a range of attractive employee discounts. In addition, Coop assumes two-thirds of the insurance contributions to the CPV/CAP Coop Pension Fund for its employees in Switzerland.

With 2 700 apprentices in Switzerland, the Coop Group is the country's second-largest provider of apprenticeships, offering 33 professions in sales, administration, logistics and production. Some 30 full-time mentors and over 2 000 trainers oversee and support the young adults and professionals of the future. Around two-thirds of apprentices continue employment with the company once they have completed their training.

The key aims of Coop's HR work, besides recruiting new staff members, include preparing and motivating employees to deal with technological change and digitalization.

Coop is the only major retailer to have entered into a collective employment agreement with five different social partners, to which over 38 931 employees have signed up.

2024 employee highlights

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

Attractiveness as an employer

- Further successful certification of equal pay and successful follow-up audit
- Successful go-live of the new employer branding presence for the Coop Group
- Coop Suisse Romande awarded the «La légion du cœur» prize for their handling of employees affected by serious illnesses

Enterprise and management

- Consolidation of the new Coop management principles and values of the Coop strategy structure with around 8 400 management employees involved in the goal-setting process
- Successful establishment of internal retraining schemes for the positions of baker, production line manager, chef, truck driver and meat/fish employee
- Number of apprentices in the entire Coop Group increased from 3 325 to 3 507
- New apprenticeship programme with 9 apprentices in Coop's in-house bakeries

CPV/CAP Pension Fund

A gratifying year for the CPV/CAP Pension Fund

2024 was an extremely 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 +7.6%. CPV/CAP Coop Pension Fund interest on retirement assets in 2024 was 3%. The provisional interest rate for 2025 is 2.0%. Pensions remained unchanged, and this will also be the case in 2025. At 41 131, the number of active members was higher than in the previous year (40 817 active members). The number of pensioners rose by 501 people to 23 013 at the end of 2024.

Coop Group employees

97 040

Number of apprentices

3 507

Management positions filled internally

791

Representation of women in management

39.5%

Investment in professional development

38 CHF million

Nationalities of employees

over 130

