

Employees

Coop is a dedicated trainer with strong roots in Switzerland. As a responsible employer, it promotes young talent in numerous professional fields and creates an environment where young people can develop their skills. Its renewed certification for fair compensation also confirms its clear commitment to fairness. Coop offers employees competitive pay and attractive benefits regardless of their gender or origin.

The Coop Group as an employer

The Coop Group not only offers its customers a wide range of opportunities, but also its employees, who contribute to the company's success every day. It creates a professional environment in which personal development is promoted, potential is realized and career opportunities are opened up.

Around 97 275 employees in the Retail and Wholesale/Production business areas work every day to ensure that the diverse and fresh range is reliably available for customers. The Coop Group in Switzerland has a total work force of 61 804. As a diversified company group, Coop offers secure jobs with attractive opportunities for advancement and fair terms of employment.

At the same time, Coop is making targeted investments in the skilled professionals of tomorrow. With 2 813 apprentices, the Coop Group is one of the country's largest providers of apprenticeships, offering 37 professions in sales, administration, logistics and production. Some 30 full-time mentors and over 2 000 trainers oversee and support the young adults as they embark on their professional careers. Around two thirds of apprentices continue employment with the company once they have completed their training.

Coop's commitment to its employees is also reflected in reliable employment law conditions. Coop is the only major retailer to have entered into a collective employment agreement with five different social partners, to which over 40 000 employees have signed up.

2025 employee highlights

New collective employment agreement

→ Together with our social partners, we have successfully negotiated a new collective employment agreement offering numerous advantages for Coop employees.

Occupational health management

→ Occupational safety and employee health are highly valued within the Coop Group. Together with ErgoFit, Coop offers personalized consultations on site to promote employee health as well as support for health-related challenges. The programme was successfully piloted in 2025.

Apprentices

- With 1 270 new apprentices, Coop welcomed a record number of talented young people in 2025. In doing so, Coop consciously accepts responsibility for nurturing young talent.
- With a total of five apprentice-run sales outlets, Coop once again promoted young talent in a particularly significant way in 2025. In their final year of training, selected apprentices independently manage a supermarket for an entire year.

CPV/CAP Pension Fund

A gratifying year for the CPV/CAP Pension Fund

The CPV/CAP Coop Pension Fund looks back on an exceptionally positive year in 2025. Two thirds of the pension fund contributions are paid by Coop, which highlights the company's strong support for its employees. Almost all asset categories recorded revaluation gains, and the performance of the CPV/CAP Coop Pension Fund amounted to +5.6%. The retirement assets were credited with interest at 5% in 2025; for 2026, a provisional interest rate of 2% is planned. Pensions remained unchanged, and this will also be the case in 2026. At 43 462, the number of active members was higher than in the previous year (41 131 active members), while the number of pensioners rose by 770 to a total of 23 783 at the end of 2025.

The CPV/CAP Coop Pension Fund clearly provides reliable and stable retirement provision for its employees.

Coop Group employees

97 275

Number of apprentices

3 636

Management positions filled internally

73.7%

Representation of women in management

39.5%

Investment in professional development

35 CHF million

Nationalities of employees

over 130

