

Your benefits

At Zurich you will find an inspiring environment, flexible working models and sustainable development opportunities. Those who work for us enjoy attractive conditions and benefit from numerous additional services.





Your working model

Zurich promotes modern conditions and flexible working options, in accordance with the principle: the right working model for every phase of life. We also support a healthy work-life balance with contributions to childcare costs for parents and families: you have the option of buying extra days off or taking a longer break from work.

Specifically, we offer you:

- ✓ Flexible working arrangements through to flexible retirement
- ✓ Up to 20 weeks paid parental leave
- ✓ Additional vacation days and the option of unpaid leave



Your remuneration

Zurich offers you a fair market salary, according to the principle of equal pay for equal work. Our pay goes beyond the base salary and bonus. You benefit from discounts on our products, numerous shopping discounts and attractive social benefits. You decide how much you want to save for retirement in the pension fund: you can choose between different pension scheme levels. Even in the event of illness or accident, you are well protected with us.

Specifically, we offer you:

- ✓ Base salary in line with the market, bonus and employee share plan
- ✓ Choice of savings contributions to the pension fund
- ✓ Preferential conditions on insurance, retirement products and supplementary health insurance



Your further development

Lifelong learning is a top priority at Zurich. We continue to develop together: at the workplace, in exchange with colleagues or as part of a training program. The internal further education program includes a wide range of offers: Zurich Academy courses, online learning platforms, talent development programs and coaching. You have the opportunity to learn in different situations.

Specifically, we offer you:

- ✓ Internal training program
- ✓ Support for external training and further education
- ✓ Career counseling and coaching

Your wellbeing

Our wellbeing framework comprises four pillars, all of which are important building blocks when it comes to creating a modern working environment and acting sustainably towards our employees and society. We are convinced that satisfied, balanced and healthy employees achieve the best results. Your health is important to us, which is why we support you in a variety of ways. We advise you on ergonomics and health issues, offer healthy meals at fair prices in our staff restaurants and open the doors to various sports and well-being activities.

Specifically, we offer you:

- ✓ Internal health & fitness centers and sports and leisure activities through the Zurich Sportclub
- ✓ Permanent discounts for home office equipment and offers for individual wellbeing
- ✓ Network platform for informal exchange across business areas



Your mobility

Zurich is strongly committed to climate protection and wants to reduce CO₂ emissions to net zero by 2050. That's why we promote sustainable mobility, for example with our FlexOptions. With these flexible and modern benefits, we support you with financial contributions to your ZVV annual travelcard or SBB credit for individual use. Sustainable mobility pays off for us.

Specifically, we offer you:

- ✓ Discounts and vouchers for public transportation
- ✓ Fleet discount with our car partners
- ✓ Discounts on e-mobility and insurance for e-vehicles

We have been recognized as one of the best employers in Switzerland.

Our employees are also convinced of this and recommend us accordingly.

