

# Fringe Benefits



Ringier employees can take advantage of a wide variety of fringe benefits.

In addition, our employees' family and friends also benefit from special conditions, discounts and services.

We hope you enjoy discovering what we offer!  
Ringier AG

# Employment



**Working hours**  
Ringier employees work 40 hours a week.



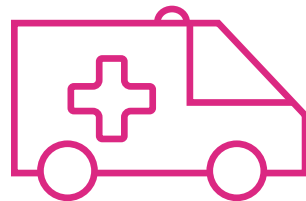
**Work flexibly**  
Employees can schedule their working hours flexibly, if the role permits.



**Mobile office**  
Ringier supports remote working, provided the role permits.



**Daily sickness allowance insurance**  
Ringier covers the employer and employee contributions to daily sickness allowance insurance.



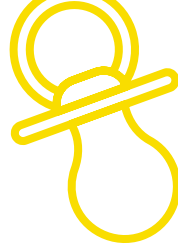
**Accident insurance**  
The employee covers less than half of the accident insurance.

# Family



## **Paternity leave**

At Ringier, new fathers are entitled to 20 days of paternity leave with full pay.



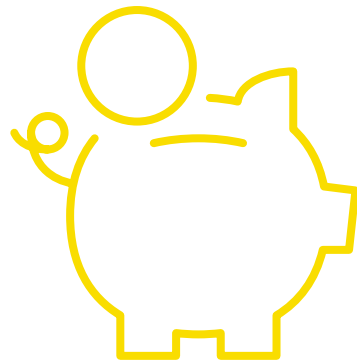
## **Maternity leave**

New mothers are entitled to 16 weeks of maternity leave with full pay. In addition, they have the option of taking up to eight weeks of unpaid extra leave afterwards.



## **Childcare**

Depending on their workload and income, parents receive up to CHF 40 per child per day for external childcare.



## **Pension fund**

Employees start saving from the age of 20 and have the option to influence their retirement assets with the help of various savings plans.

# Holidays



## Holidays

Employees are entitled to 5 weeks of holiday per year, which increases to 6 weeks for employees over the age of 50.



## Purchasing holiday days

All Ringier employees have the option to purchase up to 10 days of extra holiday per year.

## Unpaid leave

All Ringier employees are permitted to take up to 6 months of unpaid leave.



# Health



## Employee counselling

The external and anonymous employee counselling service from «Movis» is available to employees.



## Energy boost

Free coffee, tea, mineral water and fruit are available to all employees throughout the day.



## Gym

All employees may use the 24/7 gym at the Zurich site for free.



## Mental health

Ringier's Fit&Health programme offers a variety of options and services for staying fit and healthy.

## Staff restaurant

The in-house staff restaurant cooks fresh and balanced meals daily at good value for money.

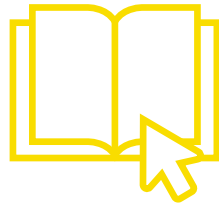


# Development



## **e-learning platform**

On the «Ringier Academy» platform, all employees can find plenty of interesting learning material from Ringier for Ringier.



## **In-house training**

All employees can participate in regular in-house training courses on various topics such as project management, coding and design thinking.

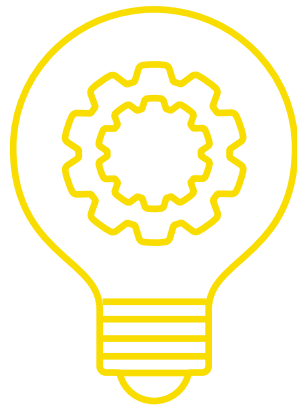


## **Leadership development**

Our managers benefit from in-house leadership development programmes.

## **Feed your mind**

Employees can broaden their horizons thanks to virtual short presentations by in-house and external speakers that take place every two weeks.

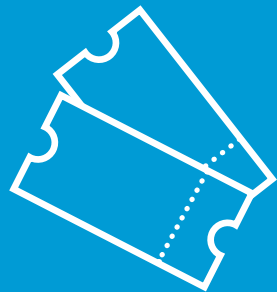


# Discounts



## Free ads

Employees can list ads for free on platforms such as Scout24.



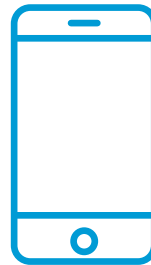
## Events

Ringier employees benefit from discounted concert tickets from Ticketcorner.



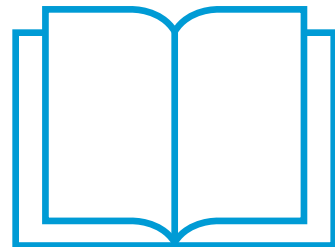
## ZVV subscription

Ringier contributes to the costs of the ZVV BonusPass.



## Swisscom subscription

Ringier employees can take out Swisscom subscriptions at discounted prices.



## Read and discover

All employees receive discounts on various publications.



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