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Overview of our benefits

Subsidized meals for your family members	3	Personal support by an external partner	8
Free water, coffee, tea & fruits	3	Insurance against occupational accidents	8
Subsidized meals	3	Maternity leave	9
Commuter contribution	4	Paternity leave	9
Holidays	4	IKEA child allowance	9
Additional holidays	4	IKEA childbirth allowance	9
Co-worker discount	4	OIB (One IKEA Bonus)	10
Carrying over holidays	5	Retirement gift	10
Unpaid leave	5	Tack!	10
Long-term vacation days	5	13th Salary	10
Temporary reduction in workload	5	Summer and/or winter party	11
Christmas gift	6	Training support	11
Additional paid days off	6	Annual team dinner	11
Birthday gift	6	Solar panels	11
Anniversary gift	6	Life insurance	12
Gift at the birth of a child / adoption	7	Car fleet discount	12
Pension fund	7	CBA shop	12
Gift for your marriage	7	Household insurance discount	13
Insurance against non-occupational accidents	7	Healthcare discount	13
Flu vaccination	8		
Sickness benefits insurance	8		



Free water, coffee, tea & fruits

Stay energized throughout the day. Free water, coffee, tea, and fresh fruits are available to you at all IKEA units.



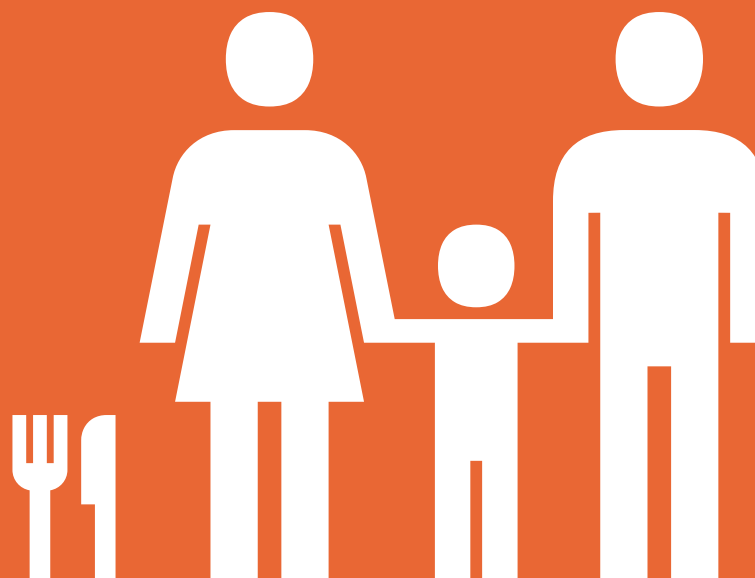
Subsidized meals for your family members

Have a meal together: Your family members are welcome to join you in our co-worker restaurants and enjoy the same discounted meal pricing, whether before, during, or after your shift.



Subsidized meals

Our co-worker restaurants always offer affordable meal options. Enjoy a full meal for just CHF 4.50 at breakfast, lunch, or dinner or a vegetarian option for only CHF 3.50.





Holidays

Time to recharge and unwind. 28 paid vacation days each year, plus public holidays keep you relaxed.



Co-worker discount

Shop at a 15% discount on all IKEA products, IKEA Family offers, and items from the Swedish Food Market, with no limit on purchases for your household. You can also share this discount as a gift up to a specified amount.

Commuter contribution



Your commute, your choice: Receive an annual CHF 1,250 travel subsidy or 85 % coverage for a second-class public transit pass to make commuting easier.

Additional holidays

Your loyalty is rewarded. You receive an additional 3 vacation days every 10 years of service, up to 37 days after 30 years with IKEA.



Carrying over holidays

Your holidays are valuable. You can carry over up to 5 unused holidays into the next calendar year, with use by March 31.



Long-term vacation days

Take an extended break when needed, by saving up to 5 holidays per year for up to 3 years.



Temporary reduction in workload

Adjust your work to your life. If needed, you can temporarily reduce your workload by at least 20 % for up to 12 months, after one year at IKEA.



Unpaid leave

You have maximum flexibility to plan extended time off. Unpaid leave is available for 1 to 12 full months.





Additional paid days off

Take your time for important life events. Additional paid days off are available for life events like marriage, moving, or bereavement.



Christmas gift

Let's celebrate the season. Each December, you enjoy a holiday gift from IKEA.



Birthday gift

Happy birthday to you! We mark your special day with a birthday gift.



5



Anniversary gift

We're glad to have you here! That's why we mark every 5 years of employment with a special milestone gift from IKEA.

Gift at the birth of a child / adoption

Your family is growing? We welcome the new family member with a thoughtful gift.



Gift for your marriage

We celebrate your marriage with a gift.



Pension fund

Plan for your future: IKEA supports your retirement savings by contributing 12.2 % - 15.2 % to your pension fund based on your age, while fully covering all risk contributions.



Insurance against non-occupational accidents

The full premium is paid by IKEA, so you are always covered.

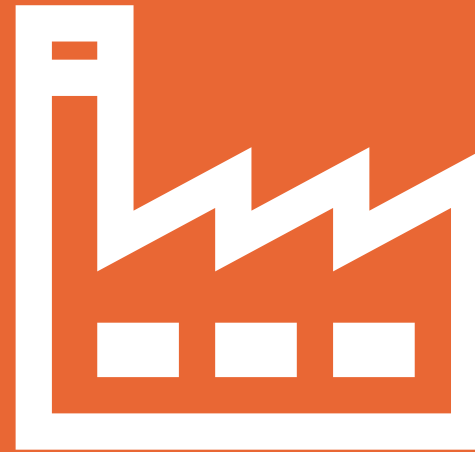
Sickness benefits insurance

Don't worry about loss of earnings due to illness. IKEA pays the full premium for your sickness benefits insurance.



Insurance against occupational accidents

The full premium is paid by IKEA, so you are always covered.



Flu vaccination

Stay healthy all year round. We cover the cost for your annual flu vaccination.



Personal support by an external partner

In need of support? IKEA fully covers your first sessions of counseling service, so you get support when you need it.



Maternity leave

Enjoy 20 weeks of maternity leave at 100 % salary, with the option to extend with unpaid leave.



Paternity leave

Enjoy up to 8 weeks of paternity leave at 100 % salary, which can be split into two 4-week blocks.



IKEA child allowance

We contribute an extra CHF 50 per child each month if you are eligible for cantonal child/education allowance, to support your family.



IKEA childbirth allowance

Welcome to the family! We celebrate the arrival of a child or adoption with a one-time allowance of CHF 800 per child.





Retirement gift

When it's time for your retirement, enjoy a personalised celebration, complete with an Apéro, flowers, and a gift of your choice worth CHF 1,000.



13th Salary

We welcome the holidays with an additional month's pay every December.



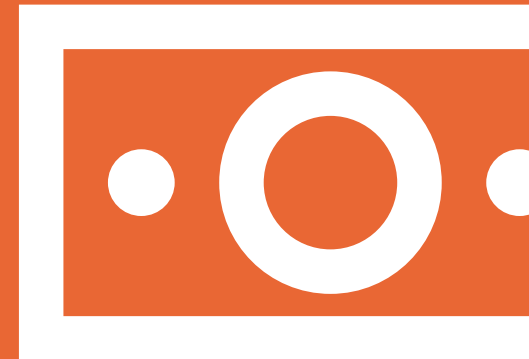
OIB (One IKEA Bonus)

Through our bonus program, we reward your hard work and contributions toward our shared goals.



Tack!

Tack! is our long-term loyalty programme designed to support your retirement planning and reward your commitment to IKEA.



Summer and/or winter party

Let's come together! You and your unit celebrate the season with either a summer or winter party.



Annual team dinner

Gather with your team for a dinner event each year, to celebrate successes and strengthen togetherness.



Training support

Work on your personal development. We support job-specific training tailored to your growth and goals.



Solar panels

Invest into a sustainable home with a 5 % discount on IKEA solar panels.





Life insurance

Financial stability in case of your passing: 150 % of your annual salary will be provided, with a 40 % pension for spouses and a 12 % pension for each child.



Car fleet discount

Nice ride! Take advantage of exclusive staff discounts on new cars from designated automotive companies.



CBA shop

With your employee access you can purchase A-quality IKEA hardware at reduced prices.



Household insurance discount

Get a 15 % discount on household insurance for added peace of mind.



Healthcare discount

Your health is important! Benefit from up to 10 % off supplementary health insurance for a complete coverage solution.

