

Orgon, February 2025

## HR DIGITALIZATION: ID LOGISTICS REVOLUTIONIZES THE LIVES OF ITS 10,000 EMPLOYEES

ID Logistics, an international leader in contract logistics, is taking a giant step forward in modernizing its HR processes by introducing innovative digital tools. The Group thus simplifies the day-to-day administrative work of its 10,000 employees, most of whom are on sites, and places their professional development at the heart of its priorities.

### MYID: THE MOBILE APP THAT CHANGES EMPLOYEES' LIVES

ID Logistics has developed the MyID app, which gives employees access to intuitive HR management, which can be accessed directly from their smartphone. This application, a direct bridge between managers and their teams, saves a considerable amount of time in the management of their daily administrative procedures, whether it is for a request for leave, consulting a pay slip or accessing training.

Adopted by more than 90% of the workforce, MyID is a perfectly adapted tool that meets the needs of an organization where 80% of employees work on logistics sites.

After a successful launch in France, the application will be deployed in Poland, the United States and Brazil by the end of 2025, confirming its key role in the Group's digital transformation.

### JUMPID: SUCCESSFUL INTEGRATION STARTING BEFORE THE ARRIVAL OF NEW EMPLOYEES

With JumpID, ID Logistics is redefining the way new employees are welcomed. Accessible two months before taking up the position and up to three months after their full integration, this platform offers a smooth and reassuring transition. New employees can discover their future working environment, carry out administrative procedures and prepare themselves independently.

This not only improves the employee experience, but also promotes successful and rapid onboarding, reducing the stress of a new job.

### VIRTUAL CAMPUS: A FUN IMMERSION IN THE WORLD OF LOGISTICS

Always at the forefront of innovation, ID Logistics is also developing an interactive "Virtual Campus". Accessible from a computer or a mobile phone, new employees discover the different functionalities of a warehouse, thus facilitating their integration thanks to an immersive, modern and fun experience.

The "Virtual Campus" facilitates the understanding of logistics processes thanks to modern functionalities and educational explanations.

### CEGID-TALENTSOFT: PERSONALIZED CAREER PATHS FOR EVERYONE

In addition to digital tools, ID Logistics relies on the Cegid-Talentsoft HR software to support the development of its employees' skills and professional development. Designed to optimize career and training management, the fulfillment and professional development of employees are at the heart of the Group's strategy.

The system promotes the identification and promotion of internal talent. Today, the figures speak for themselves:

- 600 requests for internal mobility, both functional and geographical in France, have been generated through this new tool, more than a third of which have already been implemented.
- 76% of site managers in France are already from internal promotion. The objective is to reach a similar proportion for the entire Group by 2030.
- 9,000 training actions have been carried out at the request of employees in France.

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## A STRONG COMMITMENT TO HUMAN RELATIONS AND INNOVATION

With these initiatives, ID Logistics is not only transforming its HR processes, but also the way its employees live their work experience. By combining technology and a human approach, the Group reaffirms its pioneering role in a sector where quality and the commitment of its teams are a key factor in customer satisfaction.



### ABOUT ID LOGISTICS:

ID Logistics, headed by Eric Hémar, is an international contract logistics group with revenues of €3.3 billion in 2024. ID Logistics manages nearly 450 sites in 18 countries, representing more than 8.5 million m<sup>2</sup> operated in Europe, America, Asia and Africa, with 40,000 employees.

With a customer portfolio balanced between distribution, e-commerce and consumer goods, ID Logistics is characterized by offers involving a high level of technology. Since its creation in 2001, the Group has developed a social and environmental approach through a number of original projects and is now firmly committed to an ambitious CSR policy. ID Logistics shares are listed on the Euronext regulated market in Paris and are included in the SBF 120 index (ISIN code: FR0010929125, Mnemo: IDL).