

Orgon, March 2025

## ID LOGISTICS PLANS TO RECRUIT 900 NEW PEOPLE IN FRANCE IN 2025

ID Logistics, a major player in contract logistics, announces the recruitment of 900 new employees in France in 2025. This recruitment plan is in line with the Group's development and support for its customers, with a strong desire: to offer sustainable and rewarding professional opportunities in a constantly evolving sector.



@ID Logistics

### RECRUITMENTS TO SUPPORT THE COMPANY'S DYNAMICS

In 2025, ID Logistics will continue to establish itself in France, with the opening of new sites in several strategic regions: Pays de la Loire, Bourgogne-Franche-Comté, Nord Region, Auvergne-Rhône-Alpes, Ile-de-France, etc. These openings go along with a need for new skills, particularly in the North and West regions.

The company offers a majority of permanent contracts for positions in logistics and transport or in administrative and support functions. Through this recruitment plan, ID Logistics reaffirms its commitment to offering its employees a fulfilling working environment, enriched by a structuring training course and internal development prospects.

*"At ID Logistics, we have always relied on human development as a lever for sustainable performance. Our employees are at the heart of our collective success"* - **Renaud Bouet, ID Logistics Group HR Director**

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## TALENT DEVELOPMENT: A STRUCTURED PATH TO EVOLVE

Committed to an active policy of promotion and internal mobility, ID Logistics has implemented numerous actions, allowing each employee to flourish within the company. Thus, the company:

1. Has created a real process of monitoring each employee with his or her manager, at all levels of the organization.
2. Identifies know-how and needs for progression.
3. Trains employees to maintain a high level of know-how through essential skills bases.
4. Supports talents who would like and could evolve in the organization.

Thanks to this commitment, many employees have already been able to access key positions within the Group, in France and abroad.

## WORK-STUDY PROGRAMS AND YOUNG TALENTS: ID LOGISTICS STRENGTHENS ITS COMMITMENT

ID Logistics pursues its ambition to attract and train the talents of tomorrow. In 2025, the Group will open around a hundred work-study contracts in France, across all its business lines, namely operational and logistics professions, support and administrative functions, as well as IT, digitalization and logistics engineering.

In addition, ID Logistics continues to develop its V.I.E (Volunteer for International Experience) program, and expands its offer, allowing young talents to go on assignment in one of the 18 countries where the Group is established. This unique system promotes international immersion and access to evolving careers in logistics.

## AN EMPLOYER RECOGNIZED FOR ITS COMMITMENT AND WORK ENVIRONMENT

The quality of life at work at ID Logistics is a priority. In 2024, the Group obtained the HappyIndex® AtWork certification, after a survey of 30,000 employees worldwide.

ID Logistics ranks 6th in the category of companies with more than 500 people worldwide with an overall score of 63.1%, proving the Group's commitment to its teams and its ambition to always better meet the expectations of its employees, particularly in terms of CSR and professional development.



### ABOUT ID LOGISTICS :

ID Logistics, dirigé par Eric Hémar, est un Groupe international de logistique contractuelle, ayant réalisé un chiffre d'affaires de 3,3 milliards d'€ en 2024. ID Logistics gère près de 450 sites implantés dans 18 pays représentant plus de 9 millions de m<sup>2</sup> opérés en Europe, en Amérique, en Asie et en Afrique, avec plus de 42 000 collaborateurs. Disposant d'un portefeuille clients équilibré entre distribution, e-commerce et produits de grande consommation, ID Logistics se caractérise par des offres impliquant un haut niveau de technologie. Développant, à travers de multiples projets originaux une approche sociale et environnementale depuis sa création en 2001, le Groupe s'est aujourd'hui engagé résolument dans une politique RSE ambitieuse. L'action ID Logistics est cotée sur le marché réglementé d'Euronext à Paris et fait partie de l'indice SBF 120. (Code ISIN : FR0010929125, Mnémo : IDL).