

Orgon, February 14, 2024

FOR 2024, ID LOGISTICS ANNOUNCES 800 NEW RECRUITMENTS IN FRANCE

ID Logistics, the international leader in contract logistics, announces a major recruitment plan for 2024 for 800 new employees in France, to cope in particular with the opening of several sites. The logistician offers permanent positions, work-study programs and internships, on missions that are both operational on site or in support functions.

SITE OPENINGS IN FRANCE: 800 RECRUITMENTS PLANNED FOR 2024

ID Logistics will ensure for 2024 the logistics activities of several new sites, in strategic areas in France: Brittany, Rhône-Alpes, Hauts-de-France, Centre... As part of these openings, the company is looking for 800 new employees in order to strengthen its workforce. With a majority of permanent contracts (CDI) and work-study students, on production or support positions, this hiring plan offers future employees a fulfilling working environment thanks to an ambitious training and career management system allowing employees to evolve through internal promotion.

"By joining ID Logistics, new employees benefit from career opportunities and mobility in a context of growth in France and internationally and rely on professional paths allowing them to strengthen and develop their skills.

Our aim is to become an employer of choice in the logistics sector in order to enable all our employees to work in a safe and fulfilling environment and to give them the means to succeed in their professional lives." – **Alexandre Druel, France HR Director, ID Logistics.**

ID LOGISTICS' "EMPLOYER BRAND" MEETS THE REQUIREMENTS OF NEW EMPLOYEES

The logistics and transport professions require competence and commitment in order to show customers that the company is in a position to meet their needs, to anticipate them, whether in terms of innovative and sustainable solutions or human resources. ID Logistics' employer brand responds to these major challenges by promoting commitment and pride in belonging.

Following extensive work that brought together teams from all countries representing a multitude of functions, ID Logistics has precisely defined its employer promise in 2023 so that it perfectly reflects its ambition in terms of human resources: to be a school of excellence, to offer an environment that fosters innovation at all levels of the company and thus allows us to progress together in order to flourish both professionally and personally.

AMBITION JEUNE 2024: 100 WORK-STUDY CONTRACTS AVAILABLE AT ID LOGISTICS

ID Logistics attaches particular importance to work-study programs, the terms of which correspond to the expectations of its profession. Each year, the company is committed to giving many young people the opportunity to train in the field in parallel with their theoretical training, in all professions, whether operational or functional. Once again this year, ID Logistics is offering around a hundred work-study contracts in France and abroad, across all the functions within the Group.

ID Logistics also continues to offer and develop V.I.E. (International Volunteering in Business). This scheme allows young people under the age of 29, regardless of their profile, to work for a period of 6 to 24 months, in the countries in which the Group is established to carry out various missions and projects. For 2024, ID Logistics is recruiting a dozen young employees based on this model.

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In addition to the support of the French public authorities for this type of contract, ID Logistics wanted to go further in the process. The company therefore sets up a complete system of additional support for these volunteers, both material (housing assistance, means of mobility, allowances and expenses), and managerial with personalized follow-up and regular updates on the progress of the course conducted. At the end of the mission, the company offers the young employees the opportunity to continue the adventure with an employment contract. Many employees come from the V.I.E ID Logistics, and are now based in France or abroad and integrated into positions of responsibility for the Group.

"We are committed to training our employees in their profession, to help them develop their skills, to lead them towards autonomy to enable them to evolve in their careers. That's why we give so much importance to young people at ID Logistics, whether they are graduated or not, whether they have previous experience in our field or not. The most important thing is to be eager to learn, and eager to join an international company, which combines agility and respect for its employees." - **Renaud Bouet, Group HR Director, ID Logistics.**

"HAPPY TRAINEES" LABEL: 80% OF YOUNG EMPLOYEES ARE SATISFIED WITH THEIR CAREER PROGRESSION WITHIN ID LOGISTICS

Finally, to measure the effectiveness of these different hiring and integration programs, ID Logistics regularly measures the feelings of its young employees in France and Europe through a commitment survey: the HappyTrainees label. This important collaborative work allows ID Logistics to have a concrete vision of what its talents think and feel within the company. Thus, the results showed that:

- 80% of employees have found a reason to work at ID Logistics.
- 80% are satisfied with their career progression within the company.
- 79% have a good relationship with their ID Logistics tutor/trainer.
- 75% like their work environment

These good results encourage ID Logistics to pursue and accelerate its strategy of recruiting and integrating young people into the company in a proactive manner.



ABOUT ID LOGISTICS:

ID Logistics, managed by Eric Hémar, is an international contract logistics group with revenues of €2.75 billion in 2023. ID Logistics manages nearly 400 sites in 18 countries, representing more than 8 million sq.m. operated in Europe, America, Asia and Africa, with 38,000 employees.

With a customer portfolio balanced between retail, 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).