PRESS RELEASE

Orgon, September 2026

76% OF SITE MANAGERS PROMOTED FROM WITHIN: TRAINING AND MOBILITY AT THE HEART OF ID LOGISTICS' HR MODEL

- **76% of site managers in France have been promoted from within**
- **More than 5,000 geographical or functional moves across the Group in 2025**
- **66.4% of employees believe they have the opportunity to learn and develop new skills, up 4.7 points since 2024, according to the 2026 HappyIndex®AtWork survey**

In a sector where automation and digitalisation are rapidly transforming roles, ID Logistics relies on training, internal promotion and mobility to support its employees' career development and meet the evolving skills requirements driven by the Group's growth.

@ID Logistics

DEVELOPING TALENT FROM WITHIN

Internal promotion is one of the pillars of ID Logistics' HR model. Across the Group, 61.7% of site managers had progressed internally by the end of 2025, with a target of 70% by 2030. At the same time, more than 5,000 geographical or functional moves and 250 international mobility assignments took place in 2025. In France, the internal promotion rate among site managers stands at 76%.

Changes in role, geographical or international mobility and increased responsibilities offer employees new career opportunities while encouraging the circulation of skills and expertise. In a Group that regularly opens new sites, these career paths also help spread operational standards and mobilise experienced teams during start-ups.

TRAINING TO SUPPORT THE EVOLUTION OF LOGISTICS ROLES

The transformation of operations and the development of automation, mechanisation and digital tools are changing the skills required in warehouses. ID Logistics is structuring its training pathways to support these changes while also preparing employees to take on new responsibilities.

55 Chemin des Engrenauds
CS 20040 – 13660 Orgon
Tel. 04 42 11 06 00
https://www.id-logistics.com/

ID LOGISTICS PRESS CONTACT:
Agence Rumeur Publique
Jérôme Saczewski – Célia Forest – Mélina Tréhin – Faustine Levy
Tel. 06 78 54 02 91
presseidlogistics@rumeurpublique.fr

This approach is supported in particular by ID Academy and a harmonised annual performance and potential assessment process. It is also adapted to the needs of individual countries through leadership development programmes, coaching, online learning and training sites in France.

The results of the 2026 HappyIndex® AtWork survey support this direction. Conducted among 22,436 employees in 18 countries, the survey shows that professional development is the dimension that has improved the most since 2024. Perceptions of career development opportunities increased by 5.5 points, while opportunities for learning and skills development rose by 4.7 points. Overall satisfaction also increased by 5.9 points over two years, reaching 64.6%.

CONTINUING THE EFFORTS UNDERWAY

These results provide a solid basis for continuing the initiatives already underway. ID Logistics plans in particular to strengthen Academy ID and EMPOWER ID for middle management, continue developing its digital tools and work on a programme dedicated to promoting women and supporting their career development.

"The results of the 2026 survey are encouraging and motivate us to continue our efforts. Training our employees and offering them opportunities to develop are essential to supporting their career paths, the transformation of our roles and the Group's growth." - **Renaud Bouet, Group HR Director, ID Logistics**

ABOUT ID LOGISTICS:

ID Logistics, headed by Eric HÉMAR, is an international contract logistics Group with revenues of €3.7 billion in 2025. ID Logistics manages nearly 450 sites in 20 countries representing 10 million m² operated on all five continents with 55,000 employees. With a customer portfolio balanced between distribution, e-commerce, consumer goods, cosmetics and fashion, 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).

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