



Press release
Rosny-sous-Bois, 23 January 2024

Heppner is once again awarded Great Place to Work® certification in several countries!

A company's value depends basically on how much it cares for its teams. Heppner, a medium-sized family business that is close to celebrating its first century, has made this one of the pillars of its strategy by investing in all areas of the Employee Experience since 2019. Once again, this year, Heppner is celebrating the "Great Place to Work" certifications awarded in several of its countries, including France, Senegal, Spain and the United Kingdom. The "Overall Perception" – which expresses employees' sentiment about being part of a company that is a great place to work at – has increased significantly from 67% to 74% in just one year. Hungary and the Netherlands, as new certified countries, bear witness to Heppner's ability to disseminate good practices in Employee Experience.



Strong increase in involvement and satisfaction for the company's fourth year in the Great Place to Work® survey

This year, Heppner has taken part once again in the Great Place to Work survey, and, once again, the results show a very high level of employee satisfaction. Overall participation in the survey attained an excellent 85% at Group level, with a 5-point increase above the 2022 survey. This increased participation boosts the accuracy and reliability of the results obtained.

For a company like Heppner, committed to the implementation of measuring tools and the objective analysis of the results obtained, repeated organisation of a survey like this is an essential task. Following each survey, tailored action plans are deployed to



meet the needs expressed, from organising in-house events to putting in place training programmes or information-sharing media (screens, press reviews) at the sites to enable employees to learn about all of the Group's activities. Participation in the survey has thus become a tool for measuring the success of the actions deployed.

Great Place to Work is the veritable specialist in assessments of the Employee Experience. The method is based on an anonymised form with 70 questions, sent to all employees, who respond on a voluntary basis. At Heppner, this questionnaire was sent in November 2023 to the teams in France, the Netherlands, the United Kingdom, Switzerland, Belgium, Germany, Spain, Senegal and Hungary.

One of Heppner's main achievements is the increase in the Trust Index among its teams, from 67% in 2022 to 73% in 2023 at Group level. In addition, the Group's "Overall Perception" as "a really good company to work for" increased from 67% in 2022 to 74% in 2023.

Heppner, a model of progress and engagement with employee fulfilment

The Great Place to Work survey highlights exceptional management at Heppner, characterised by mutual trust between management and employees, as shown by credibility scores of 74% and respect scores of 71%. Thus, 84% of the respondents feel that they make a personal contribution to the company and 76% say that their professional activity has meaning, and they do not see it as just a job.

These figures illustrate the importance of a positive, dynamic work environment, enhanced by a strong commitment to training and career development. The "Heppner Progress" platform, with its wide range of training modules, available in several languages, is a specific example of its commitment to the ongoing development of all its employees.

In addition, according to the survey, 75% of the employees are proud of Heppner's embodied commitment to CSR. Initiatives such as using eco-friendly vehicles and soft mobility for deliveries, training in eco-driving and the implementation of decarbonisation at all levels of the company are concrete examples of this commitment.

These concrete measures strengthen employees' feeling of belonging to a company that not only respects their values but is actively committed to a sustainable future.

An international achievement confirmed by Great Place to Work®

The results obtained by Heppner in the Great Place to Work survey in countries outside France bear witness to the international impact of its commitment to employee welfare, with outstanding performances in several countries. In the United Kingdom, Spain and Senegal, Heppner has maintained its certification, proof of the endurance of its positive work environment and its strong corporate culture. **Thus, in the United Kingdom, with a Trust Index of 73% and an Overall Perception of 77%, Heppner continues to show strong credibility among its employees.** In Spain, impressive scores of 82% for the Trust Index and 94% for the Overall Perception reveal employees' deep commitment to the company's values. With a Trust Index of 75% and a strong



employee pride at 87%, Senegal also confirms recognition of Heppner's efforts to create an inspiring, inclusive workplace.

This year, the circle of certified countries has been joined by the Netherlands and Hungary, marking an important milestone for Heppner in these regions. In the Netherlands, a Trust Index of 70% and an Overall Perception of 76% are indicative of the Group's positive commitment. Hungary, with a very high Trust Index of 83% and an Overall Perception of 83%, stands out for a corporate culture that is particularly well integrated and highly appreciated by employees. These results highlight Heppner's success in disseminating its corporate culture and values within the framework of its internationalisation.

"Our company is made up of a rich, diverse workforce, in which everyone is indispensable, both in their professional capacity and as individuals. We are committed to making a place for them and supporting them by offering a safe, pleasant work environment. This renewed certification is fruit of a real team effort which we can all be proud of!" Frédérique Vivier, Heppner's Group Human Resources Manager, emphasises.

About Heppner

Heppner is a specialist creator of transport and logistics solutions and an independent leader in international transport from and to France. Our robust, powerful overland transport networks connect more than 40 European countries, with deliveries in 24–72h to the main European cities. With strong international business connections, our exclusive partnership agreements also enable us to handle ocean and air transport to and from 157 countries around the world. With a turnover of EUR 1.029 billion in 2022 and almost a century of accumulated business experience, we currently employ more than 3,570 people, 111 of them enrolled on work-study programmes, in close to 80 branches in France and 14 in Germany, with a direct presence in the Netherlands, Spain, Belgium, Switzerland, Hungary, United Kingdom and Senegal, and more than 10,000 customers. Every day, Heppner works to Foster the Enterprising Spirit of its employees, partners, customers and suppliers in all its areas of business. www.heppner-group.com

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