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Press release

HEPPNER CERTIFIED GREAT PLACE TO WORK® 2025 WITH 78% EMPLOYEE SATISFACTION

For the sixth consecutive year, the independent transport and logistics specialist operating in France and internationally has been awarded the Great Place to Work® certification in 2025. This year, Heppner is certified across its operations in France, Germany, Hungary, Spain, Switzerland, Belgium, the United Kingdom, and Senegal. These results highlight the Group's strong commitment to employee fulfillment and well-being, as well as the deep-rooted corporate culture based on trust and engagement, shared across all countries where Heppner operates.

Growing trust year after year

Conducted among teams since 2020, the Great Place to Work® 2025 survey shows a steady improvement in internal perception indicators. **The Trust Index®, which measures employees' overall confidence in their company, reached 78% in 2025**, compared with 76% in 2024. This places Heppner among the transport and logistics companies with the highest trust levels, while the sector average stands at 72%.

In addition, the proportion of employees stating that Heppner is "a company where it is truly great to work" also increased in 2025, rising from 79% in 2024 to 81% in 2025. Here again, the Group ranks among the top performers in its sector, where the average score is 75%.

Once again this year, these results confirm the relevance of the strategy deployed and the initiatives implemented by the Group to enable each employee to thrive professionally and develop their skills. This includes, for example, Heppner University, an internal training program designed to nurture the talents of tomorrow. Every two years, Heppner University brings together employees from all markets around the Group's values and strategy, with the aim of jointly building a project for the company's future. This approach actively contributes to strengthening employee engagement, a core value for the Group.

An HR strategy supporting the Group's international expansion

Alongside the continuous improvement in employee satisfaction, Heppner's employee experience strategy also supports the Group's international growth. Harmonizing management practices and spreading Heppner's values and DNA across all markets where the company operates – while taking local specificities into account – are key priorities. This strategy has proven effective, with trust levels reaching up to 94% in Hungary, 90% in Spain, and 85% in Switzerland, for example.

"The improvement in our Great Place to Work® indicators confirms that our strategy to provide our employees with a stimulating and enjoyable working environment is the right one, wherever we operate. As a century-old family-owned company, we firmly believe that by making our DNA and values our daily compass, we will be able to turn our international expansion into a success," says Lysiane Fromentin, Group Human Resources Director at Heppner.



About Heppner

Heppner, a designer of transport and logistics solutions, is the specialist and leading independent provider of international freight exchanges to and from France. Our robust and efficient road transport networks connect more than 40 European countries, with deliveries within 24 to 72 hours to major European cities. With a strong international reach, our exclusive partnership agreements also enable us to offer sea and air freight transport solutions to and from 157 countries worldwide. With revenue of €970 million in 2024, following 100 years of entrepreneurial adventure, we employ more than 3,570 people, including 111 apprentices, operate nearly 80 agencies in France, 14 in Germany, and have a direct presence in the Netherlands, Spain, Belgium, Switzerland, Hungary, the United Kingdom, and Senegal, serving more than 10,000 customers. Every day, Heppner works to encourage the entrepreneurial spirit of its employees, partners, customers, and suppliers across all its areas of operation. www.heppner-group.com/en/

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