

## World's Happiest Workplaces Revealed - DHL Leads in 19 Countries

In a groundbreaking release this year, Happy Workplaces® has published the most comprehensive list to date, featuring the top 819 happiest workplaces across 23 countries. This list, derived from an exhaustive meta-analysis of 16,829 companies across 236 different workplace rankings, offers a fresh perspective by including only the happiest company from each sector, thus providing a more accurate and comprehensive view of global workplace settings.

Here are the 10 Happiest Workplaces with the most extensive global coverage:

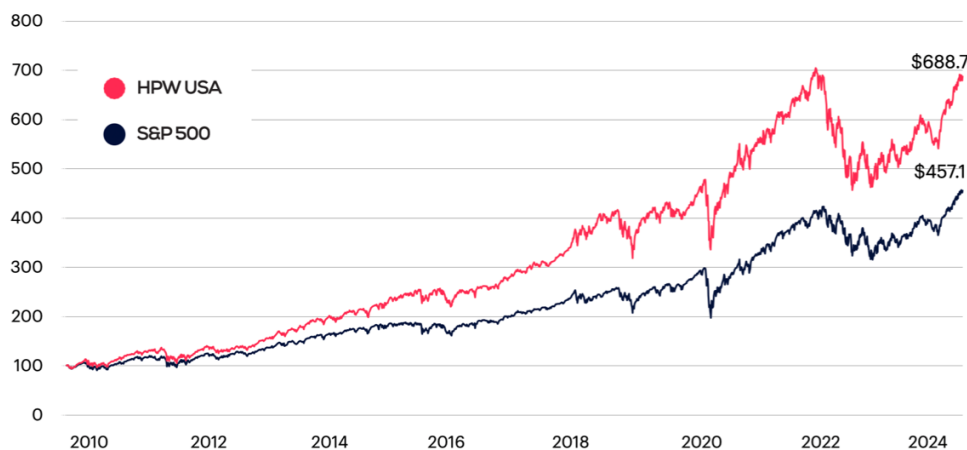
1. DHL - (19 countries).
2. Cisco - (16 countries).
3. Saint-Gobain - (16 countries).
4. PepsiCo - (14 countries).
5. Hilton - (13 countries).
6. Amazon - (12 countries).
7. Accenture - (10 countries).
8. Teleperformance - (10 countries).
10. Deloitte - (9 countries).
11. IKEA - (9 countries).

The recognition of these companies in numerous countries emphasizes the universal nature of employee wellbeing. Their widespread acclaim underscores the effectiveness of strategies focused on happiness, suggesting that with the right approach, organizations can create fulfilling work environments that transcend cultural and geographical differences.

Our analysis across the stock exchanges in the USA, UK, Germany, France, and Canada also shows that companies focusing on workplace happiness significantly outperform their peers. This trend is consistent across all examined markets, highlighting the strong business case for prioritizing employee satisfaction.

Here's a breakdown of how Happy Workplaces compare with major market indexes from 2010 to 2024:

- In the USA, Happy Workplaces earned \$688.7, far exceeding the S&P 500's \$457.1.



- In the UK, these companies achieved £168.6, surpassing the FTSE 100's £140.7.

- In France, they returned €251.2, beating the CAC 40's €204.3.
- In Germany, returns were €588.7, significantly higher than the DAX's €297.3.
- In Canada, they scored C\$351.8, well above the S&P/TSX Composite's C\$184.2.

This data confirms that investing in a happy workplace not only enhances employee wellbeing but also boosts financial performance. Companies that adopt happiness-driven strategies tend to see higher profits, proving that a focus on employee satisfaction is not just ethical, but also financially savvy.

#### About Happiest Workplaces Around the Globe Report

In January 2014, Happy Workplaces® (HPW) initiated a quest to pinpoint the happiest workplaces in every nation and uncover the unique factors that distinguish them. Understanding happiness as a universal goal, HPW responded to the absence of comprehensive research on workplace happiness. While existing lists tend to focus narrowly, HPW aimed to bridge this gap by synthesizing various viewpoints, crafting comprehensive and nuanced lists that provide a multidimensional grasp of employee happiness. The ensuing 'Happiest Workplaces Around the Globe 2024' report by HPW stands as the inaugural and most exhaustive global evaluation of workplace happiness spanning multiple industries.

#### About Happy Workplaces®

Happy Workplaces® is a leading provider in enhancing workplace happiness and boosting employee engagement through transformative company culture solutions. With over a decade of expertise, our innovative approach integrates neuroscience-based practices, setting industry standards for employee well-being and organizational success. We specialize in creating environments where employees thrive and actively contribute to the fabric of their workplace.