

Puteaux, 15 June 2023

AFTER NINE MONTHS OF REFOUNDING SOCIAL DIALOGUE, ORPEA ACHIEVES ITS AMBITION AND REWARDS ITS EMPLOYEES THROUGH A UNANIMOUSLY SIGNED AGREEMENT PROVIDING FOR UNPRECEDENTED SALARY INITIATIVES IN THE COMPANY

In line with ORPEA's Refoundation Plan, presented last November and which makes employees the number one priority, the Group's Executive Management and employee representatives are implementing an ambitious social policy with guarantees and a substantial salary increase. These new steps mark the beginning of a social company that seeks to reward employees in line with their commitment.

Last September, the new management team which commits to promoting constructive, active and plural social dialogue began a new professional election process in agreement with the trade unions. In just one year, management and the representative trade unions implemented a new system for staff representation which led to the signing of the first unanimous agreement on **Tuesday 13 June to increase salaries at ORPEA**, thereby formally adopting the Group's HR policy.

➤ **Main initiatives:**

- **The introduction of a 13th month pay system.** Payment will be made gradually between 2023 and 2025.
- **An overall salary increase will take effect from June for all employees with at least one year's seniority.** The increase ranges from 3 to 7% depending on seniority.
- **Effective from July, a sharing and commitment bonus will be paid** of up to €600 for salaries below €2,500 gross.
- **The provision of meal vouchers.**
- **An increase in the overtime quota from 130 to 220 hours per year.**

These initiatives, which benefit ORPEA employees, follow those implemented by CLINEA (the Group's entity for clinics) through an initial Mandatory Annual Negotiation which resulted in a general salary increase for all employees.

➤ **Stepping up an ambitious human resources policy**

This agreement, which is the third signed in just a few months, illustrates the Group's determination to step up its ambitious human resources policy. Management is now prepared for the next steps, which include health and safety at work, gender equality, health and life insurance and **a new incentive agreement for 2023-2024-2025 involving employees in the achievement of strategic objectives and the company's transformation.**



Laurent Guillot, ORPEA Chief Executive Officer, commented: *"Convinced that social dialogue is central to a company's transformation, I am delighted by the progress made with all of our employee representatives. As a result, in December 2022, we unanimously signed a major company agreement aimed at refounding social dialogue in France. It marks the first agreement in 15 years! I commend the professionalism of the employee representatives and the outstanding efforts of our Human Resources Department which has successfully rebuilt trust and normalised relations with trade union representatives. Following the initial salary agreement signed in December 2022 with CLINEA, I am proud of the new step ORPEA has taken."*

Fanny Barbier, Executive Vice President, Human Resources, added: *"Together with the trade unions, I am pleased and proud to have successfully engaged in constructive social dialogue that enables us to recognise and reward the hard work and expertise of our teams. This agreement is just the beginning and I am confident in our collective ability to work on issues that are key to implementing the Refoundation including health, safety, Quality of Life at Work and parenthood. Discussions are now underway to establish incentive plans and gender equality agreements."*

About ORPEA

ORPEA is a leading global player, expert in the care of all types of frailty. The Group operates in 21 countries and covers three core businesses: care for the elderly (nursing homes, assisted living facilities, homecare and services), post-acute and rehabilitation care and mental health care (specialized clinics). It has more than 76,000 employees and welcomes more than 267,000 patients and residents each year.

<https://www.orpea-group.com/en>

ORPEA is listed on Euronext Paris (ISIN: FR0000184798) and is a member of the SBF 120 and CAC Mid 60 indices.

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