



## Clariane launches *Together*, an unprecedented employee shareholding plan for all its employees in Europe

**Clariane's Board of Directors has unanimously approved the launch of *Together*, a universal employee shareholding plan that offers every employee the same number of share allocation rights.**

By taking this unprecedented measure, Clariane, as a purpose-driven company, reaffirms its desire to involve all of its teams in its collective success and its demand for quality, uniting them around a single criterion: an everyday commitment to serving patients and residents.

This plan, also unanimously approved by the members of the bureau of the European Company Committee, will cover a total of 69,315 eligible employees of the Group across its six European countries and is based on three key principles:

- ✓ **Universality:** all employees will benefit, regardless of country, profession or status;
- ✓ **Loyalty:** each employee is entitled to 50 Clariane shares as of today. These shares will effectively be granted free of charge on 2 October 2028 to any employee who has been working for the company for at least three years;
- ✓ **Quality:** the share allocation will be conditional on a high level of quality of service being maintained, measured by each country's Net Promoter Score (NPS)<sup>1</sup>.

*Together* allows Clariane to present a tangible illustration of its mission to take care of each person's humanity in times of vulnerability, while taking a step forward in valuing its teams' commitment and sharing the value the Group creates.

"This plan is a first for our sector. It is aimed at all Clariane employees, valuing their loyalty and reaffirming the central role that quality plays within our model. With '*Together*', we make our unity into a source of strength for our shared project and involve everyone in our group's success," said Sophie Boissard, Clariane's Chief Executive Officer.

### About Clariane

Clariane is the leading European community of care in times of vulnerability. It has operations in six countries: Belgium, France, Germany, Italy, the Netherlands and Spain.

Relying on their diverse expertise, each year, the Group's 63,000 professionals provide services to 900,000 patients and residents in three main areas of activity: care homes (including Korian and Seniors Residencias), healthcare facilities and services (such as Inicea, Ita and Grupo 5) and alternative living solutions (including Ages & Vie).

In June 2023, Clariane became a purpose-driven company and added to its bylaws a new corporate purpose, common to all its activities: "Taking care of each person's humanity in times of vulnerability".

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<sup>1</sup> The NPS is an indicator of customer satisfaction and loyalty between -100 and +100, based on a recommendation rate. It is calculated by the difference between the percentage of promoters and detractors, who are determined based on their answers to a single recommendation question. The NPS (Net Promoter Score) is based on annual satisfaction surveys and corresponds to the difference between the part of promoters (those who give scores of 9/10 and 10/10) and the part of detractors (those who give scores between 0 and 6/10)