



Clariane celebrates the new 2025 class of graduates from its University at its first-ever European ceremony

Clariane today celebrated, for the first time at the European level, the employees graduating from its University. This ceremony highlights the more than 3,000 graduates of 2025 from the care, services, management, and digital & innovation programmes.

Training and skills development are at the core of the company's mission. Created at the end of 2023 as part of the Group's transition to a mission-led company, the **Clariane University** is a concrete expression of this commitment. In 2025, more than **12% of employees** completed a diploma-awarding programme, reflecting the Group's ambition to support the professional development of everyone, no matter their role.

Organised around four academies - **Care, Hospitality & Services, Management & Leadership, and Digital & Innovation** - Clariane University brings together all training programmes. In each of the six countries where the Group operates, targeted training courses are developed to meet local needs, **support career paths, and enable each person to grow sustainably**. Alongside continuous learning, a full range of structured training pathways is now in place.

Apprenticeships are a cornerstone of this approach. As early as 2020, Clariane created in France a dedicated apprenticeship training centre for care-related professions. The Group also places strong emphasis on **inclusion**: in 2025, in France, 27% of apprentices welcomed came from priority urban neighbourhoods (Quartiers prioritaires de la ville).

Recognition of Prior Learning (RPL) further strengthens this system. It enables experienced professionals to obtain a qualification linked to their profession without interrupting their work. Since the end of 2022, RPL has been available to future nursing assistants on fixed-term contracts, expanding opportunities for career progression even further.

Internal promotion is also growing significantly: in 2025, more than half of vacant facility director positions were filled internally, **with a target of reaching 80%.**

This first European ceremony reflects the mission of Clariane University: enabling everyone to learn, grow, and thrive, while strengthening mobility and internal promotion across the entire Group.

According to Sophie Boissard, **Chief Executive Officer of Clariane**: *"To meet the needs in health and support for vulnerable individuals, we need highly qualified and deeply committed professionals. Through Clariane University, we contribute each year to training and awarding diplomas to 7,000 professionals in care, catering, or healthcare management. We are proud and delighted to celebrate today their success in these demanding pathways."*

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 (Korian, Seniors Residencias, etc.), healthcare facilities and services (Inicea, Ita, Grupo 5, etc.), and alternative living solutions (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".

Julie Mary

Media Relations Manager

+33 (0)6 59 72 50 69

julie.mary@clariane.com

Florian Bachelet

Media Relations Manager

+33 (0)6 79 86 78 23

florian.bachelet@clariane.com

Mélie Boissonnet

Media Relations Officer

+33 (0)7 63 34 61 60

melie.boissonnet@clariane.com