

Puteaux, 22 January 2024

ORPEA PARTNERS WITH EDHEC TO LAUNCH THE FIRST MANAGEMENT SCHOOL FOR THE CARE SECTOR:

IMPACT, THE INNOVATION IN MANAGEMENT PROGRAMME FOR ACTORS OF CARE AND TRANSFORMATION

Announced as part of ORPEA's Transformation plan, Laurent Guillot, Chief Executive Officer, and Fanny Barbier, Executive Vice President Human Resources, announce the first-ever Management School for the healthcare sector in collaboration with EDHEC BUSINESS SCHOOL. Introducing **IMPACT: the Innovation in Management Programme for Actors of Care and Transformation.**

Jointly developed with EDHEC's teams and fully tailored to the Group's businesses, this inaugural Management School aligns with ORPEA's Human Resources strategy: taking care of caregivers, giving them the desire and the means to do their jobs better and care for the most vulnerable. IMPACT will train all ORPEA Group managers in businesses that increasingly call for versatility, attentiveness and coaching skills, in a context of profound change. This initial "pilot" intake of 70 students voluntarily enrolled on the course, with a second class of 400 participants starting in April 2024 and additional sessions scheduled for June and October.

The Management School will train 1,000 Group managers within the year, including Regional Directors, Facility Managers, Head Nurses, Doctors, health and support function Supervisors, etc. Participants will notably be able to learn from others as well as develop and hone their skills in management, an essential role in creating the conditions to upskill and assist teams. At the end of the course, each trainee will complete a certification test before a panel formed of ORPEA and EDHEC teams. At the same time, a training course on the fundamentals of Human Resources will be offered to all the facilities' Deputy Directors, that being 500 people.

Fanny Barbier, Executive Vice President Human Resources Group, commented: ***"I am extremely proud that we established the first intake of 70 employees just one year on from the start of our Refoundation Plan. Today, with the creation of the Management School, we are a step closer in transforming one of the Group's priorities – Human Resources – and even precursors in the sector. This Management School will instil a shared managerial culture for managers throughout the Group, strengthening ORPEA's refoundation which is well underway. Our managers are driven by a thirst to learn, one of our four values, each day working tirelessly alongside our teams to take care of our patients, residents and other beneficiaries alike. For this reason, we have a responsibility to deliver training intended for their career paths and help them acquire managerial expertise to support their teams."***

Sophie Cuminal, Custom programmes Project Director at EDHEC: ***"Across the sector, ORPEA's approach is unique, which led us to custom-design a course which directly addresses the challenges faced by the Group's managers and its intended managerial culture."***

We are excited to deliver this new and unique training programme and proud to play our part, assisting teams in professions that we know are challenging."

About ORPEA

ORPEA is a leading global player, expert in the care of all types of frailty. The Group operates in 20 countries and covers three core businesses: care for the elderly (nursing homes, assisted living, home care), post-acute and rehabilitation care and mental health care (specialised 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>

Since December 2023, ORPEA Group has been 50.2% owned by Caisse des Dépôts, CNP Assurances, MAIF and MACSF Epargne Retraite.

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

About EDHEC Business School

EDHEC is an international business school with more than 110 nationalities represented on campuses in Lille, Nice, Paris and Singapore. With 50,000 alumni in 130 countries and learning partnerships with 290 institutions worldwide, EDHEC educates the leaders of tomorrow: men and women who are determined to solve the most pressing economic, social, technological, and environmental challenges of our time.

EDHEC's unique research model is rooted in public service: to society, to business, and to higher education. A hub of excellence, innovation and diversity, EDHEC's mission is to educate future generations in a world in constant transformation.

The School has developed a unique model founded on research of real practical use to society, companies and students. EDHEC is a centre of excellence, innovation, experience and diversity, focused on impacting future generations in a fast-transforming world. The School exists to make a positive impact on the world.

EDHEC by the numbers:

- 8,600 students in undergraduate and graduate
- 175 professors and researchers, 13 research centres
- 5 campuses and a digital platform devoted to 100%-online certificate and degree programmes: EDHEC Online
- EDHEC Entrepreneurs is the second-largest programme partner at Station F, the world's most extensive startup campus. The Jean Arnault Campus in Roubaix, in partnership with LVMH and the Institut des Vocations pour l'Emploi (LIVE), is dedicated to entrepreneurship, innovation, and inclusion.
- 23 undergraduate and graduate programmes: Bachelors (BBA and BSc), Masters in Management, Masters of Science (MSc), MBA (Full-time and Executive MBA), PhD (Finance)
- A multitude of continuing education options for managers, business leaders, and entrepreneurs offered through EDHEC Executive Education (certificates and degree programmes)

To learn more, visit: <http://www.edhec.edu>



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