

DISCLOSURE OF RELATED-PARTY AGREEMENTS PURSUANT TO ARTICLE L. 22-10-13 OF THE FRENCH COMMERCIAL CODE

Puteaux, 17 February 2022 (6:00 pm CET)

At its meeting of 30 January 2022, the Board of Directors decided to set up a committee to steer and monitor the independent assessment mission tasked with looking into the allegations made in the book "Les Fossoyeurs". It will be chaired by Olivier Lecomte, an independent board member since November 2020.

The Board of Directors decided, at its meeting of 15 February 2022, to grant Olivier Lecomte a compensation of 9,000 euros per month over the entire duration of the mission.

The allocation of this compensation constitutes an agreement between the Company and one of its board members pursuant to Article L. 225-46 of the French Commercial Code and was therefore approved as a related-party agreement, with Olivier Lecomte not taking part in deliberations or voting.

Main disclosures relating to the related-party agreement:

Person concerned: Mr. Olivier Lecomte

Terms, nature and purpose: grant of an exceptional compensation to Mr. Olivier Lecomte, in his capacity as Chairman of the *ad hoc* committee set up to steer and monitor the independent assessment mission tasked with looking into the allegations made in the book "Les Fossoyeurs". This exceptional compensation, which will be paid over the entire duration of the mission, amounts to 9,000 euros per month¹.

Reasons: The Board of Directors considered that the granting of such a compensation, which was determined by taking into account the time that Olivier Lecomte needs to devote to the mission and the importance that it has for the Company, was in accordance with the corporate interest.

¹ Bearing in mind that the Group's consolidated net profit for 2020 was close to 160 million euros and ORPEA's profit was close to 30 million euros.

About ORPEA (www.orpea-corp.com)

Founded in 1989, ORPEA is one of the major world leaders in comprehensive long-term care, with a network as of 30 June 2021, of 1,156 facilities comprising 116,514 beds (26,359 of which are under construction) across 23 countries, which are divided into five geographical regions:

- France Benelux: 586 facilities / 49,207 beds (5,672 of which are under construction)
- Central Europe: 268 facilities / 28,419 beds (5,828 of which are under construction)
- Eastern Europe: 142 facilities / 15,255 beds (4,101 of which are under construction)
- Iberian Peninsula and Latam: 158 facilities / 23,108 beds (10,373 of which are under construction)
- Other countries: 2 facilities / 525 beds (385 of which are under construction)

ORPEA is listed on Euronext Paris (ISIN code: FR0000184798) and is a member of the SBF 120, STOXX 600 Europe, MSCI Small Cap Europe and CAC Mid 60 indices.

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