



Appointments within the Clariane Group

As part of the new organization implemented on October 1st, with the creation of a Group Deputy Chief Executive Officer position responsible for operational excellence and performance management, entrusted to Rémi Boyer, and the launch of its *Better Support* performance program, the Clariane Group has made several appointments to its executive team.

Marion Cardon, who was previously the Group's Chief Brand and Engagement Officer, has been appointed Managing director of Korian France, a newly created position within Clariane France to oversee the group's nursing home division in France as of January 6, 2025. Marion Cardon becomes a member of the Executive Committee of Clariane France, chaired by Nicolas Mérigot. She will also remain a member of the Group's Executive Committee.

Pierre Maitrot, who joined Clariane on January 6, has been appointed Managing director of Inicea, a newly created position within Clariane France, to oversee the Group's healthcare facilities division (medical, post-acute & rehabilitation care and mental health) in France. Pierre Maitrot becomes a member of Clariane France's Executive Committee.

Aymeric Mathias, who was previously Director of Operations at Korian France, has been appointed Deputy Managing director of Clariane France. In this capacity, he will oversee the *Better Support* performance program within Clariane's activities in France. He is a member of Clariane France's Executive Committee.

The Group's CSR Department, led by Olivier Robin since 2021, and the Group's Quality Department, led by Agnès Pegurri since 2019, previously reported to the Group's Chief Brand and Engagement Officer, but will now report to **Rémi Boyer**, Group Deputy Chief Executive Officer.

Mélanie Hentges, who is joining Clariane, has been appointed Head of Marketing and Revenue Management for the Clariane Group as of March 3, 2025. She will report to **Charles-Antoine Pinel**, the current Group Executive Vice President Business Development and New Countries, who is becoming the Group's Chief Growth & Strategy Officer.



About Clariane

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

The Group's 60,000 professionals rely on their diverse expertise to provide services to 900,000 patients and residents each year in three main areas: care homes (including Korian and Seniors Residencias), healthcare facilities and services (including Inicea, Ita, Grupo 5, and Lebenswert), and alternative living solutions (including Petits-fils, Les Essentielles, and Ages&Vie).

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

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Biographies



Marion Cardon
Managing director of Korian France

Marion Cardon spent 10 years at Disneyland Paris, initially in the strategic planning department, an internal strategy consulting unit, and then in the strategic marketing department. She later became Director of Marketing and Digital at Hôtels Barrière, supporting the transformation of the group's image and products as well as its digital shift. She then joined the LVMH Group, where she was responsible for marketing and digital at LVMH Hotel Management (Cheval Blanc Hotels), developing the brand and enhancing the customer experience. In December 2020, she joined the Clariane Group as Chief Marketing Officer for France and, in July 2022, was appointed Group Chief Marketing Officer. From January 2023, she was Chief Brand and Engagement Officer and is a member of the Group's Executive Committee. Marion Cardon is a graduate of the Institute of Political Studies of Rennes and ESSEC.



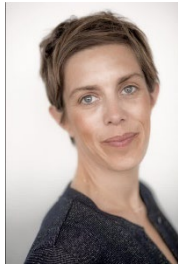
Pierre Maitrot
Managing director of Inicea

Pierre Maitrot began his career in 2005 in the public sector, at the French Ministry of Finance and then at the Ministry of the Interior, where he held various positions over 13 years in both central and local government, as well as cabinet roles in both ministries. Notably, he was Chief of Staff to the Minister of Finance from 2012 to 2013 and Deputy Director of Financial Affairs at the Ministry of the Interior from 2013 to 2017. In 2019, he joined the Elsan Group as Director of Public Affairs reporting to the Chairman and a member of the executive committee. In 2022, he was appointed Deputy Director of Operations for the group. He also chaired the legal commission of the French Private Hospital Federation (FHP) from 2021 to 2024. Pierre Maitrot is a graduate of Sciences-Po Paris and ENA.



Aymeric Mathias
Deputy Managing director of Clariane France, in charge of transformation and network performance

Aymeric Mathias began his career at the Ikea Group, where he held various positions, including store director, commercial audit manager, and commercial director. In 2014, he moved to the healthcare sector and was appointed Director-General of the Hôpital Privé Sévigné, and then the Hôpital Privé de l'Estuaire, at Ramsay Générale de Santé. Aymeric joined Korian in 2018 as Commercial and Marketing Director, and then as Director of Operations, a position he held for five years. Aymeric Mathias is a graduate of ESSEC.



Mélanie Hentges

Head of Marketing and Revenue Management of Clariane Group

Mélanie Hentges began her career as a marketing strategy consultant in France and Spain before joining SFR, where she held various positions, including Director of Brand & Retail Marketing. She then became Director of Marketing and Customer Experience at FNAC-DARTY and later Managing Director at Gobeyond Partners, owned by outsourcing company Webhelp. Mélanie Hentges is a graduate of ESCP.



Rémi Boyer

Deputy Chief Executive Officer of Clariane Group (since September 2024)
also head of the Group's CSR and Quality Departments

Rémi Boyer spent nearly 12 years (1998-2010) at the ArcelorMittal Group, where he held various positions in the General Secretariat and Operational Human Resources departments in a highly international context. In 2010, he joined the PSA Peugeot Citroën Group as Director of HR Development, later becoming HR Director for R&D and Support Resources in 2013, before being appointed Director of Talent and Top Management at PSA in 2015.

He joined the Clariane Group in August 2016 as Group Human Resources Director and a member of the Group's Executive Committee.

Rémi Boyer has also managed Clariane's operations in Germany since October 2023.

Rémi Boyer, 57, is a former student of the École Normale Supérieure, holds a degree in history, and has earned a Master's degree in International Relations and action abroad.



Charles-Antoine Pinel

Chief Growth & Strategy Officer of Clariane Group

Charles-Antoine Pinel began his career at FNAC in 1997. He spent over 15 years at Pierre & Vacances, where he led internal auditing and management control of tourism activities (2001-2007), launched and developed premium activities (2007-2010), and led Center Parcs operations in France (2010-2012). From 2012, he served as Chief Executive Officer of Pierre & Vacances Tourism in Europe (230 sites, 130,000 beds).

Charles-Antoine Pinel joined Clariane in 2016 as Chief Executive Officer for France Seniors, responsible for nursing homes and senior services in France. In October 2020, he became Chief Executive Officer in charge of strategic marketing and new offering strategies for the Group. Since March 1, 2023, Charles-Antoine has been Group Executive Vice President Business Development and New Countries. He is a member of the Group's Executive Committee.

Charles-Antoine Pinel is a graduate of Neoma Business School and holds an Executive MBA from HEC Paris.