Paris, 4 August 2017

Information on KORIAN performance shares granted to the Chief Executive Officer

In accordance with the authorization granted by the Shareholders’ meeting of 22 June 2017 and based on the recommendations from the Compensation and Appointments Committee, the KORIAN Board of Directors held on 18 July 2017 has decided to grant performance shares, on 4 August 2017, to the Chief Executive Officer and to the management team of KORIAN group in order to reward the performance relating to the achievement of the Korian 2020 strategic plan (the “Performance Shares”).

The main features of this Performance Shares plan are:

- The number of Performance Shares that will be finally allocated on 4 August 2020 will depend on the level at which three separate performance targets are met and which are based on the level of achievement that will be disclosed in 2020 of (i) the Group revenue achieved in 2019, compared to the target revenue of the Korian 2020 plan (up to 20% of the allocation), (ii) the EBITDA per share achieved in 2019, compared to the target EBITDA per share of the Korian 2020 plan, (up to 40% of the allocation) and (iii) the KORIAN TSR performance (total shareholder return) compared to the SBF 120 TSR performance between 1 July 2017 and 30 June 2020¹ (up to 40% of the allocation):
  - If the revenue objective or the EBITDA per share objective of the Korian 2020 plan is not attained, no Performance Shares shall be finally allocated under such objective. The achievement of each of these objectives will only give right to part of the Performance Shares attributable under such objective.

¹ TSR is calculated on the basis of the weighted average number of common shares outstanding during the period.
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In addition, it is only if the KORIAN TSR outperforms the SBF 120 TSR performance between 1 July 2017 and 30 June 2020 that part of the Performance Shares attributable under this third objective will be finally allocated.

Lastly, 100% of the Performance Shares will be finally allocated only in case of outperformance for each of the three objectives.

The final allocation of Performance Shares will occur on 4 August 2020.

In accordance with the recommendations of the AFEP-MEDEF corporate governance code, KORIAN also discloses hereinafter the information relating to the Performance Shares granted to Mrs. Sophie Boissard, Chief Executive Officer.

In the context of this allocation, 62,459 Performance Shares have been granted to the Chief Executive Officer, representing 0.08% of KORIAN capital on grant date.

In addition to the above-mentioned performance conditions, the final allocation of the Performance Shares is subject to a presence condition of the Chief Executive Officer until 4 August 2020 (barring exceptional cases).

The Performance Shares will be freely negotiable, provided the Chief Executive Officer retains 25% of the KORIAN shares finally allocated during her term of office.

Lastly, the Chief Executive Officer, who also owns on the date hereof 13,088 KORIAN shares purchased on the stock market, has made a separate formal undertaking not to use any instruments to hedge her risk.
Next event: 13 September 2017 after the close of trading

H1 2017 results

ABOUT KORIAN

Korian, the expert in providing care and support services for seniors, with 715 facilities, operates Europe’s largest network of long-term care nursing homes, specialised clinics, assisted-living facilities, home care and hospital home care services. At the end of December 2016, the Korian group has the capacity to accommodate around 72,000 beds in four countries (France, Germany, Belgium and Italy) and employs around 47,000 people.

For more information, please visit the website: www.korian.com

Korian has been listed on Euronext Paris Section A since November 2006 and is included in the following indices: SBF 120, CAC Health Care, CAC Mid 60, CAC Mid & Small and MSCI Global Small Cap


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