

FIRST REPORT OF THE
MISSION COMMITTEE
2021



Fostering positive ageing
to drive society forward



COLISEE

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OPINION OF THE INDEPENDENT THIRD PARTY ORGANIZATION

Reasoned opinion on the implementation of the social and environmental objectives

At the request of COLISEE GROUP (hereinafter the «Company»), we hereby report to you on the information, of a hypothetical, extrapolated or historical nature, relating to the implementation of the social and environmental objectives (hereinafter the «Objectives») that the Company has set for itself within the scope of its status as a company with a mission, relating to the period from January 1, 2021 to December 31, 2021, and presented in the report of the Mission Committee attached to the management report in accordance with the provisions of Article L.210-10 of the French Commercial Code. RSE France is an Independent Third Party Organization (TPO) accredited by the Cofrac under n°3-1051 (scope available on www.cofrac.fr). RSE France has obtained a positive opinion of admissibility to its request for extension of the accreditation for the field of «verification of the declaration concerning the execution by companies, mutuals and unions with a mission of their social and environmental objectives».

RESPONSIBILITY OF THE COMPANY

It is the responsibility of the Company to :

- to set up an engagement committee responsible for drawing up an annual report in accordance with the provisions of article L.210-10 of the French Commercial Code
- selecting or establishing appropriate criteria and procedures for the development of a data collection framework (hereinafter the «Standards»)
- designing, implementing and maintaining internal control over information relevant to the preparation of the audit committee's report, and implementing the internal control procedures it considers necessary to ensure that information relating to the performance of the Objectives is free from material misstatement, whether due to fraud or error
- preparing the information related to the achievement of the Objectives in accordance with the Standards and making it available to the engagement committee, whether such information is hypothetical, extrapolated or historical in nature

It is the responsibility of the Company's mission committee to prepare its report(s) (hereinafter the «Report(s)») based on the information relating to the performance of the Objectives provided by the Company and to carry out any verification it deems appropriate. The Report(s) is (are) attached to the management report.

REGULATORY PROVISIONS AND APPLICABLE TEXTS

Our work described below was performed in accordance with the provisions of Article R. 210-21 of the French Commercial Code, the requirements of ISO 17029, the verification/validation program for mission companies developed by RSE France and the methodological guide for the audit of mission companies developed by the Community of Mission Companies.

INDEPENDENCE AND QUALITY MANAGEMENT SYSTEM

Our independence is defined by the regulatory texts, our code of ethics and the provisions of the ISO 17029 standard. In addition, we have implemented a quality management system that includes documented policies and procedures to ensure compliance with ethical rules, applicable laws and regulations, and ISO 17029.

RESPONSIBILITY OF THE INDEPENDENT THIRD PARTY ORGANIZATION

In accordance with Decree no. 2020-1 of January 2, 2020 and the Order of May 29, 2021, it is our responsibility, on the basis of our work, to issue a reasoned opinion expressing a conclusion of moderate assurance on the implementation of the Objectives by the Company in the scope of its mission.

NATURE AND SCOPE OF OUR WORK

Our work described below was performed in accordance with the Order of May 27, 2021 determining the terms and conditions under which the independent third-party auditor conducts its engagement and with our validation/verification program of the implementation of the Objectives of a mission company .

We planned and performed our work taking into account the risk of material misstatement of the information relating to the achievement of the Objectives that the Company is committed to pursue in the scope of its mission.

We believe that the procedures we have performed in the exercise of our professional judgment enable us to provide a moderate level of assurance.

We have reviewed the Company's business activity in the scope of its qualification as a company with a mission, the formulation of its purpose, its Objectives and its social and environmental challenges.

Our work focused, on the one hand, on the consistency of the Objectives adopted pursuant to the second paragraph of Article L 210 10 and included in the Company's bylaws, the purpose of the Company as set out in its bylaws (hereinafter «purpose») and its activity with regard to its social and environmental challenges; and on the other hand, on the implementation of these Objectives.

We verified that the Objectives cover the consolidated scope, i.e. all the entities included in the scope of consolidation;

We verified the existence of operational objectives or key indicators for monitoring or measuring the results achieved by the Company for each statutory objective;

We assessed the commitment of the management and members of the governance with regard to the expectations of the main internal and external stakeholders concerned by the Company's activity;

We have assessed the collection process implemented by the entity to ensure the completeness and fairness of the results mentioned in the Report;

We have reviewed the documents prepared by the Company to report on its commitments as a company with a mission, in particular the Report, the provisions specifying the operational objectives and the methods for monitoring them, and the 2021 activity report;

We inquired about the Mission Committee's assessment of the implementation of the Objectives and reviewed the analysis presented in the Report, the results achieved by the end of the operational objectives in relation to their defined trajectories, in order to assess compliance with the Objectives;

We asked the general management about the technical, financial and human resources mobilized for the execution of the Objectives and assessed the adequacy of these resources;

We have assessed the appropriateness of the Standards in terms of their relevance, completeness, reliability, neutrality and understandability;

We examined the internal control procedures implemented by the Company and assessed the data collection process used to determine the operational objectives or key indicators for monitoring or measuring the results achieved

We have implemented the following procedures with regard to the operational objectives or key indicators for monitoring or measuring the results achieved :

- analytical procedures to verify the correct consolidation of the data collected and the consistency of their evolution;
- detailed tests on the basis of samples, consisting of verifying the correct application of definitions and procedures and reconciling the data with supporting documents. This work was carried out on a selection of contributing entities (France) and covered between 40 and 53% of the consolidated data for the indicators and results selected for these tests;

We believe that the sampling methods we have used in the exercise of our professional judgment allow us to provide a moderate level of assurance; a higher level of assurance would have required more extensive verification work.

Because of the use of sampling techniques and other limitations inherent in the operation of any information and internal control system, the risk of not detecting a material misstatement cannot be completely eliminated.

MEANS AND RESOURCES

We conducted 23 interviews with persons responsible for the preparation of information relating to the implementation of the Social and Environmental Objectives, representing in particular the Mission Committee, the Board of Directors, and general and operational management. Our work involved the expertise of two people and took place between February 2022 and May 2022. We believe that our work provides a sufficient basis for the conclusion expressed below.

CONCLUSIONS

On the basis of our work, we have not identified any material misstatement likely to call into question :

- the fact that the Company has achieved the results it defined at the end of the period covered by our work, for each social or environmental objective retained pursuant to 2° of Article L.210-10 and included in its bylaws
- the fact that the Company has implemented adequate means for each social or environmental objective selected in application of the second paragraph of Article L.210-10 and included in its articles of association, and that
- consequently, the Company complies with each of the social and environmental objectives that it has set itself, in accordance with its purpose and its activity with regard to its social and environmental challenges.

Paris, May 20th 2022

RSE France

G rard SCHOUN

Patrice LABROUSSE

PREAMBLE

In March 2021, Colisée incorporated its status as “mission-led company” in its articles of association.

This first report of the Mission Committee meets an information obligation in application of the provisions of Article L210-10 of the French Commercial Code. It presents how Colisée has undertaken its transformation process and reports on the implementation of its governance, its reflections and its actions.

The fundamental social benefits of our activities gives us a particular responsibility: it is up to us to provide, every day, the proof that we are making progress.

This Mission Committee’s report is a compilation of its initial work and our intentions to sustainably improve the quality of our care, the training of our employees and, more generally, to meet the demographic, social and environmental challenges in our four European countries.



A BUSINESS TRANSFORMATION MOVEMENT

The mission-led company is a new model that enables the company to publicly affirm its ambition to be useful to society, and allow the implementation of this ambition to be evaluated by third parties.

This legal status was introduced in French legislation by the PACTE law enacted in May 2019. The company is thus required to:

- define and incorporate in its articles of association its corporate mission and the objectives to achieve it;

- establish a Mission Committee separate from the corporate bodies, which is entrusted to monitor achievement of this mission;

- designate an independent third party body to verify proper execution of the mission.

The mission-led company thus promotes the alignment of all the company’s stakeholders who share the desire to place social and environmental objectives at the heart of the business model.

This transformation is engaging. It makes the mission a compass for all strategic decisions in the company. It organises and perpetuates dialogue with all stakeholders. It places the company and its progress under the critical scrutiny of third parties, on a factual basis for monitoring achievement of the mission.

COLISÉE, MISSION-LED COMPANY

A pioneering and engaging approach

AN INNOVATIVE MODEL PART OF COLISÉE'S DNA

Founded in 1989, the company was born from the desire of one man, Patrick Teycheney, to offer a new model of nursing home. His vocation is to support better ageing, by promoting their autonomy at every stage of their lives, according to their needs, desires and constraints.

Today, Colisée is a leading elderly care player in Europe, established in France, Belgium, Spain, Italy and China, and offers a variety of facilities - nursing homes, service flats, rehabilitation clinics - and home care services.

Colisée has built on this heritage which is part of its DNA, and has developed an approach based on commitments, the results of which are measured by non-financial indicators.

A CONTINUITY BUILT ON ITS CORE VALUES

In this spirit, Colisée has chosen to go even further by incorporating its status as mission-led company in its articles of association on 9 March 2021.

Colisée has chosen to become a mission-led company because the inclusion of its purpose and objectives in its articles of association provides a permanent framework for the sustainable transformation of the company in a dynamic of continuous progress, involving all stakeholders.

Serving the general interest, this mission extends the ESG approach initiated long ago and echoes Colisée's three CORE values: Cohesion, Respect and Engagement.

The CORE spirit is the foundation for the company's development.



MISSION MODEL

Our purpose

Fostering positive ageing
to drive society forward

OUR 3 OBJECTIVES FOR QUALITY OF LIFE

Bring together an exchange
community, improve
the quality of life of seniors

Improve the
**quality of life of
our teams**, raise
the perception
of elderly care
careers



Reduce the
impact of our
activities, protect
**our quality of life
on the planet**

Our statutory objectives and commitments

COLISÉE HAS BUILT A ROADMAP BASED ON THE 3 STATUTORY OBJECTIVES SUPPORTED BY 18 COMMITMENTS.

OBJECTIVES

COMMITMENTS

Bring together an exchange community, improve the quality of life of seniors

- Innovating for better ageing; sharing knowledge and analyses
- Giving a full role to relatives and local stakeholders
- Preserving and enhancing the talents of seniors
- Developing specific support for people with neurodegenerative diseases
- Imagining solutions that facilitate local access to services for the elderly
- Sharing the same quality of service in all of our facilities

Improve the quality of life of our teams, raise the perception of elderly care careers

- Working to promote elderly care professions and professional training
- Strengthening an empowering and caring managerial culture
- Encouraging and nurturing social dialogue
- Ensuring wellness, health and safety at work
- Ensuring fairness of compensation and benefits
- Promoting diversity and inclusion

Reduce the impact of our activities, protect our quality of life on the planet

- Providing solutions for managing demographic and environmental transitions
- Implementing our low-carbon strategy, in line with the Paris Agreement
- Using a responsible purchasing and supplier-relations approach
- Mainstreaming a sustainable food programme
- Promoting the protection of Biodiversity
- Reducing our water consumption

GOVERNANCE OF THE MISSION

A plural and involved Mission Committee

**Jacques Bailet**

Former President of the Food Banks Network

**Cédric Bens**

Director of a rehabilitation clinic at Colisée France

Chair of the Supervisory Council of Colisée's Corporate Mutual Fund

**Joaquim Borrás Ferre**

Independent member of the Supervisory Board of Colisée

Former Executive Chairman of ISS Facility Services Iberia

**Anne-Charlotte Cambresier**

Director of a nursing home at Armonea (Colisée in Belgium)
Physiotherapist

**Sarah Chouraqui**

Country Manager France of Too Good To Go
Former General Manager of Vertical Station

**Maxime Holder**

Chairman of the Supervisory Board of Vitamine T
Chairman of Paul Group

**Jean-Alain Margarit**

Independent consultant
Former President of the Syndicat national des établissements, résidences et services d'aide à domicile privés pour personnes âgées (SYNERPA)

**Estelle Prot**

Independent HR and ESG consultant
Former HR and ESG Director at Colisée

**Carole Renucci**

Founder and President of Podcaster Media
Former Editor of Notre Temps magazine

**Jean-Sylvain Ruggiu**

CSR Director, Pôle Banque de Proximité et Assurances, Groupe BPCE
Head of Public Sector and PPP, Groupe BPCE

CROSSING EXPERTISE AND SENSITIVITIES

The Mission Committee is made up of 10 complementary personalities from the economic and financial spheres, the world of the elderly and the ESG ecosystem. Three members of the Colisée Executive Committee participate in the meeting, without voting rights: Christine Jeandel, President, Julie Petithomme, ESG Director and Vincent Klotz, Medical Director.

The Committee draws its strength and wealth from the diversity of its personalities. Together, they ensure that the statutory objectives are properly understood and appropriated, refine the contours of the mission and optimise its evaluation.

From 2022, a commission representing relatives will be set up in each country where Colisée operates in order to feed the work of the Mission Committee and to take needs and expectations into account.

ADVANCING REFLECTION AND ACTION

The Committee's role is to monitor the proper execution of the mission. As such, it issues consultative opinions on any issue related to the company's purpose and the respect of its commitments. It makes proposals to improve the definition of the mission and its implementation. The Committee particularly examines the relevance of the actions, the indicators defined and their performance.

MEMBERS OF THE EXECUTIVE COMMITTEE PARTICIPATING IN THE MEETINGS



Christine Jeandel
President of Colisée



Vincent Klotz
Medical Director of Colisée



Julie Petithomme
ESG Director of Colisée

AN INDEPENDENT THIRD PARTY BODY TO EVALUATE THE MISSION

The PACTE Law considers evaluation to be essential to legitimise the mission-led company scheme. Colisée's activities are therefore measured in their progress under the control of the Mission Committee and the mandated Independent Third Party Body. The latter formulates an

opinion accrediting the validity of the mission and its execution. It uses a tried and tested audit methodology that reinforces the credibility of the quality of the company in the view of its stakeholders. Colisée has appointed RSE France (APAVE Group) as its auditor to verify the execution of

social and environmental objectives. Present in 45 countries, APAVE is an international reference group in the field of technical, human and environmental risk control. Its opinion is appended to this annual report of the Mission Committee.

OVERVIEW OF THE 1ST YEAR

A year of formalisation and appropriation

For its 1st year as a mission-led company, Colisée has capitalised on its ESG approach to move forward and go further. These first months were devoted to familiarising the members of the Mission Committee with the company, understanding the mission and building the mission model.

2021



2022



Initial work focused on the state of play, the ambition of the trajectory to be set, the reformulation of the statutory objectives and the relevance of the performance indicators and the objectives pursued. Discussions focused, for example, on the inclusion of family representatives in the Mission Committee and on nutrition. All members expressed their interest in participating in this process of stakeholder inclusion and valuing the elderly.

SIGNIFICANT PROGRESS

For each of its 3 objectives, Colisée has deployed several significant projects associated with a measurement of results and means.

OBJECTIVES

ACTIONS

Bring together an exchange community, improve the quality of life of seniors

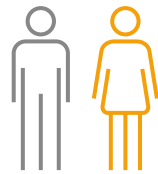
Colisée has deployed the WeDoxa platform in its 4 European countries to measure the quality of service provided to customers and their families. For Colisée, the opinions collected constitute a real observatory of customer satisfaction.

+ 30,000 reviews

from clients collected and authenticated in 2021



Improve the quality of life of our teams, raise the perception of elderly care careers

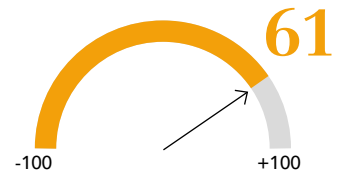


94/100

gender equality index (2021)

Colisée also measures the level of commitment of the site directors, regional directors and members of the management committees. They are key to roll out the company project to all teams.

NPS (Net Promoter Score) of managers* in 2021



*Site directors, regional directors and members of management committees.

Colisée has adopted the methodology for calculating the gender equality index and deployed it in all its countries to measure its progress performance.

Reduce the impact of our activities, protect our quality of life on the planet

Colisée is working on a low-carbon strategy to reduce its intensity on scopes 1, 2 and 3. The decarbonisation trajectory is built in accordance with the method promoted by the Science Based Targets initiative (SBTi). Its responsible purchasing policy is a powerful lever for action.

Carbon intensity
136 tonnes of CO₂ equivalent
 per million euros of revenue (2021).

This compares with the average intensity of the STOXX600 (a stock market index of the 600 largest European stocks), which is estimated at 250 tonnes of CO₂ equivalent per million euros.

INSIGHTS OF THE MISSION COMMITTEE MEMBERS

What does it mean and what does it change to become a mission-led company?

Beyond the differences in sensitivity, the members of the Mission Committee place the human being at the centre of everything. As a starting and ending point.

“

It is essential to build the company's mission by fully involving the employees because they bring it to life every day in the nursing homes. This is how the collective mission is expressed first and foremost at the individual level with the commitment of each person. This starts with a good understanding of the mission's challenges and continues with **regular communication on the results.**”

Joaquim Borrás Ferré

Independent member of the Supervisory Board of Colisée
Former Executive Chairman of ISS Facility Services Iberia

“

By choosing to become a mission company, Colisée has immediately placed itself at the heart of the two major challenges of the 21st century: the demographic challenge of a globally ageing population, and the ecological and environmental challenge. To be able to combine economic performance and social utility while federating teams, partners, clients and all of the company's stakeholders around global and common objectives. This is, I believe, the path that Colisée is taking now and in the years to come, by affirming itself as **a transparent, socially committed and socially responsible economic player.**”

Jean-Alain Margarit

Independent consultant
Former President of the Syndicat national des établissements, résidences et services d'aide à domicile privés pour personnes âgées (SYNERPA)

“

Transparency is at the heart of the status of a mission-led company. This singularity invites us to share our actions, areas of improvement, convictions and results, positive or not, with all stakeholders and observers. This is how Colisée will be heard, credible and watched, in the most objective way possible.”

Carole Renucci

Founder and President of Podcaster Media
Former Editor of Notre Temps magazine

“

Becoming a mission-led company means displaying and committing to **prioritise social and economic objectives over and above economic ones.** This corresponds to a clear vision of public utility. It's not just about supporting seniors and families, it's also about setting industry standards by showing that it's possible to do so in line with strong values.”

Sarah Chouraqui

Country Manager France of Too Good To Go
Former General Manager of Vertical Station

“

The environmental issue is the area where there is the most room for improvement in the nursing home sector. By becoming a mission-led company, Colisée has developed an ambitious **low-carbon roadmap** with regular meetings. I find this particularly stimulating.”

Jacques Bailet

Former President of the Food Banks Network

“

Our mission is to meet the challenge of ageing. This requires us to change the way we support elderly patients, especially those with multiple diseases, and to give priority to respecting the rights of residents and listening to them. We must be present everywhere and throughout the chain with a differentiating quality offer: nursing homes, service flats, day care, meal delivery... **Being a mission-led company means taking up today the challenges that await us tomorrow.**”

Cédric Bens

Director of a rehabilitation clinic at Colisée France
Chair of the Supervisory Council of Colisée's Corporate Mutual Fund

“

A Colisée mission-led company is a more committed Colisée that transforms society by providing a better quality of service to our seniors and by changing the way we look at ageing. Colisée is legitimate in this by the very nature of its activity: to be at the service of the well-being and health of the elderly. It is **a mission of general interest, we are «mission-native».**”

Estelle Prot

Independent HR and ESG consultant
Former HR and ESG Director at Colisée

“

Becoming a mission-led company reinforces the need to integrate all the dimensions of ageing well, and food is one of them because it contributes to a moment of sharing and pleasure. It also carries environmental challenges, if it is thought out in a responsible way. Moreover, **nutrition contributes to health prevention and requires quality throughout the entire chain:** from design to the plate. This is a demanding and multidimensional challenge that Colisée is committed to reach.”

Maxime Holder

Chairman of the Supervisory Board of Vitamine T
Chairman of Paul Group

“

Today, words are no longer enough. We need commitments and actions that permeate all areas of the company: health, food, participation of the elderly, value sharing, the carbon footprint of residences. The mission-led company does not transform the company, but it accelerates, structures and involves all the stakeholders, whom it raises to the same level of requirement.”

Jean-Sylvain Ruggiu

CSR Director, Pôle Banque de Proximité et Assurances, Groupe BPCE
Head of Public Sector and PPP, Groupe BPCE



“

We do not produce goods but we offer services to elderly people to help them be as independent as possible. The very essence of our mission is therefore social. As well **as financial results, Colisée is committed to achieving extra-financial performance.**”

Anne-Charlotte Cambresier

Director of a nursing home at Armonea (Colisée in Belgium)
Physiotherapist

OUTPUT AND OUTCOME MEASURES



OBJECTIVE

Bring together an exchange community,
improve the quality of life of seniors

SELECTED KEY PERFORMANCE INDICATORS

KPIS	RESULTS 2021	TARGET		PERIMETER
		2022	2025	
Number of client and relatives reviews collected and verified by Wedoxa	30,880	↗	↗	••
Clients and relatives engagement score (Net Promoter Score)	39	45	55	••
% of hospitalized residents	5%	< 5%	< 5%	•
% of residents not taking psychoactive medications	42%	> 50%	> 70%	•
% of residents with a personalized support plan updated	42%	100%	100%	•

- All countries and activities
- All countries and activities, except home care services
- All countries, only nursing homes

“

Enabling each resident to «age better» is what brings us all together. It means feeling good in one's environment, enjoying quality food, or being able to find oneself in one's furniture. It is also and above all the smile, the attention and the benevolence of the carers who surround the elderly on a daily basis.”

Joaquim Borrás Ferré

Independent member of the Supervisory Board of Colisée
Former Executive Chairman of ISS Facility Services Iberia

“

We are trying to change the way we support elderly patients, by innovating in our structures, by making day care more dynamic and by incorporating complete medical technical platforms, as well as in the prevention of falls and in the use of occupational therapists.”

Cédric Bens

Director of a rehabilitation clinic at Colisée France
Chair of the Supervisory Council of Colisée's Corporate Mutual Fund

EXAMPLES OF ACTIONS AND MEANS TO ACHIEVE OUR OBJECTIVES

COMMITMENT	EXAMPLE OF ACTIONS	MEASUREMENT OF MEANS
1. Innovating for better ageing; sharing knowledge and analyses	Facilitating communication between residents and relatives through digital solutions in each nursing home	By the end of 2021, all nursing homes are equipped with the Portal+ solution, and each resident is encouraged to use it in his or her personal living space.
2. Giving a full role to relatives and local stakeholders	Involving a community, association or charity in the project of each of our sites in order to involve more stakeholders in our initiatives	In 2021, 2 out of 3 nursing homes have deployed a partnership with an NGO or association.
3. Preserving and enhancing the talents of seniors	Disseminating non-medical approaches (Montessori or alternative methods) and promoting the talents of residents	In 2021, 2 out of 3 nursing homes have implemented a person-centred approach , such as Montessori, to promote the talents of seniors. This approach consists of collecting the life history of the resident and doing everything possible to keep him/her as an actor in it, taking into account his/her preferences.
4. Developing specific support for people with neurodegenerative diseases	Creating spaces dedicated to the care of Alzheimer's disease and related disorders	In 2021, 2 out of 3 nursing homes have dedicated areas for the care of cognitive disorders, for example Snoezelen areas.
5. Imagining solutions that facilitate local access to services for the elderly	Expanding our service offer and dedicating part of it to people in need of financial support	By the end of 2021, 19% of the beds are dedicated to residents in need of financial assistance.
6. Sharing the same quality of service in all of our facilities	Continuously improving the measurement of customer and family satisfaction via an independent platform collecting verified opinions, and communicating these results widely	In 2021, more than 30,000 opinions from residents and relatives were collected, 16 times more than at the launch in 2019.

OUTPUT AND OUTCOME MEASURES



OBJECTIVE

Improve the quality of life of our teams,
raise the perception of elderly care careers

SELECTED KEY PERFORMANCE INDICATORS

KPIS	RESULTS 2021	TARGET		PERIMETER
		2022	2025	
Turnover rate	23.5%	< 20%	< 18%	••
Absenteism rate	11.1%	< 10%	< 8%	••
Frequency rate on work accidents	31.9	< 25	< 20	••
Severity rate on work accidents	1.3	< 2,0	< 1,5	••
Professional Equality Index Women/Men	94/100	> 92	> 92	•••
Number of training courses provided	19,604	> 80%	> 95%	•••
Number of certifying or qualifying training courses	1,033	↗	↗	•••

- All countries and activities
- All countries and activities, except home care services
- All countries, only nursing homes

“

The priority is to surround ourselves with dedicated and happy employees to ensure that our residents are well looked after. Having a clear and understood mission is a plus in attracting the best people and keeping them. It is also reassuring for the families who entrust us with their elderly.”

Anne-Charlotte Cambresier

Director of a nursing home at Armonea (Colisée in Belgium)
Physiotherapist

“

Our priority is to reach out and involve the operational teams to create full mobilisation on the ground, infuse each residence and improve the quality of life for those who live and work there.”

Estelle Prot

Independent HR and ESG consultant
Former HR and ESG Director at Colisée

EXAMPLES OF ACTIONS AND MEANS TO ACHIEVE OUR OBJECTIVES

COMMITMENT	EXAMPLE OF ACTIONS	MEASUREMENT OF MEANS
1. Working to promote elderly care professions and professional training	<p>Training and developing our employees by enabling them to acquire new skills</p> <p>Mobilising young people around the professions of the elderly through apprenticeship contracts</p>	<p>In 2021, more than 19,000 training courses were provided.</p> <p>In 2021, 489 apprentices are part of our teams in France.</p> <p><i>In 2022: launch of the CORE International Academy</i></p>
2. Strengthening an empowering and caring managerial culture	<p>Detecting talent, supporting them in the development of their career path, encouraging internal promotion</p>	<p>In 2021, approximately 450 employees were promoted.</p>
3. Encouraging and nurturing social dialogue	<p>Improving the quality of dialogue and ensuring the health and comfort of our employees</p>	<p>In 2021, there are 518 titular staff representatives, 104 meetings of the national and regional representative bodies were held.</p> <p><i>In 2022, Colisée will initiate negotiations for the creation of a European Works Council.</i></p>
4. Ensuring wellness, health and safety at work	<p>Supplying and installing technical equipment and providing the necessary training to reduce accidents at work</p>	<p>In France, nursing homes are equipped with transfer rails to facilitate the comfort of residents and carers and prevent musculoskeletal disorders.</p>
5. Ensuring fairness of compensation and benefits	<p>Sharing value through broad access to employee ownership</p> <p>Ensuring the gap between median and highest pay by country of location</p>	<p>By the end of 2021, almost 1,400 employees in Europe had subscribed to the corporate mutual fund (FCPE).</p> <p>Colisée maintains a maximum factor of 1 to 20 between the median and the highest remuneration per country.</p>
6. Promoting diversity and inclusion	<p>Accelerating the youth employment programme with a target of 1,000 young people per year</p>	<p>In 2021, Colisée hired over 1,500 people under the age of 25.</p>

OUTPUT AND OUTCOME MEASURES



OBJECTIVE

Reduce the impact of our activities,
protect our quality of life on the planet

SELECTED KEY PERFORMANCE INDICATORS

KPIS	RESULTS 2021	TARGET		PERIMETER
		2022	2025	
Carbon intensity	136 tonnes of CO ₂ eq. per million euros of revenue	Trajectory aligned with the 1.5°C target		●●●
GHG emissions (Greenhouse gas)	157.9 kilo tonnes of CO ₂ eq.	Trajectory aligned with the 1.5°C target		●●●
% of green electricity	72%	100%	100%	●●●
% of sustainable food served in catering	48%	50%	70%	●

- All countries and activities
- All countries and activities, except home care services
- All countries, only nursing homes



Becoming a mission-led company will accelerate our environmental commitments. The human challenge is so strong that the ecological challenge is somewhat the “poor relative” of the sector. For Colisée, this will be a major differentiating factor.”

Jacques Bailet

Former President of the Food Banks Network



The reduction of carbon emissions requires a thorough review of working methods, restructuring, revisiting production models and involving support and operational teams. Colisée has already done a lot of work on this subject and we need to capitalise on it.”

Jean-Sylvain Ruggiu

CSR Director, Pôle Banque de Proximité et Assurances,
Groupe BPCE
Head of Public Sector and PPP, Groupe BPCE

EXAMPLES OF ACTIONS AND MEANS TO ACHIEVE OUR OBJECTIVES

COMMITMENT	EXAMPLE OF ACTIONS	MEASUREMENT OF MEANS
1. Providing solutions for managing demographic and environmental transitions	Organising or participating in the creation of public events to enrich and share our knowledge on ageing well	In 2021, Colisée organised or participated in 19 studies / surveys . For example: - Study on how to accompany the evolution of ageing population, with the Edad&Vida Foundation in Spain - Participation in a research programme on dementia care with the University of Valencia
2. Implementing our low-carbon strategy, in line with the Paris Agreement	Formalising a low-carbon roadmap	In 2021, reduction targets on scopes 1, 2 and 3 have been set and work on the roadmap has been initiated and continues in 2022.
3. Using a responsible purchasing and supplier-relations approach	Deploying a Responsible Purchasing Charter to buy better, closer and with more environmental criteria	In 2021, 48% of food is issued from responsible products (local, organic or labelled products).
4. Mainstreaming a sustainable food programme	Limiting food waste	In 2021, a partnership with Too Good To Go has been deployed on 55 sites in Belgium, representing 1,300 meals saved . <i>In 2022, the partnership is deployed in France.</i>
5. Promoting the protection of Biodiversity	Encouraging facilities to set up biodiversity projects	Measure in progress for 2022
6. Reducing our water consumption	Ensuring responsible consumption and reuse of rainwater	In 2021, 60 sites are equipped with water recovery systems. <i>In 2022, the aim is for all sites to be equipped.</i>

OUTLOOK 2022

2022, a year of action and evaluation

The point of view of Christine Jeandel, President of Colisée



What is your view on this first year of work as a mission-led company?

This is exciting, engaging and transformative. We were not starting from scratch, as we had the support of the "Communauté des Entreprises à Mission" and we already had a solid ESG policy. However, we had no benchmark in our sector, and we were the first to undertake such an approach. The Colisée team therefore worked hard to define the statutory objectives, commitments and relevant indicators, in order to share them with the Mission Committee and take its recommendations into account.

How is the work with the Mission Committee going?

We are fortunate to benefit from the expertise of leading figures from the sector, the business world, representatives involved in environmental issues and ESG experts. The agendas of our Committees are shared: sometimes we come up with questions; at other times, it is the members who suggest themes. This is a very fluid way of working which has already enabled us to make progress on issues such as resident nutrition, transparency with regard to families and the support of our teams in the field.

How can it reassure stakeholders?

One of the keys to this approach is the requirement for an audit by an independent third party. Our extra-financial performance is now assessed with the same degree of importance and reporting requirements as the financial aspect.

Does this work hinder the growth of the company?

The reality is that Colisée's growth is completely correlated to the achievement of our ESG objectives. I am convinced that our growth project will be supported by this dynamic, that Colisée will be more robust tomorrow to meet the demographic, environmental and social challenges thanks to this governance and management model that transcends the company's management team and investors.

What are the ambitions for 2022?

The ESG objectives we have set ourselves are ambitious, in particular regarding a low-carbon roadmap and the retention of teams. We must ensure that we can reach them year after year through permanent evaluation, assessment of issues, implementation of action plans and adaptation to our environment. As an example, the shortage of caregivers in French hospitals makes recruitment and retention exceptionally complex. We need to think about innovative approaches to remuneration, work organisation and training to remedy this. Although this obstacle is slowing us down on our way, we will stay focus of our mission.

In addition, our ambition is to obtain the B Corp label. Indeed, I am convinced that we must combine statutory work on the mission-led company with a certification of international standing. I get from experience that our Mission Committee takes us forward on issues that are very specific to our sector while B Corp benchmarks us globally: it questions the whole company and allows us to accelerate the change of culture towards building a more inclusive and sustainable economy.

“

Our extra-financial performance is now assessed with the same level of importance and reporting requirements as for the financial side. This ensures that our stakeholders have the same high standards and transparency.”

Christine Jeandel
President of Colisée



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Becoming a mission-based company, through the commitments it implies, has allowed us to initiate a balance between the financial approach and the quality of the support we provide to the elderly and our employees.”

Vincent Klotz
Medical Director of Colisée

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Our mission guides our strategic decisions. It imposes us. It is also transforming and a source of innovation. This first year as a mission-led company has been rich and mobilising, continuing a commitment already marked at Colisée and enriched in particular by the strengthening of governance. The Mission Committee’s benevolent and challenging view will encourage us to go even further.”

Julie Petithomme
ESG Director of Colisée

THE MISSION COMMITTEE IN 2022

After the time of appropriation of the issues and the state of play, the Mission Committee will assess in 2022 **the progress of the mission, the relevance of the statutory objectives and operational commitments and the achievement of results.** It will

endeavour to fulfil its functions by demonstrating its ability to function and debate in full transparency, without concealing any difficulties.

It will examine the achievement of these objectives against performance

indicators to regularly measure the progress of the system and, if necessary, introduce corrective measures. In particular, it will ensure that the teams understand and adhere to the Company’s mission.

GLOSSARY

GHG EMISSIONS (GREENHOUSE GASES)

Total GHG emissions of scopes 1, 2 and 3.

PROFESSIONAL EQUALITY INDEX WOMEN/MEN

Each year, companies with at least 50 employees are obligated to calculate and publish on their website, clearly and legibly, the overall rating of the Gender Equality Index, as well as the rating obtained for each of its component indicators. The Gender Equality Index was initiated in France by the Professional Future Law (Avenir Professionnel) of 2018. Calculated over 100 points, it is made up of 4 to 5 indicators, depending on the size of the company: gender pay gap, distribution gap of individual increases, number of employees increased on their return from maternity leave, parity among the 10 highest remuneration.

CARBON INTENSITY

Ratio of CO2 emissions (scopes 1, 2, and 3) to revenue.

NET PROMOTER SCORE CLIENTS AND RELATIVES

Indicators that assess the likelihood that a client or relative will recommend the facility to those around them. This score is calculated as the difference between the % of promoters (score of 9 or 10) and the % of detractors (score of 0 to 6). This score can change between -100 and +100.

NET PROMOTER SCORE FOR EMPLOYEES

Indicator assessing the probability that employees will recommend the company to those around them. This score is calculated as the difference between the % of promoters (score of 9 or 10) and the % of detractors (score of 0 to 6). This score can change between -100 and +100.

NUMBER OF CERTIFYING OR QUALIFYING TRAINING COURSES

Training courses awarding a state diploma, a title, or a certification of professional qualification.

NUMBER OF TRAINING COURSES CARRIED OUT

Number of internal or external training sessions. Mandatory safety training is excluded.

PROPORTION OF SUSTAINABLE FOOD SERVED IN CATERING

Proportion of food (including beverages) from responsible products (local products, organic products, labelled products) to total restaurant expenditure.

PERCENTAGE OF GREEN ELECTRICITY

Proportion of green electricity (electricity generated by solar panels and Guarantees of Origin) to total electricity consumption.

PROPORTION OF RESIDENTS WITH A PERSONALISED SUPPORT PLAN

Proportion of residents with a personalised support plan updated in the last six months, one month after entry. This plan aims to adapt all the proposed activities based on the resident's specific objectives. It is evaluated with the team and with relatives.

PROPORTION OF RESIDENTS HOSPITALISED

Proportion of residents who were hospitalised for more than one day.

PROPORTION OF RESIDENTS NOT TAKING PSYCHOACTIVE MEDICATIONS

Proportion of residents not taking psychoactive drugs (such as antidepressants, neuroleptics, hypnotics and anxiolytics).

TURNOVER RATE

One-year turnover rate of permanent employees.

ABSENTEEISM RATE

Number of days of absence (including: (i) accidents at work (ii) sick leave (iii) unjustified absences) compared to the number of days theoretically worked in the month.

FREQUENCY RATE OF WORK ACCIDENTS

Total number of accidents at work with at least one day off work relative to the total number of hours worked during the month x 1,000,000.

SEVERITY RATE OF WORK ACCIDENTS

Number of days off related to an accident at work per thousand hours worked.



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