



The Nomination Committee's statement regarding the proposal for election of Board of Directors prior to the Annual General Meeting 2016

Background

Attendo's Nomination Committee for the Annual General Meeting 2016 consisted of Chairman Tomas Billing (Nordstjernan), Alireza Etemad (IK 2004-fund and its advisor IK Investment Partners), Marianne Nilsson (Swedbank Robur Funds), Adam Nyström (Didner & Gerge Funds) and Anssi Soila (Pertti Karjalainen). The Chairman of the Board, Erik Lautmann, has been co-opted in the Nomination Committee.

The Nomination Committee was composed in accordance with the by the general meeting adopted instruction and based on the ownership in Attendo as per 31 December 2015.

Shareholders have been able to submit proposals to the Nomination Committee according to instructions on Attendo's webpage. No proposals have been received.

Presentation of the Nomination Committee's work

The Nomination Committee had four meetings before the Annual General Meeting 2016 and between the meetings the Nomination Committee has met both current and potential new Board Members, and the company's auditor for interviews. On the meetings, the Chairman of the Board has reported the results from the annual board evaluation conducted during the year. The Nomination Committee has evaluated the current board's size and composition together with the specific requirements that Attendo's operation and strategic development impose on the Board Members competence, experience and diversity. The Nomination Committee has chosen to strive for a gender balance among its Board Members.

Proposal for the Board's remuneration has been determined through a comparison with board fees in companies of comparable size and complexity.

Motivation for the proposed Board of Directors

The Nomination Committee has, based on the work described above, found that the current Board of Directors meets the requirements regarding competence and experience. The current Board Members have shown a great commitment to their work with high attendance on board meetings. Related to that Christopher Masek has informed that he is not available for re-election and a general wish to both broaden the competence and increase the representation from Finland, the Nomination Committee has chosen to propose three new members to the Board: Catarina Fagerholm, Tobias Lönnevall and Anitra Steen.

Besides this, the Nomination Committee's assessment is that the current Board of Directors fulfills the requirements well and thus proposes re-election of Erik Lautmann, Mona Boström, Jan Frykhammar, Ulf Lundahl, Anssi Soila, Christoffer Zilliacus and Henrik Borelius (CEO).



Catarina Fagerholm, born 1963, is the CEO of Instru optiikka Oy and Board Member of Restel Oy. Among her previous positions can be mentioned CEO of BSH Kodinkoneet Oy, Bosch and Siemens Household appliances with responsibility for Finland and the Baltics as well as a number of positions in Amer Group Ltd, mainly within marketing.

Tobias Lönnevall, born 1980, is an Investment Manager at Nordstjernan and Chairman of the Board of KMT Precision Grinding as well as Board Member of Ramirent Group. Among his previous positions can be mentioned acting CEO of NH Logistics, Finance Manager of Landic Property and Consultant at Accenture.

Anitra Steen, born 1949, is the Chairman of the Board of Oral Care, Svenska Spel and AFA Försäkring and Board Member of PostNord. She is also Board Member of Stockholms Sjukhem, an assignment that she will leave during the spring. Among her previous positions can be mentioned CEO of Systembolaget and Director General of Riksskatteverket.

The Nomination Committee's proposal is:

- Erik Lautmann (Chairman)
- Mona Boström
- Catarina Fagervall
- Jan Frykhammar
- Ulf Lundahl
- Tobias Lönnevall
- Anssi Soila
- Anitra Steen
- Christoffer Zilliacus
- Henrik Borelius (CEO)

The Nomination Committee assesses that the proposed Board of Directors has an appropriate composition and size with the width, experience and diversity as deemed necessary to support Attendo's long-term strategic work. The Nomination Committee further assesses that the proposed Board of Directors follows the Swedish Code for Corporate Governance regarding the Board Members independence and strive for gender balance.

Nomination Committee in Attendo AB (publ)

Danderyd, March 2016