

PRESS RELEASE April 6, 2016

ANNUAL GENERAL MEETING IN CAPIO AB (publ)

The shareholders of Capio AB are hereby invited to attend the Annual General Meeting (AGM) to be held at 4 p.m. CET on Wednesday, 11 May 2016 at Gothenburg concert hall (Stenhammarsalen) at the address Götaplatsen, Gothenburg, Sweden. Registration will commence and coffee will be served from 3 p.m. CET.

A. RIGHT TO PARTICIPATE IN THE ANNUAL GENERAL MEETING

Shareholders who wish to participate in the AGM must:

firstly, be registered in the share register maintained by Euroclear Sweden AB no later than Wednesday 4 May 2016, and

secondly, notify the company of their intention to attend the AGM under the address Capio AB, c/o Euroclear Sweden, "Annual General Meeting", P.O. Box 191, SE-101 23 Stockholm, by calling +46 8 402 91 36, weekdays between 9:00 a.m. and 4:00 p.m., or at the website www.capio.com no later than Wednesday 4 May 2016.

In connection with notification, shareholders must state their name, address, telephone number (daytime), personal or corporate identity number and information concerning their shareholding. Shareholders or proxies for shareholders at the AGM may take a maximum of two representatives with them to the AGM. Representatives may be brought to the Meeting only if the shareholder gives notice of their attendance as described above for notification of participation of shareholders. For shareholders who will be represented by proxy at the AGM, the original version of a signed and dated power of attorney must be enclosed with the notification. A form for the power of attorney is available on the company's website, www.capio.com and will be sent by mail on request to shareholders who state their address. For those representing a legal entity, a verified copy of the registration certificate or corresponding document showing the company's signatories must also be submitted.

In order to be entitled to participate in the AGM, shareholders whose shareholding is registered in the name of a trustee must re-register their shares in their own name at Euroclear Sweden AB. Shareholders who require such re-registration should notify their trustee well in advance of Wednesday 4 May 2016, when such re-registration must have been completed.

B. AGENDA OF THE ANNUAL GENERAL MEETING

Proposal for agenda

1. Opening of the Meeting.
2. Election of Chairman of the Meeting.
3. Preparation and approval of the list of shareholders entitled to vote at the Meeting.
4. Approval of the agenda.
5. Election of one or two persons to approve the minutes of the Meeting.
6. Determination of whether the Meeting has been duly convened.
7. The Managing Director's report.
8. Report on the work of the Board of Directors and the Committees of the Board of Directors.
9. Presentation of
 - a) the annual report and the auditors' report, as well as the consolidated financial report and auditors' report on the consolidated financial report for the financial year 2015,

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- b) statement from the company's auditor confirming compliance with the remuneration guidelines for the CEO and other senior managers that have applied since the preceding AGM, and
 - c) the Board's proposal for appropriation of the company's profit and the Board's motivated statement thereon.
10. Resolutions regarding
 - a) adoption of the income statement and the balance sheet, and of the consolidated income statement and the consolidated balance sheet, all as per 31 December 2015,
 - b) appropriation of the Company's profit as set forth in the balance sheet adopted by the Meeting and the record date for dividend distribution, and
 - c) discharge of the Board of Directors and the Managing Director from personal liability for the financial year 2015.
 11. Determination of the number of members and deputy members of the Board.
 12. Determination of the fees to be paid to the Board members and auditor.
 13. Election of members of the Board.
 14. Election of auditor.
 15. Proposal regarding appointment of members of the Nomination Committee.
 16. Proposal for remuneration guidelines for the CEO and other senior managers.
 17. Proposal regarding a directed issue of convertibles and approval of a long-term incentive program (Convertible Program 2016/2021).
 18. Closing of the Meeting.

Proposals**Election of Chairman of the Meeting (Item 2)**

The Nomination Committee appointed in anticipation of the 2016 AGM, comprising Robert Furuholm (Nordic Capital Fund VI), Chairman, Steven Dyson (Apax Europe VI Fund Group), Per Hesselmark (R12 Kapital), Per Collén (Fjärde AP-fonden), Bo Lundgren (Swedbank Robur fonder) and Anders Narvinger (Chairman of the Board) has proposed that the Chairman of the Board, Anders Narvinger, be elected Chairman of the 2016 AGM.

Proposed appropriation of the Company's profit (Item 10 b)

The Board proposes that a dividend of SEK 0.5 per share be declared and that the record date for the dividend shall be 13 May 2016. If the AGM so resolves, the dividend is expected to be distributed by Euroclear Sweden AB on 18 May 2016.

Proposals regarding election of Board members, auditor and fees (Items 11-14)

The Nomination Committee proposes the following:

- The number of Board Members shall be eight, without deputies.
- Directors' fees shall be paid as follows: SEK 800,000 to the Chairman of the Board, SEK 450,000 to the Vice Chairman of the Board and SEK 350,000 to each of the other Board Members elected by the AGM who are not employed by the company. As remuneration for committee work, the chairman of the Finance and Audit Committee shall receive SEK 150,000 and each member of the Finance and Audit Committee SEK 50,000, the chairman of the Remuneration Committee shall receive SEK 50,000 and member of the Remuneration Committee SEK 50,000 and the chairman of the Medical Quality Committee shall receive SEK 150,000 and member of the Medical Quality Committee SEK 75,000. An additional compensation of SEK 20,000 per meeting in person for travelling time will be offered to Pascale Richetta and Michael Flemming.
- Re-election of Board Members Anders Narvinger, Gunnar Németh, Gun Nilsson and Fredrik Näslund and new election of Birgitta Stymne Göransson, Pascale Richetta, Michael Flemming and Arnaud Bosquet as ordinary members of the Board. Neal Dignum and Håkan Winberg have declined reelection.
- Re-election of Anders Narvinger as the Chairman of the Board and Gunnar Németh as the Vice Chairman of the Board.

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Birgitta Stymne Göransson (born 1957) is currently working as Senior Industrial Advisor and non-executive Board member in a series of Nordic companies, among others Elekta, Sophiahemmet, Medivir (Chairman) and BioInvent. She has served as Group CEO of Memira and CEO of Semantix. During her career, Birgitta has held several executive management positions in Swedish companies such as Telefon, Åhléns, KF and Gambro and has worked at McKinsey & Company. Birgitta Stymne Göransson holds an MSc in Chemical Engineering and Biotechnology from KTH Royal Institute of Technology in Stockholm and an MBA from Harvard Business School in the US.

Pascale Richetta (born 1959) is currently Executive Vice President at the biopharma company UCB in Belgium. Previously, she was Vice President Western Europe and Canada at the pharmaceutical company AbbVie and she has also held several executive management positions in Abbott Laboratories in France and Belgium, Glaxo Smith Kline in France and the UK, as well as Beaufour-Ipsen and Servier in France. Pascale Richetta is a Doctor of Medicine from the University of Poitiers in France.

Michael Flemming (born 1957) is executive business advisor and Board member of Medicover Holdings. Michael has an extensive career within the healthcare industry. He has held various executive management positions in the South African company Afrox Healthcare, including the position as Managing Director of Afrox Healthcare Limited (subsequently Life Healthcare Group Limited). Michael Flemming holds a Bachelor of Commerce degree from the University of the Witwatersrand and a Bachelor of law and BProc degrees from the University of South Africa (UNISA) as well as an AMP from Harvard Business School in the US.

Arnaud Bosquet (born 1983) is a Vice President at Apax Partners LLP, based in London. He served as a board member in Capio from 2012 to 2013. Prior to joining Apax Partners LLP, Arnaud worked in Deutsche Bank's Investment Banking division. Arnaud Bosquet holds an MBA with Distinction from INSEAD and an MSc in General Engineering from École Centrale de Lille in France.

The Nomination Committee proposes that the registered auditing firm Ernst & Young AB is re-elected as the company's auditor for a period of one year, whereby it is noted that the auditing firm has notified that, if the auditing firm is re-elected, the authorised public accountant Staffan Landén will be appointed principally responsible auditor. Fees to auditors shall be payable according to contract.

Proposal regarding appointment of members of the Nomination Committee (Item 15)

The Nomination Committee proposes that the AGM resolves as follows pertaining to the appointment of the Nomination Committee. The Nomination Committee shall as a main rule comprise representatives of the five largest shareholders in terms of the number of votes, pursuant to Euroclear Sweden AB's register as of 31 August the year before the AGM, and the Chairman of the Board. The Chairman of the Board shall as soon as practically possible after 31 August each year contact the shareholders in accordance with the above. If any of the five largest shareholders in terms of number of votes choose to abstain from their right to appoint a member of the Nomination Committee, or otherwise can be considered to have abstained from such right, the shareholder who is next in turn, shall be given the opportunity to appoint a member of the Nomination Committee, whereby no more than ten shareholders in total must be asked, unless required in order for the Nomination Committee to comprise at least four members. The member of the Nomination Committee representing the largest shareholder in terms of number of votes, shall be appointed chairman of the Nomination Committee unless agreed otherwise by the Nomination Committee. The Chairman of the Board shall not be Chairman of the Nomination Committee. The composition of the Nomination Committee shall be published no later than six months prior to the AGM. The Chairman of the Board shall convene the first meeting of the Nomination Committee and shall further, as part of the work of the Nomination Committee, report to the Nomination Committee the circumstances regarding the work of the Board and the requirements for certain competence, etc. which may be of importance for the work of the Nomination Committee. If one or more shareholder(s) who have appointed members of the Nomination Committee, earlier than three months before the AGM, no longer belong to the five largest shareholders in terms of the number of votes, the members appointed by such shareholders shall

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resign and the shareholder or shareholders then among the five largest shareholders in terms of the number of votes shall be entitled to appoint their representative(s). If a shareholder no longer belongs to the five largest shareholders in terms of the number of votes, but the difference in the number of shares held compared to the fifth largest shareholder is marginal, the chairman of the Nomination Committee shall decide whether the representative of such shareholder should resign. If a member leaves the Nomination Committee before its activities are complete, and if considered necessary, his/her replacement should be appointed from the same shareholder, or if the shareholder is no longer one of the largest shareholders in terms of the number of votes, from the next largest shareholder. Any change of the composition of the Nomination Committee shall be published as soon as possible. There will be no remuneration to the members of the Nomination Committee. The company will carry any necessary external costs related to the work of the Nomination Committee. The mandate period of the Nomination Committee will run until the composition of a new Nomination Committee is published. The above principles shall apply until a general meeting resolves otherwise.

Proposal for remuneration guidelines for the CEO and other senior managers 2016 (Item 16)

The Board of Directors proposes that the AGM 2016 adopts guidelines for remuneration to the CEO and other senior managers in accordance with the following.

These guidelines concern the remuneration and other terms of employment for the CEO and other senior managers. Senior managers include Group Management. The guidelines are valid for employment agreements entered into after the approval of the guidelines by the AGM, and for changes made to existing employment agreements thereafter. Remuneration to the CEO and other senior managers will include fixed salary (base salary), possible variable remuneration, other benefits and pension. The variable compensation comprises (i) an individual annual variable compensation, and may also, as a supplement, include (ii) a long-term incentive program. The total remuneration should correspond to market conditions and be competitive in the senior manager's relevant labor market. Fixed salary and variable remuneration is to be linked to the manager's responsibility and authority. The annual variable salary for the CEO and the other members of the management may not amount to more than 60 percent of the fixed annual gross salary. The variable remuneration is to be based on the outcome of predetermined objectives and, as far as possible, be linked to the growth in value of the Capio share, from which the shareholders benefit. Programs for variable remuneration shall be designed in such a way as to enable the Board of Directors, if exceptional economic conditions prevail, to restrict or omit payment of the variable remuneration if such action is deemed reasonable and consistent with the company's responsibility towards shareholders, employees and other stakeholders. In order to establish a long-term perspective in the decision-making and to ensure long-term achievement of goals, the Board of Directors may propose the general meeting to resolve on long-term incentive programs. The program participants shall be nominated based on, i. a. competence and performance. The outcome shall be dependent on the fulfillment of certain predetermined performance requirements. The aim of the Group's long-term incentive programs shall be to create a long-term commitment to Capio, to offer the participants to take part in Capio's long-term success and value creation and to create possibilities to attract and retain members of the management and key employees. In the event of termination of employment, the notice period should not exceed 12 months. The right to severance payment, which shall only be payable if the termination is initiated by the company, should not exceed 12 months, and include a reduction of other income during the period. Consequently, the combined notice period and period during which the employee is entitled to severance payment should not exceed in aggregate 24 months. Pension benefits should if possible be defined by contribution but may also be defined by benefit, or by a combination thereof, and should entitle the senior manager to pension payments from the age of 65 at the earliest, unless local regulations provide otherwise. Variable remuneration shall not be included in the base when calculating pension unless local regulations provide otherwise. Matters of remuneration for the CEO shall be prepared by the Remuneration Committee and be resolved by the Board of Directors. The remuneration for senior managers who report directly to the CEO shall be prepared by the Remuneration Committee and can also be resolved by the Remuneration Committee. The Board of Directors may derogate from the guidelines in certain cases if there are special reasons for doing so.



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Special reasons may include, for example, offering to members of the senior management who reside outside Sweden terms that are competitive in their country of residence.

Proposal regarding a directed issue of convertibles and approval of a long-term incentive program (Convertible Program 2016/2021) (Item 17)

The Board of Directors proposes that the Meeting resolves to implement a long-term incentive program based on convertible bonds for employees in the Capio Group ("Convertible Program 2016/2021") on the following terms.

Directed issue of convertibles

The proposal of the Board of Directors entails that the company shall issue convertible bonds in two series, series 2016/2021:1 with a maximum nominal value of SEK 180,000,000 and series 2016/2021:2 with a maximum nominal value of EUR 18,000,000. The total nominal amount of both series of convertible bonds shall in aggregate not exceed SEK 200,000,000.

The subscription price for each convertible bond shall equal its nominal value, which shall correspond to the market value of the convertible bond based on a market valuation of the convertible bonds, including their nominal amount, interest rate and the conversion price, as established by an independent valuation institute in accordance with an established valuation method.

With deviation from the shareholders' preferential right, the right to subscribe for the convertible bonds shall be granted to employees of the Capio Group who on 30 April 2016

(i) have employment in, or have entered into an employment agreement with, a company within the Capio Group and (ii) have not given or been given notice of termination of employment. In addition, certain consultants working at least 50 percent of full time for Capio in Norway shall be offered to participate in the convertible program on the same terms as the employees.

The reasons for deviation from the shareholders' preferential rights are that Capio AB wishes to introduce a convertible program intended for employees within the Capio Group, whereby they will be offered the opportunity to take part in a value increase of the company and the company's share. A personal long-term ownership among the employees is expected to promote the interest in the company's development and results, as well as in the company's share price development, and to increase motivation and a continued company loyalty over the coming years. Regarding participants in other countries than Sweden, it is implied that, in the opinion of the Board, participation can take place with reasonable administrative and financial efforts.

Subscription for the convertibles shall be made from 24 May 2016 up to and including 17 June 2016 and payment for the convertibles shall be made on 8 July 2016 at the latest, with a right for the Board of Directors to prolong these time limits.

The convertible bonds shall become due for redemption on 31 August 2021 to the extent that conversion has not occurred before then. The convertible bonds may be converted into new shares in Capio AB during the period commencing on 25 July 2021 up to and including 15 August 2021 at a conversion rate calculated at 120 percent of the average volume weighted share price for the Capio share on Nasdaq Stockholm during the period 11 May 2016 up to and including 18 May 2016, but not lower than the share's quota value. For the convertible bonds of series 2016/2021:2, the conversion price shall thereafter be recalculated into EUR applying the exchange fixing rate SEK/EUR quoted by the Swedish commercial banks on 18 May 2016. The conversion price for convertible bonds of both series shall be determined by the Board as soon as practically possible after the end of the valuation period. A share obtained due to conversion shall entitle to dividend distribution for the first time on the record day for dividend distribution occurring next after the execution of the conversion.

In the event of bankruptcy or liquidation of the company, the convertible bonds will entitle to payment after the company's all other liabilities which are not expressly subordinated to or expressly ranking

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pari passu with the convertible bonds and pari passu with other convertible bonds issued on corresponding terms.

Customary terms and conditions for recalculation will be applicable for the convertible bonds.

Principles for allotment

The allocation of the convertible bonds shall be effected by the Board in accordance with the following principles:

<u>Participants</u>	<u>Base Amount</u>
- Managing Director and CEO	SEK 3,000,000
- Group Management (5 persons)	SEK 2,000,000 each
- Business Area Managers and French Management Group (approximately 14 persons)	SEK 1,000,000 each
- Business Area Support Managers (approximately 120 persons)	SEK 750,000 each
- Unit Managers and certain consultants in Norway (approximately 400 persons)	SEK 300,000 each
- Care Unit Managers (approximately 350 persons)	SEK 150,000 each
- All other employees	SEK 50,000 each

For convertible bonds of series 2016/2021:2, the Base Amounts shall be recalculated into EUR applying the exchange fixing rate SEK/EUR quoted by the Swedish commercial banks on 18 May 2016. A participant is entitled to subscribe for the Base Amount or a larger nominal amount ("Additional Amount") of maximum 300 percent of the Base Amount. The participants can choose to subscribe for a lower nominal amount than the Base Amount, however not lower than SEK 10,000 or its equivalent in EUR calculated as set forth above. There will be no guaranteed allotment.

Principles for allocation in case of oversubscription

In case subscription is made with an amount in total exceeding SEK 200 million for both series of convertible bonds (or such lower amount as may be the result of a reduction in order to bring the maximum dilution to 2.5 percent in accordance with what is stated below), the total allocation shall be reduced to bring the maximum nominal amount to SEK 200 million (or such lower amount as may be the result of a reduction in order to bring the maximum dilution to 2.5 percent). The same shall apply in case either of the series of convertible bonds is subscribed for with an aggregate amount exceeding the total amount of each series, respectively. Such reduction and allocation will be made in accordance with the principles set forth below.

Allotment shall first be made to the subscribers with the Base Amount offered in accordance with the principles for allotment. Any remaining amount will thereafter be allotted to participants subscribing for an Additional Amount pro rata in proportion to the Additional Amount subscribed for. If the Base Amounts subscribed for in aggregate exceed the total nominal amount of the convertible bonds, or of one of the series of convertible bonds, as the case may be, reduction will be made pro rata in proportion to the Base Amount subscribed for by each participant.

Interest rates

The convertible bonds shall carry interest from 8 July 2016. The annual interest rates for the convertible bonds will be determined considering inter alia the conversion price and the estimated market value of the convertibles when issued. Assuming an average share price of SEK 50 during the measurement period and a conversion price of SEK 60 and the current interest rate situation the interest will be approximately 4-5 percent per annum. The accrued interest shall be due for payment on 8 July each year commencing on 8 July 2017 and on the maturity date for the convertible bonds. At

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conversion, the right to receive interest will cease for the period from the preceding interest payment date.

Dilution and effect on key ratios

The increase of Capio's share capital will at full subscription and conversion of the convertible bonds, respectively, based on a conversion price of SEK 60 (corresponding to 120 percent of SEK 50), amount to approximately SEK 1,700,000 based on a quota value of SEK 0.51 per share, which, at full conversion of the convertible bonds, corresponds to a dilution of approximately 2.4 percent of the share capital and the total number of votes.

In case the conversion rate at the time of issue should with the application of the above mentioned calculation principles and applicable stock exchange and exchange rates, be set at a value that would bring a dilution after full conversion of more than 2.5 percent of the share capital and the votes, the maximum amount of the loan shall be reduced to bring the maximum dilution to 2.5 percent (provided however that the maximum dilution may be larger than 2.5 percent due to a later recalculation of the conversion price as per the terms for the convertible bonds). The proposed convertibles will cause the earnings per share to change in direct opposite proportion to the change in the number of shares conversion results in (the dilution). Since the dilution of the share capital under the terms and conditions can never exceed 2.5 percent, the earnings per share can never decrease by more than 2.5 percent at full conversion.

Preparation of the proposal

The convertible program has been prepared by the Remuneration Committee and the Board with advise from external experts. The proposal has been resolved upon by the Board. The CEO has not participated in the preparation of the proposal or the Board resolution.

Costs for the convertible program

The financial costs for the program are, at full subscription, estimated to amount to approximately MSEK 12 per year. The costs pertaining to fees to external advisors and banks are estimated to amount to less than MSEK 6 during the course of the program. In addition, the Company may be charged minor costs for social security contributions for certain participants in other jurisdictions. Other than that, the Convertible Program 2016/2021 is not expected to entail any significant costs for the Company. No measures to hedge the program has been taken.

Authority for the Board

The Board shall be authorised to make such minor changes to the resolution as may be deemed necessary in connection with registration at the Swedish Companies Registration Office (Sw: *Bolagsverket*) and Euroclear Sweden AB.

Majority requirements

Resolution on this Item 17 requires approval from shareholders representing at least nine-tenths of the votes as well as the shares represented at the Annual General Meeting to be valid.

C. NUMBER OF SHARES AND VOTES IN THE COMPANY

The total number of shares and voting rights in the company is 141,159,661.

D. AVAILABLE DOCUMENTATION

The Annual Report and the auditor's statement, including the Board's proposal for remuneration guidelines for the CEO and other senior managers, as well as the auditors' statement regarding whether the guidelines have been complied with and the Board's complete proposal concerning Items 16 and 17, as well as the Board's motivated statement to the proposal for dividend distribution according to Item 10 b) will be available for the shareholders at the company's office in Gothenburg no later than Wednesday, 20 April 2016. Copies of the documents will be sent to those shareholders who request to receive such information and who have provided their address. They will also be available

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on the company's website www.capio.com and at the AGM.

E. INFORMATION AT THE ANNUAL GENERAL MEETING

At the AGM, the Board and the Managing Director shall, if requested by a shareholder and the Board considers that it can be done without material damage to the company, provide information regarding issues that may (i) affect the assessment of an item on the agenda, (ii) affect the assessment of the company's or a subsidiary's financial situation or (iii) concern the company's relation to another group company. A shareholder may send questions in advance by mail to Capio AB, "Annual General Meeting", P.O. Box 1064, SE-405 22 Gothenburg, Sweden, or by email to agm@capio.com.

Gothenburg in April 2016

CAPIO AB (publ)

Board of Directors

This is a non-official translation of the Swedish original wording. In case of differences between the English translation and the Swedish original, the Swedish text shall prevail.

Capio AB (publ) is required to publish the above information under the Swedish Financial Instruments Trading Act. The information was submitted for publication on April 6, 2016 at 13:00 CET.

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