

PRESS RELEASE

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Scandic recognized as one of Sweden's most gender equal listed companies by AllBright's White List

Scandic is one of Sweden's most equal opportunity employers. This was highlighted in AllBright's recently published White List that also shows that every fifth business leader is a woman. In this respect, Scandic has three female leaders on its Executive Management team and two on its Board of Directors. Scandic placed 24th of a total of 282 Swedish exchange listed companies.

From an equality point of view, the report was positive compared with previous years in showing that the management of publicly listed companies is becoming more gender equal. The number of top managers that are women is increasing, and Scandic is following suit with a total of three members of group management that are women as well as two Board directors.

- We were delighted to receive a white envelope from AllBright. We recruit based on merit and I see no difficulties to combine expertise with a balanced gender representation on our management team. At Scandic, the gender distribution of hotel directors is fifty-fifty in the Nordic countries, says Frank Fiskers, President & CEO of Scandic.

Of the total 282 Swedish listed companies, only 32 made it to AllBright's White List, where gender is considered to be equally distributed. AllBright's Grey List contains 168 listed companies that have female managers, but do not meet the requirements for equal gender representation. The remaining 77 companies, which are included on the Black List, do not have a single woman in their group management.

- We congratulate Scandic on being a modern company that values skills regardless of gender. Equality has always been a value in itself from a human rights and democratic perspective, but it also strengthens companies' profitability and competitiveness. We are delighted to see Scandic on the White List, says Amanda Lundeteg, CEO of AllBright.

More information about the AllBright report and AllBright's White List can be found at www.albright.se

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About Scandic Hotels Group

Scandic is the largest hotel company in the Nordic region with an network of almost 230 hotels with 41,000 rooms in seven countries and run by 14,000 team members. Scandic Friends is the biggest loyalty program in the Nordic hotel industry with 1.6 million members. Responsibility is a part of Scandic's DNA and Scandic is the 'best hotel brand' in the Nordics (BDRC). Scandic has been listed on Nasdaq Stockholm since December 2, 2015.

www.scandichotelsgroup.com