

Remuneration report 2022

This remuneration report provides an overview of how the principles for remuneration of senior executives at Arise AB, adopted by the Annual General Meeting in May 2022 ("the remuneration guidelines"), were implemented in 2022. The report also provides information on remuneration of the CEO and Deputy CEO of Arise AB and a summary of the company's current short- and long-term variable remuneration programmes for Group management.

The report has been prepared in accordance with the Swedish Companies Act and the *Rules on Remuneration of the Board and Executive Management and on Incentive Programmes* issued by the Swedish Corporate Governance Board.

Further information on executive remuneration is available in Note 4 of the Arise Group's annual report for 2022 ("2022 Annual Report").

Information on the work of the Remuneration Committee of Arise AB's Board in 2022 is set out in the corporate governance report available on pages 108–111 in the 2022 Annual Report.

Remuneration of the Board of Directors is not covered by this report. Such remuneration is resolved annually by the Annual General Meeting and disclosed in Note 4 in the 2022 Annual Report.

Summary of 2022

Information about Arise AB's performance for the financial year is summarised in the 2022 Annual Report on pages 47–48.

Remuneration guidelines

A prerequisite for the successful implementation of Arise's business strategy and safeguarding of its long-term interests, including its sustainability, is that Arise is able to recruit and retain highly skilled senior executives with the capacity to achieve established targets. To this end, it is necessary that Arise offers competitive remuneration.

The remuneration shall be on market and competitive terms and may consist of the following components: fixed cash salary, variable cash remuneration, pension benefits and other benefits. The level of remuneration for each individual executive will be based on such factors as work duties, expertise, experience, position and performance. The AGM may also – regardless of these guidelines – adopt remuneration based on, for example, share and share-price-related incentive schemes.

The guidelines are found in the 2022 Annual Report on pages 52–54. During 2022, the company complied with the applicable remuneration guidelines and the total CEO and

Total CEO and Deputy CEO remuneration in 2022

Name of director and position	Financial year	Fixed remuneration *		Variable remuneration*, ***	Pension expenses ****	Total remuneration	Proportion of fixed and variable remuneration
		Fixed salary	Other benefits **				
Per-Erik Eriksson, CEO	2022	2,600	69	2,460	808	5,937	Fixed: 58.6 % Variable: 41.4 %
Hans Carlsson, Deputy CEO	2022	1,639	72	1,554	442	3,708	Fixed: 58.1 % Variable: 41.9 %
Per-Erik Eriksson, CEO	2021	1,267	32	851	319	2,469	Fixed: 65.5 % Variable: 34.5 %
Daniel Johansson, CEO	2021	1,478	49	0	447	1,947	Fixed: 100 % Variable: 0 %
Daniel Johansson, CEO	2020	2,354	88	0	756	3,198	Fixed: 100 % Variable: 0 %
Daniel Johansson, CEO	2019	2,202	85	2160	718	5,166	Fixed: 58.2 % Variable: 41.8 %

All amounts are in thousands of SEK (TSEK).

* The CEO and Deputy CEO received remuneration only from Arise AB and not from any other company in the Arise Group.

The CEO and Deputy CEO did not receive any extraordinary remuneration (remuneration that in accordance with the remuneration guidelines could be paid under extraordinary circumstances).

** This includes a company car and health care benefits.

*** See below (Compliance with the remuneration guidelines and application of performance criteria) for a more detailed description of the conditions and performance criteria.

**** All pension costs for the CEO and Deputy CEO were attributable to fixed salary.

Deputy CEO remuneration was in accordance with the remuneration guidelines. No remuneration has been paid or promised to the CEO or other senior executives that entails a deviation or derogation from the remuneration guidelines.

The auditor's report regarding the company's compliance with the guidelines is available on Arise's website, www.arise.se. No remuneration has been reclaimed. The Extraordinary General Meeting held on 15 December 2022 resolved to introduce a warrant programme for employees of the Group. For further information, refer to pages 72–73 in the 2022 Annual Report.

The table below presents the total remuneration to Arise AB's CEO and Deputy CEO in 2022. The CEO's fixed salary was determined at the start of 2021 and is higher than in the preceding year since the CEO contributed to, and will likely continue to contribute to, the favourable underlying performance of the company. The Deputy CEO was recruited in 2022. Variable remuneration was paid in line with satisfying the criteria for awarding variable cash remuneration.

Compliance with the remuneration guidelines and application of performance criteria

Variable cash remuneration shall aim at promoting Arise's business strategy and long-term interests, including its sustainability. The satisfaction of criteria for awarding variable cash remuneration shall be measured over a period of one year. Performance over a longer period of time may also be considered in the assessment. Variable cash remuneration may not amount to more than 100 % of the fixed annual salary and does not qualify for pension. The variable cash remuneration shall be linked to one or more predetermined and measurable criteria which can be financial, such as adjusted profit after tax, or non-financial, such as increased growth, competitiveness, successful acquisitions, refinancing, growing human capital or the fulfilment of other objectives. The objectives are to advance Arise's business strategy, long-term interests and sustainability by linking the senior executives' remuneration

with the company's financial and operational development in a clear and measurable manner. To which extent the criteria for awarding variable cash remuneration has been satisfied shall be evaluated/determined when the measurement period has ended. The Remuneration Committee is responsible for the evaluation. For financial objectives, the evaluation shall be based on the latest financial information made public by the company. The Board of Directors shall have the possibility to reclaim variable remuneration paid on incorrect grounds (claw-back).

At the start of 2022, it was established that variable remuneration could be paid at a maximum of 12 monthly salaries based on satisfying criteria linked to the company's raising of capital and project sales. If these criteria were met, variable remuneration could be paid at a maximum of 12 monthly salaries. However, the Remuneration Committee was entitled to decide on a different distribution than that proposed. In its decision, the Remuneration Committee was to consider, for example, earnings, development and performance during the year. If there were special reasons, the Remuneration Committee would be entitled to withhold a portion of this extra scope.

In 2022, the company successfully issued an MEUR 50 green bond and successfully carried out the sale of the Köllvallen project with an estimated total profit of approximately MEUR 90, which is why variable remuneration to the CEO in 2022 amounted to MSEK 2.5.

Deviations and derogation from the guidelines

No deviations or derogations from the remuneration guidelines or the procedure for implementation of the guidelines were made in 2022.

Mars 2023

Arise AB (publ)

The Board of Directors

Remuneration and the company's earnings 2022, 2021, 2020 and 2019

CEO	Profit	Total remuneration
2022	771,835	5,937
2021	56,754	4,443
2020	-107 863	3,198
2019	-234,971	5,166
Change 2021 to 2022	1,260%	34%
Deputy CEO	Profit	Total remuneration
2022	771,835	3,708
Change 2021 to 2022	N/A	N/A
Total average remuneration, other employees*	Total remuneration	
2022	928	
2021	927	
2020	787	
2019	885	
Change 2021 to 2022	0%	

All amounts are in thousands of SEK (TSEK).

* Excluding members of Group management.