This document is an unofficial translation of the corresponding Swedish document. In the event of any discrepancies between the text contained in this document and the Swedish document, the latter shall prevail.

Remuneration Policy for Arise Windpower AB and its subsidiaries (the Group)

This Remuneration Policy (the Policy) includes salaries and other conditions for the management in Arise Windpower AB (publ) (the Company), including the Managing Director and management of the Group, hereinafter jointly referred to as "Management Persons". This Policy shall apply to any employment agreement entered into and any amendment to existing employment agreements with Management Persons.

This Policy shall be established by the Annual shareholders' meeting and shall be in effect, upon adoption, until the next Annual shareholders' meeting.

Fundamental principle
Salary and other employment terms and conditions shall enable the Group to attract and retain competent Management Persons.

Fixed salary
Management Persons shall be offered a market level fixed salary based on responsibilities and performances. Salary shall be determined per calendar year with salary revision on January 1 each year.

Variable compensation
Management Persons may from time to time be offered variable compensation. Such variable compensation shall be set forth in each Management Person's employment contract. The Company's maximum cost of variable compensation to Management Persons, including social security contributions, shall be accounted at the Company's Annual shareholders' meeting.

Variable compensation shall be based on predetermined and measurable criteria such as permits, construction start and positive cash flow. The Remuneration Committee shall propose and evaluate goals for each Management Person each year. Based on the Remuneration Committee's proposal the Board of Directors shall determine the overall framework of variable compensation for each year according to this Policy. The evaluation made by the Remuneration Committee shall be reported to the Board of Directors.

The Company's obligations, regarding variable compensation to Management Persons who may be subject to variable remuneration goals, amounts to - if all goals are fulfilled – SEK 3.97 million for 2010, including social security contributions. A maximum payout corresponds to between 3 and 6 months of fixed salary, except for one person who is entitled to variable compensations which corresponds to 12 months of fixed salary. The latter arrangement is due to an agreement made at the Company's start-up, in which the employee worked on a commission basis without fixed salary. The founders (Peter Nygren and Leif Jansson) waive their bonus for 2010.

Some Management Persons participate in existing share related option programs, the programs are described in the Annual Report. The Remuneration Committee and the Board of Directors may annually evaluate whether to propose additional share related option programs.

Pension
In addition to what is agreed in collective agreements and other agreements, Management Persons are entitled to arrange individual pension schemes. Refrained salaries and bonuses can be used for increased pension provisions, provided that the total cost for the Company is unchanged over time.

Termination and Redundancy payment

Management Persons normally have a six months period of termination notice and the Company has, as a maximum, a twelve months period of termination notice.

Redundancy payment, apart from salary, during the period of termination notice is not allowed.

Preparations and decision-making of the Board of Directors

The Remuneration Committee proposes, and the Board of Directors decides, on compensation and other employment terms for the Managing Director. The Remuneration Committee decides on compensation and other employment terms for other Management Persons.

The Company's auditor shall annually review the implementation of this Policy under applicable rules. The auditor's report shall be submitted to the Board of Directors and presented at the Annual shareholders' meeting as and when required by law or listing agreements.