

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.

Complete proposals under item 12–20 of the notice to attend the Annual General Meeting (the “AGM”) to be held on May 7, 2025 in Arise AB

Proposals according to items 12–15

Determination of the number of members of the Board of Directors as well as the number of auditors and deputy auditors (item 12)

Proposal: The Nomination Committee proposes that six ordinary board members are elected for the period until the next AGM.

According to the Articles of Association the Board of Directors shall, in addition to the statutory number of employee representatives, consist of three to nine members. At the AGM 2024, five ordinary members of the Board of Directors were elected.

Proposal: The Nomination Committee proposes that one registered public accounting firm, without deputy, is appointed as auditor for the period until the next AGM.

According to the Articles of Association, the company shall have one or two auditors, with or without deputies. According to the Swedish Companies Act this may be an accounting firm.

Determination of remuneration for the members of the Board of Directors and the auditor (item 13)

Proposal: The Nomination Committee proposes that total remuneration for the Board and its Committees shall be paid with a maximum of SEK 2,844,000 (SEK 2,372,500 previous year). SEK 795,000 is remuneration to the Chairman of the Board and SEK 325,000 is remuneration to every other member of the Board who is not employed by the company. SEK 309,000 in total is proposed to be paid in remuneration for work in the Audit Committee (of which the Chairman receives SEK 125,000 and every other member SEK 92,000), and SEK 115,000 in total is proposed to be paid for work in the Remuneration Committee (of which the Chairman receives SEK 65,000 and every other member SEK 50,000).

It is noted that the possibility for members of the Board of Directors to invoice board remuneration is very limited. However, if taxable conditions allow for invoicing and if invoicing is cost-neutral for Arise, it is proposed that the members of the Board of Directors shall be able to invoice his or her remuneration through a company. If a member of the Board of Directors invoices board remuneration through a company, the remuneration shall be adjusted for social security contributions and value added tax in accordance with law, so that cost neutrality for Arise is achieved.

Proposal: The Nomination Committee proposes, in accordance with the recommendation from the Audit Committee, that the remuneration for the auditor should be paid according to customary norms and approved invoice.

Election of members of the Board of Directors and auditor (item 14)

Proposal: The Nomination Committee proposes that Joachim Gahm, Johan Damne, Mikael Schoultz and P-G Persson are re-elected as ordinary board members and that Erik Rune and Mia Bodin are elected as new ordinary board members. Furthermore, it is proposed that Joachim Gahm is re-elected as Chairman of the Board.

Erik Rune, born 1973, is since 2024 the CEO of Claesson & Anderzén. Erik has many years of experience in the real estate industry and has previously been, among other things, CEO of Holmströmgruppen and Managing Director of London & Regional Properties' Nordic operations. He has also worked with real estate financing at SEB and Eurohypo.

Other ongoing assignments: Board member of BZK Grain Alliance AB, CA Fastigheter Aktiefbolag (publ), Rebellion Capital AB, Boet Bostad Holding AB (publ) and Lyvia Group AB (publ).

Education: Master of Science (Economics and Business) from Stockholm School of Economics.

Shareholding in Arise AB: Erik Rune owns no shares in the company and is considered to be independent in relation to the company and its senior management but not in relation to major shareholders.

Mia Bodin, born 1977, is co-founder of Bodecker Partners and has more than 20 years' experience of energy markets. Mia has, among other things, worked several years as the leading analyst for EU ETS emission allowances, Nordic power and environmental instruments at Modity Energy Trading and at E.ON in Sweden and Germany. At Bodecker Partners, Mia is responsible for long-term market analysis and PPA advisory for investors in large-scale renewable electricity production and climate-transitioning industry, and the hydrogen/PtX sectors.

Other ongoing assignments: Board member of Bodecker Partners AB, Golem AB, Maginum Capital Management AB (not active), Svensk Vindenergi Ekonomisk förening and Urdar Advise AB. Deputy board member of Nordiska Elbolaget AB (not active).

Education: Master of Science (Business Administration) from Stockholm University.

Shareholding in Arise AB: Mia Bodin owns no shares in the company and is considered to be independent in relation to the company and its senior management as well as in relation to major shareholders.

Information on the board members who are proposed for re-election can be found in the Annual Report and at the company's website (www.arise.se).

Proposal: The Nomination Committee proposes, in accordance with the recommendation from the Audit Committee, that the registered public accounting firm Öhrlings PricewaterhouseCoopers AB is re-elected as the company's auditor for the period until the end of the first AGM held after 2025. Öhrlings PricewaterhouseCoopers AB has informed that the authorized public accountant Ulrika Ramsvik will continue to be appointed as the principal auditor.

Instruction for the Nomination Committee (item 15)

Proposal: The Nomination Committee proposes that the Nomination Committee before the AGM 2026 shall consist of five members, who shall be appointed by the four largest shareholders at the beginning of October, and the Chairman of the Board. The composition of the Nomination Committee shall follow the Swedish Corporate Governance Code (the "**Code**"). Remuneration shall not be paid to the members of the Nomination Committee.

The Nomination Committee proposes that the AGM resolves to adopt an instruction and charter for the Committee, **Appendix A**. If a substantial change of ownership occurs no later than six weeks before the AGM, an additional member should be appointed. A shareholder who, no later than before the aforementioned time, is one of the four largest shareholders (and has not already appointed a member of the Committee) shall no later than six weeks before the AGM contact the Chairman of the Board and notify the Chairman of, by him, appointed, member to the Committee.

If any of the members of the Committee resigns or relinquishes before completion of the assignment, the shareholder who nominated the resigning member shall, primarily, within two weeks after that member has resigned, appoint a new member of the Committee, provided that the shareholder remains one of the four largest shareholders. If a new member is not appointed within the aforementioned time, and if deviation from the Code cannot be motivated, the Chairman shall encourage the next owner in size, who has not already appointed a member of the Committee, to appoint a member. If a shareholder who is encouraged to appoint a member of the Committee refrains from it, the Chairman shall encourage the next owner in size. This process shall continue until the Committee consists of at least five ordinary members

including the Chairman of the Board. The Committee shall within itself appoint the Chairman of the Committee.

Proposals according to items 16–20

Approval of remuneration report (item 16)

Proposal: The Board of Directors proposes that the AGM resolves to approve the Board's remuneration report for the financial year 2024, **Appendix B**.

Resolution on (A) reduction of the share capital by way of cancellation of own ordinary shares and (B) increase of the share capital by way of a bonus issue (item 17)

A. Reduction of the share capital by way of cancellation of own ordinary shares

The Board of Directors proposes that the AGM resolves to reduce the share capital by way of cancellation of 1,542,178 own ordinary shares repurchased within the framework of the company's buyback program. As a result of the reduction, the share capital will decrease by SEK 128,518.337356. The purpose of the reduction is allocation to unrestricted equity.

B. Increase of the share capital by way of a bonus issue

To restore the share capital after the reduction of the share capital set out in item A above, the Board of Directors proposes that the AGM simultaneously resolves to increase the share capital by SEK 128,518.337356 through a bonus issue, by transferring the same amount from the company's unrestricted equity without the issuance of new shares.

The Board's report in accordance with Chapter 20 Section 13 of the Swedish Companies Act (2005:551)

In accordance with Chapter 20 Section 13 of the Swedish Companies Act, the Board of Directors reports as follows. The resolution to reduce the company's share capital by cancellation of own ordinary shares according to item A can be carried out without authorization from the Swedish Companies Registration Office (Sw. Bolagsverket) or a general court, since the company at the same time carries out an equal increase of the share capital by way of a bonus issue in accordance with item B. Thus, the company's restricted equity and share capital will remain unchanged.

Information: The Board of Directors' proposal in accordance with items A and B above shall be resolved upon as one resolution by the AGM. The resolution to reduce the share capital by cancellation of own ordinary shares and increase of the share capital by way of a bonus issue is valid only if supported by shareholders holding not less than two-thirds of both the votes cast and the shares represented at the AGM.

Authorization for issues of ordinary shares, preference shares and convertibles (item 18)

Proposal: The Board of Directors proposes that the AGM authorizes the Board to, until the next AGM, on one or more occasions, resolve to increase the company's share capital by (1) issue of ordinary shares and/or preference shares and (2) issue of convertible bonds transferable to ordinary shares and/or preference shares. The Board of Directors may deviate from the shareholders' preferential rights. The authorization also includes the right to decide on payment in kind, set-off or other conditions. The issue price shall, as a starting point, be the share's market value at each time of issue.

Upon a resolution pursuant to the authorization and with deviation from the shareholders' preferential rights, the total number of shares to be issued through the issue of ordinary shares and/or preference shares and/or convertible bonds transferable to ordinary shares and/or preference shares shall not exceed 10 percent of the outstanding shares in the company at the time of when the authorization is exercised for the first time (this shall not prevent convertible bonds from being combined with conversion terms which, if applied, may result in a different number of shares). The purpose of the authorization, as well as the reasons to allow deviation from the shareholders' preferential rights, is to enable changes of the capital structure of the company, acquisitions or other structural businesses in the line of business.

Information: As of the date of issuing of this notice, the total number of registered shares and votes in the company amounts to 42,713,301. The company holds 1,542,178 own shares as of this date. The resolution to authorize the Board of Directors to decide on issues is valid only if supported by shareholders holding not less than two-thirds of both the votes cast and the shares represented at the AGM.

Authorization for repurchase of own ordinary shares (item 19)

Proposal: The Board of Directors proposes that the AGM resolves on an authorization in the form set out below:

The Board of Directors shall be authorized for the time until the next AGM, on one or more occasions, to resolve on repurchase of a maximum of 1/10 of the total outstanding ordinary shares from time to time with funds that can be used for appropriation of profits. It is proposed that the authorization should include the right to decide on deviation from the shareholders' preferential rights. The shares may be repurchased according to the rules of the listing agreement and can be repurchased differently than in proportion to the shareholders' holdings through acquisitions on Nasdaq Stockholm or through an acquisition offer directed towards all shareholders. Repurchases on Nasdaq Stockholm shall be at a price within the registered price interval at any given time. If the acquisition offer is directed to shareholders, the price shall be no less than the quotation price at the time of the offer with a maximum deviation of 20 percent upwards. It should be possible to repurchase shares in order to enable changes of the capital structure of the company, to finance acquisitions or other transactions, or otherwise for disposal or redemption. However, for redemption of shares, a separate decision by the AGM to reduce the company's share capital is required. The Board of Directors shall have the right to decide on other related issues to the purchase of own shares.

The Board of Directors has left its statement pursuant to Chapter 19, Section 22 of the Swedish Companies Act.

Information: As of the date of issuing of this notice, the total number of registered shares and votes in the company amounts to 42,713,301. The company holds 1,542,178 own shares as of this date. The resolution to authorize the Board of Directors to decide on repurchase of own shares is valid only if supported by shareholders holding not less than two-thirds of both the votes cast and the shares represented at the AGM.

Authorization for transfer of own ordinary shares (item 20)

Proposal: The Board of Directors proposes that the AGM resolves on an authorization in the form set out below:

The Board of Directors shall be authorized for the time until the next AGM, on one or more occasions, to resolve on transfer of a maximum of 1/10 of all ordinary shares. It is proposed that the authorization should include the right to decide on deviation from the shareholders' preferential rights, the conditions therefore and the way in which the transfer shall take place. It should be possible to transfer the shares in connection with possible acquisitions or other transactions or by sale on the open market. Upon sale on Nasdaq Stockholm, the transfer shall be made at the current quotation.

Upon transfer by sale on Nasdaq Stockholm, the authorization gives the Board of Directors the right to transfer shares to a minimum price within the registered price interval at any given time. In addition, the Board of Directors is authorized to decide of the transfer price and basis of calculation of the price, however, the minimum price should be the quotation price at the time of the transfer with a deviation that the Board of Directors considers appropriate, and whether the shares shall be transferred with or without issue in kind or right of set-off, or other conditions referred to in Chapter 13 Section 5 item 6 of the Swedish Companies Act. The Board of Directors shall have the right to decide on other related issues to the transfer of own shares.

Information: As of the date of issuing of this notice, the total number of registered shares and votes in the company amounts to 42,713,301. The company holds 1,542,178 own shares as of this date. The resolution

to authorize the Board of Directors to decide on transfer of own shares is valid only if supported by shareholders holding not less than two-thirds of both the votes cast and the shares represented at the AGM.

Halmstad in March 2025

Arise AB (publ)

The Board of Directors

Instructions and charter for the Nomination Committee in Arise AB

It is proposed that the Annual General Meeting (the “**AGM**”) 2025 in Arise AB adopts the following instructions and charter for the next Nomination Committee.

1. OVERALL RESPONSIBILITIES AND OBJECTIVES

The main responsibility of the Nomination Committee (the “**Committee**”) is to present proposals for the nomination of Chairman and members of the Board of Directors and auditor(s). The Committee shall also render recommendations for remunerations to such individuals.

2. APPOINTMENT OF THE COMMITTEE

The Committee is appointed in accordance with the routines resolved upon by the AGM in the company.

Prior to the AGM 2026, the Committee is proposed to consist of five members, which are representatives for the four largest owners as of the start of October, and the Chairman of the Board of Directors.

If a substantial change of ownership occurs no later than six weeks before the AGM, an additional member should be appointed. A shareholder who, no later than before the aforementioned time, is one of the four largest shareholders (and has not already appointed a member of the Committee) shall no later than six weeks before the AGM contact the Chairman of the Board and notify the Chairman of, by him, appointed, member to the Committee.

If any of the members of the Committee resigns or relinquishes before completion of the assignment, the shareholder who nominated the resigning member shall, primarily, within two weeks after that member has resigned, appoint a new member of the Committee, provided that the shareholder remains one of the four largest shareholders. If a new member is not appointed within the aforementioned time, and if deviation from the Code cannot be motivated, the Chairman shall encourage the next owner in size, who has not already appointed a member of the Committee, to appoint a member. If a shareholder who is encouraged to appoint a member of the Committee refrains from it, the Chairman shall encourage the next owner in size. This process shall continue until the Committee consists of at least five ordinary members including the Chairman of the Board. The Committee shall within itself appoint the Chairman of the Committee.

3. DUTIES

The Committee shall:

- Represent all owners of the company in matters falling within the scope of the tasks of the Committee.
- Evaluate to what extent the Board of Directors satisfies requirements that have been imposed on the Board, based on the company’s and the group’s business, future development and independence criteria.
- Discuss requirement profiles for members of the Board of Directors and its committees.
- Evaluate the appropriate number of members for the Board of Directors.
- As necessary, perform a selection procedure to find new candidates.
- Communicate with the Audit Committee when, if applicable, considering proposals for auditor(s) and their remuneration.
- Publish proposals in the notice for the AGM and on the company’s website.

- Attend, present and motivate its proposals to the AGM.
- Describe its main features of the working procedure on the company's website.

The Committee has the right to, if necessary, in connection with future election of a new member of the Board of Directors, obtain material from an external consultant regarding knowledge, experience and profile for suitable candidates, with a right for the Committee to charge the company with reasonable cost for such material, provided such cost is accounted for at the next AGM.

4. ORGANIZATION

4.1 Membership etc.

- (i) The majority of the members of the Committee shall not be members of the Board of Directors. The Managing Director and other members of the senior management of the company may not be members of the Committee.
- (ii) The Secretary of the Board of Directors may also be the secretary of the Committee.

4.2 Meetings

- (i) The Committee shall meet as often as necessary in order to fulfill its duties and responsibilities. The meetings shall be held at appropriate time, taking into consideration the timing of the AGM.
- (ii) Meetings are to be convened by the Chairman of the Committee, but can also be convened by any other members of the Committee.
- (iii) The person convening a meeting shall circulate an agenda which shall be drafted together with the Chairman of the Committee one week before the Committee meeting. Attachments to the agenda shall be circulated at the same time if possible.
- (iv) Minutes of the meetings shall be kept by the Secretary of the Committee and be securely filed.
- (v) The Secretary of the Committee shall circulate the minutes of the meeting to members of the Committee within two weeks from a Committee meeting.

5. REPORTING RESPONSIBILITIES ETC.

5.1 Reporting responsibilities

The Committee shall regularly update and report to the owners who appointed the Committee. In addition, the Committee shall also annually report on its work before the AGM.

5.2 Review of the Committee's charter

The Committee shall annually review the instructions and charter for the Committee for next year's Committee.

Arise AB (publ)

The Nomination Committee

Remuneration report 2024

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 2024 (“the remuneration guidelines”), were implemented in 2024. The report also provides information on remuneration of the CEO and the 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 2024 (“2024 Annual Report”).

Information on the work of the Remuneration Committee of Arise AB’s Board in 2024 is set out in the corporate governance report available on pages 108–111 in the 2024 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 2024 Annual Report.

Summary of 2024

Information about Arise AB’s performance for the financial year is summarised in the 2024 Annual Report on pages 49–50.

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 2024 Annual Report on pages 54–56. During 2024, the company complied with the applicable

Total CEO and Deputy CEO remuneration in 2024

| 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 | 2024 | 2,857 | 83 | 1,856 | 920 | 5,715 | Fixed: 67.5% Variable: 32.5% |
| Hans Carlsson, Deputy CEO | 2024 | 2,029 | 84 | 667 | 556 | 3,337 | Fixed: 80.0% Variable: 20.0% |
| Per-Erik Eriksson, CEO | 2023 | 2,753 | 70 | 2,700 | 879 | 6,402 | Fixed: 57.8% Variable: 44.4% |
| Hans Carlsson, Deputy CEO | 2023 | 2,020 | 96 | 1,932 | 542 | 4,590 | Fixed: 57.9% Variable: 42.1% |
| 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% |

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.

remuneration guidelines and the total CEO and 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 table on the preceding page presents the total remuneration to Arise AB's CEO and Deputy CEO in 2024. The CEO's fixed salary was determined at the start of 2024 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. Variable remuneration was paid in line with the satisfaction of criteria for awarding variable cash remuneration.

Compliance with the remuneration guidelines and application of performance criteria

Variable cash remuneration shall aim to promote 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. The extent to which the criteria for

awarding variable cash remuneration have been satisfied shall be evaluated/determined when the measurement period has ended. The Remuneration Committee is responsible for the evaluation. For financial criteria, 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 2024, it was established that variable remuneration could be paid at a maximum of 12 monthly salaries based on Arise satisfying criteria linked to the company's portfolio growth 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 2024, the project portfolio increased by approximately 2,000 MW, while projects in late developmental phases increased by approximately 450 MW. The company also carried out its first sale of projects in energy storage when the Pajkölen project was sold. The variable remuneration to the CEO in 2024 amounted to MSEK 0.9.

Deviations and derogations from the guidelines

No deviations or derogations from the remuneration guidelines or the procedure for implementation of the guidelines were made in 2024.

March 2025

Arise AB (publ)

The Board of Directors

Remuneration and the company's earnings 2024, 2023, 2022, 2021 and 2020

| CEO | Profit/loss for the year | Total remuneration |
|---|--------------------------|--------------------|
| 2024 | 171,988 | 5,715 |
| 2023 | 199,823 | 6,402 |
| 2022 | 771,835 | 5,937 |
| 2021 | 56,754 | 4,443 |
| 2020 | -107,863 | 3,198 |
| Change 2023 to 2024 | -14% | -11% |
| Deputy CEO | Profit/loss for the year | Total remuneration |
| 2024 | 171,988 | 3,337 |
| 2023 | 199,823 | 4,590 |
| 2022 | 771,835 | 3,708 |
| Change 2023 to 2024 | -14% | -27% |
| Total average remuneration, other employees * | | Total remuneration |
| 2024 | | 943 |
| 2023 | | 1,010 |
| 2022 | | 928 |
| 2021 | | 927 |
| 2020 | | 787 |
| Change 2023 to 2024 | | -7% |

All amounts are in thousands of SEK (TSEK).

*Excluding members of Group management.