

## **Remuneration report etc.**

### *Background*

The Board of Directors in Arise AB (publ) (“Arise”) has established a remuneration committee which has consisted of Joachim Gahm (chairman), Maud Olofsson and Jon Brandsar. The annual general meeting (the “AGM”) for 2019 decided on guidelines for remuneration and other conditions of employment for the group management in Arise, including the Managing Director (“Management Persons”). The starting-point was that salary and other conditions of employment shall be such that the group always can attract and retain competent Management Persons. Variable remuneration shall mainly be based on the company’s result.

To take part of the complete guidelines for remuneration to Management Persons, see Arise’s website and complete proposals before the AGM 2019.

### *Report*

The remuneration committee has evaluated the guidelines from 2019 and their application as well as present remuneration structures and remuneration levels for Management Persons. The committee has found that the guidelines have enabled Arise to attract and retain competent Management Persons. The guidelines have also contributed to keep the remuneration to the Management persons well-balanced. The committee is of the opinion that the guidelines effectively have fulfilled their purpose and that current remuneration structures and remuneration levels for the Management Persons are reasonable and well-functioning.

In conclusion, it is our opinion that Arise pays remunerations which are both market oriented and competitive as well as in terms of structures and levels. The major part of the remuneration is fixed salary. At the same time, the fulfillments of certain specific goals are promoted by a limited variable remuneration.

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Halmstad in April 2020

Arise AB (publ)

The Board of Directors through the Remuneration Committee