

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

This Remuneration Policy (the “Policy”) includes salaries and other conditions for the group management in Arise AB (publ), and the group, including the Managing Director, 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 General Meeting (“AGM”) 2014 and shall be in effect, upon adoption, until the next AGM.

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 remuneration

Every Management Person may from time to time be offered variable remuneration. Such variable remuneration shall be set forth in each Management Person’s employment contract. The company’s maximum cost of variable remuneration to Management Persons, including social security contributions, is accounted at the company’s AGM.

Variable remuneration for the Management Persons shall primarily be based on the Company’s result. The Remuneration Committee shall propose and evaluate goals for variable remuneration for Management Persons each year. The evaluation made by the Remuneration Committee shall be reported to the Board of Directors.

The Group’s obligations, regarding variable remuneration to Management Persons who may be subject to goals for variable remuneration, amounts to - if all goals are fulfilled – approximately a maximum of MSEK 3.87 (3.8 last year) for 2014, including social security contributions. A maximum payout corresponds to 4 months of fixed salary for Management Person. There are also programs for variable remuneration to other employees of the Group. As for the year 2014 the Variable remuneration may not exceed two months' salary. MSEK 2.2 of variable remuneration for Management Persons according the Remuneration Policy adopted at the AGM last year has been used. During 2013, variable remuneration has also been paid to the group’s other employees.

Some Management Persons participate in share related option programs in Arise, the programs are described in the Annual Report and in the complete proposals before this AGM. The Remuneration Committee and the Board of Directors shall 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, except for one of the Management Persons, for whom the Company has 24 months period of termination notice, of which the last twelve months is creditable.

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 according the above. The Remuneration Committee decides on compensation and other employment terms for other Management Persons according the above.

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 AGM as and when required by law or listing agreements.