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Remuneration report etc

Background

The board of directors in Arise AB (publ) (“Arise”) has established a remuneration committee which has consisted of Maud Olofsson (chairman), Joachim Gahm and Birger von Hall. The annual general meeting (the “AGM”) for 2013 decided on guidelines for remuneration and other conditions of employment for the group management in the 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 was based on predetermined and measurable criteria such as permits, disposals, result as well as personal goals. For 2013 the maximum cost of variable compensation was calculated SEK 3.8 million including social security contributions. MSEK 2.2 of variable remuneration for Management Persons according the Remuneration Policy adopted at the AGM last year has been used. Some Management Persons also participate in share related option programs. During 2013 variable remuneration has also been paid to other employees within the Arise group.

To take part of the complete guidelines for remuneration to Management Persons, see Arise’s website and complete proposals before the AGM 2013.

Report

The remuneration committee has evaluated the guidelines from 2013 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 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. The committee has therefore recommended the board of directors to propose for the annual general meeting 2014 to authorize similar remuneration guidelines as last year, though the criteria for variable remuneration for Management Persons shall be measured from the Company’s result.

If all goals for variable remuneration are fulfilled the total variable remuneration for 2014 for the Management Persons will amount to approximately MSEK 3.87 including social security contribution. A maximum payout corresponds to 4 months of fixed salary for Management Persons. Furthermore, there are also programs for variable remuneration to the group’s other employees.

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.

Halmstad, April 2014

The board of directors thorough the remuneration committee in Arise AB (publ)