

## 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, Jon Brandsar and Peter Gyllenhammar. The annual general meeting (the "AGM") for 2018 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 shall mainly be based on the company's result. For 2018, the maximum cost of variable remuneration to Management Persons was calculated to MSEK 4.3 including social security contributions. During 2018, variable remuneration of approximately MSEK 4.0 including social security contributions has been paid to Management Persons.

To take part of the complete guidelines for remuneration to Management Persons, see Arise's website and complete proposals before the AGM 2018.

### *Report*

The remuneration committee has evaluated the guidelines from 2018 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 AGM 2019 to authorize similar remuneration guidelines as last year, meaning that 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 2019 for the Management Persons will amount to approximately MSEK 9.1 including social security contribution. 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.

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Halmstad in April 2019

Arise AB (publ)

The Board of Directors through the Remuneration Committee