

The nomination committee's recommendations for the annual general meeting in BEWI ASA on 21 May 2025

The nomination committee in BEWI ASA has the following composition:

- André Michaelsen - chair
- Rune Juliussen
- Marianne Bekken
- Svein Jensen

The nomination committee has held regular meetings since the previous general meeting.

During this period, the committee has assessed the board's work and composition based on the competence needs of BEWI ASA, the company's situation, opportunities, and challenges.

The nomination committee has contacted and encouraged the company's three largest shareholders to provide suggestions, if any, relating to the composition of the board, and has also been in dialogue with the respective board members of the company who are up for election this year.

The nomination committee considers that the current board functions well as a collegium and that the board has broad and relevant expertise and a good understanding of the company's strategic challenges and opportunities.

For the general meeting of BEWI ASA on 21 May 2025, the nomination committee presents the following recommendations:

1. Election of members to the board of directors

The nomination committee recommends re-election of the board members who are up for election in 2025.

The composition of the board of directors will then be as follows:

Name	Position	New member/re-election	Period
Gunnar Syvertsen	Chair of the board	Not up for election	2026
Anne-Lise Aukner	Board member	Not up for election	2026
Kristina Schauman	Board member	Not up for election	2026
Andreas Akselsen	Board member	Re-election	2027
Rik Dobbelaere	Board member	Re-election	2027
Pernille Skarstein	Board member	Re-election	2027

In accordance with the company's articles of association, the board members may be elected for up to two years.

Information about the board members can be found on the company's website (see www.bewi.com). In addition, the board members' competences are described in the company's annual report.

2. Election of members to the nomination committee

All members of the current nomination committee have been elected for the period up until the company's annual general meeting in 2026 and are therefore not up for election. On the basis hereof, there are no proposed changes to the committee's composition.

3. Proposed remuneration to the members of the board of directors and committees

On Thursday 10 April 2025, the nomination committee in BEWI ASA held a meeting to stipulate the remuneration to the board of directors, the audit committee, the remuneration committee, and the nomination committee in BEWI ASA for the board period 2025/2026.

The remuneration for the board of directors, audit committee, remuneration committee and the nomination committee were adjusted at the AGM in 2024.

The nomination committee's proposal for remuneration is as follows, which is the same remuneration as for 2024:

Board of directors	Chair:	NOK 600,000
	Other members:	NOK 325,000
Audit committee	Chair:	NOK 90,000
	Other members:	NOK 60,000
Remuneration committee	Chair:	NOK 30,000
	Other members:	NOK 24,000
Nomination committee	Chair:	NOK 47,500
	Other members:	NOK 32,500

Trondheim, 14 April 2025,

André Michaelsen (chair)

Marianne Bekken

Rune Juliussen

Svein Jensen
