

## The nomination committee's recommendations to the annual general meeting in BEWI ASA for 2026

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. In addition, the nomination committee has asked for input to the election of new members to the nomination committee, as both current members of the nomination committee are up for election.

Based on the input above, 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 annual general meeting of BEWI ASA for 2026, 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 2026.

However, the current board member, Christian Begby, is recommended as new chair and the current chair, Gunnar Syvertsen, is recommended as deputy chair.

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

Name	Position	New member/re-election	Period
Christian Begby	Chair of the board	Re-election	2028
Gunnar Syvertsen	Deputy chair of the board	Re-election	2028
Anne-Lise Aukner	Board member	Re-election	2028
Kristina Schauman	Board member	Re-election	2028
Andreas Akselsen	Board member	Not up for election	2027
Rik Dobbelaere	Board member	Not up for election	2027
Pernille Christensen	Board member	Not up for 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](http://www.bewi.com)). In addition, the board members' competences are described in the company's annual report.

## 2. Proposed remuneration to the members of the board of directors and committees

On Thursday 7 April 2026, 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 2026/2027.

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

The nomination committee's proposal for remuneration is as follows:

		Current	Proposal
Board of directors	Chair:	NOK 600,000	NOK 630,000
	Other members:	NOK 325,000	NOK 340,000
Audit committee	Chair:	NOK 90,000	NOK 95,000
	Other members:	NOK 60,000	NOK 65,000
Remuneration committee	Chair:	NOK 30,000	NOK 35,000
	Other members:	NOK 24,000	NOK 30,000
Nomination committee	Chair:	NOK 47,500	NOK 50,000
	Other members:	NOK 32,500	NOK 35,000

Trondheim, 15 April 2026,

André Michaelsen (chair)

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Marianne Bekken

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Rune Juliussen

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Svein Jensen

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