

The nomination committee's recommendations to the annual general meeting in BEWI ASA on 2 June 2022

The nomination committee in BEWI ASA has the following composition:

- Liv Malvik - Chair
- Roar Husby

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

During this period, the nomination 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 committee has contacted and encouraged the largest shareholder to provide suggestions, if any, related to the composition of the board, and has also been in dialogue with the respective members of the board who are up for election in this year.

As of late, the company has had a positive development in terms of results. The nomination committee considers the current board to be well-functioning and considers 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 2 June 2022, the nomination committee presents the following recommendations:

1. Election of members to the board of directors

The nomination committee proposes to re-elect the members of the board who are up for election in 2022.

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

Name	Position	New member/re-election	Period
Gunnar Syvertsen	Chair of the board	Re-election	2024
Anne-Lise Aukner	Board member	Re-election	2024
Kristina Schauman	Board member	Re-election	2024
Stig Wærnes	Board member	Re-election	2024 ^[*]
Rik Dobbelaere	Board member	Not up for election	2024

*[*In accordance with the resolution by the extraordinary general meeting on 16 February 2022, the board member Stig Wærnes will resign from his position with effect from completion of the Company's acquisition of the shares in Jackon Holding AS. Simultaneously, Andreas M. Akselsen will take on the position as board member with term of office for the period up to the annual general meeting in 2023.]*

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

Remuneration to the members of the board of directors is proposed in a separate recommendation attached hereto. The same applies for the remuneration to the members of the company's audit committee, remuneration committee and nomination committee.

Trondheim, 9 May 2022,

Liv Malvik (Chair)

To: The annual general meeting in BEWI ASA
From: The nomination committee in BEWI ASA
Date: 22 April 2022

Item: Stipulation of remuneration to the board of directors, the audit committee, the remuneration committee, and the nomination committee in BEWI ASA

On Thursday, 21 April 2022, the nomination committee in BEWI ASA held a meeting.

Item : Stipulation of remuneration to the board of directors, the audit committee, the remuneration committee and the nomination committee in BEWI ASA for the period 2022/2023

Basis: The general growth in remunerations in Norway the last 2 years.
Previous remunerations in parenthesis.

The nomination committee proposes the following remuneration:

- The board of directors The chair and each board member to receive NOK 540,000 (NOK 500,000) and NOK 295,000 (NOK 275,000), respectively
- The audit committee The chair and each committee member to receive NOK 80,000 (NOK 75,000) and NOK 53,750 (NOK 50,000), respectively
- The remuneration committee The chair and each committee member to receive NOK 27,000 (NOK 25,000) and NOK 21,500 (NOK 20,000), respectively
- The nomination committee The chair and each committee member to receive NOK 43,000 (NOK 43,000) and NOK 29,500 (NOK 27,500), respectively

Trondheim
22 April 2022

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Liv Malvik

Chair

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Roar Husby