To:	**The general meeting of BEWi ASA**
From:	**The Nomination Committee of BEWi ASA**
Date:	**10.11.20**

Matter: **Proposal for remuneration to the board of directors and audit committee of BEWi ASA**

On Tuesday, 10.11.20, a meeting of the Nomination Committee of BEWi ASA was held.

Matter:	Determination of remuneration to the board and audit committee of BEWi ASA
Basis for proposal:	The publication "Board remuneration for listed and state-owned companies – 2019" (Nw: "*Styrehonorar børsnoterte og statseide selskaper – 2019*"). The publication is published annually by the Norwegian Institute for board members.

Based on BEWi ASA's size and industry, the Nomination Committee finds it appropriate to use the median figures from the report in respect of the relevant positions. These figures are used as a starting point as there are certain very large companies that provide remuneration at a level which significantly increases the average level. Thus, the Nomination Committee is of the opinion that the use of average figures will not be adequate in this case.

Furthermore, the Nomination Committee is of the opinion that the remuneration should reflect the company's need for competence, but at the same time be based on a relatively sober approach. The Nomination Committee has therefore decided to provide its proposal for remuneration based on the median line, with some minor adjustments.

The Nomination Committee's recommendation for remuneration is as follows:

The board	The chairman of the board is remunerated with NOK 500,000 and each of the board members are remunerated with NOK 250,000.
The audit committee	The chair is remunerated with NOK 75,000 and each of the members are remunerated with NOK 50,000.

Trondheim/Oslo

10.11.2020

Liv Malvik Chair	Gunnar Syvertsen	Roar Husby