

The Board's statement regarding guidelines for remuneration of management of BWG Homes ASA

The CEO's salary is set by the Board. The CFO's salary is set by the CEO. The salaries of the CEOs of Block Watne AS and BWG Homes AB are set by the boards of their companies.

Members of Group management have termination agreements which under certain conditions give entitlement of up to 24 monthly salaries beyond the standard period of notice. Members of Group management have company cars, and their telephone, newspaper and other relevant expenses are covered.

Members of Group management have individual bonus agreements with varying ceilings, up to a maximum of one annual salary. The bonus criteria are decided by the CEO and are largely performance-based in the individual's area of responsibility. No member of Group management has any equity compensation benefits or share option schemes. The Group is not under any obligation to grant Group management, the Board or other employees profit-sharing, options or similar benefits.

More information can be found in note 8 to the consolidated financial statements.