

STATEMENT ON DETERMINATION OF REMUNERATION TO EXECUTIVE DIRECTOR AND SENIOR MANAGEMENT

Guidelines

The main principles for Next Biometrics Group ASA (the "**Company**") executive remuneration policy is that senior executives should be offered terms that are competitive when salary, benefits, bonus and pension plans are seen as a whole.

Determination of salary and other remuneration to senior executives for the present year will take place in accordance with the above principle.

Share option program

The Company has in the period from 2005 until today had a long-term share option scheme with an aim to incentivise employees and other key advisors. The board propose the following to optimize the efficiency and effect of the program:

- 1) The Company wishes to continue to offer the share option program and allow the board of directors to grant up to 1,200,000 new share options (equal to approx. 2,8% of the Company's outstanding shares as of the general meeting) which each entitle the holder to subscribe for one new share in the Company. The share options vest over a period of three years from allocation. 1/3 of the share options shall vest one year after allotment, and then 1/3 for each additional year. The share options for the employees shall be subject to fulfilment of certain achievement-based conditions. Accelerated vesting may occur in connection with certain corporate events. Vested but unexercised share options will expire without compensation to the holder six years after allotment. The exercise price of the share options shall be equal to the average volume-weighted market price of the shares over the five last trading days prior to the date of grant, plus 10%.

Remuneration to the executive management

The CEO is a member of the Company's collective pension and insurance scheme and has a paid pension contribution of 15% of target salary, and is entitled to free phone and home office. The other senior executives are members of the company's pension scheme and have free phone and home office.

As for severance payments, the CEO is entitled to a severance pay equal to 6 months' base salary if the employment is terminated by the Company without cause. In addition, the CFO is entitled to 3 months' severance pay if the employment is terminated by the Company. As a guideline, the Company shall not agree to severance payment for senior executives, unless this is necessary to ensure the Company the necessary expertise and that it otherwise takes place in accordance with the main principles of the Company's remuneration policy as stated initially.

Details of remuneration to the Company management in 2019 are presented in Note 4 to the Annual Financial Statements.

Remuneration of the Company's senior management for 2019 was made in accordance with the guidelines.