

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 key advisors. As a part of the Company's turn-around, the Board has decided to actively use the option program such that remuneration for staff and for the Board moves towards an incentive model better aligned with the interests of the shareholders as well as being cost and cash efficient for the Company. The Board propose the following share option program:

The Company will continue to offer share options and allow the Board of directors to grant up to 6 113 751 new share options to employees and board of directors (equal to approx. 9% of the Company's outstanding shares following completion of the private placement of 25 million new shares in June 2020) which each entitle the holder to subscribe for one new share in the Company. Of said options, up to 1,600,000 are saved for members of the Board (up to 1,000,000 options to the Chair and up to 200,000 options to each member). The exercise price of the share options shall be equal to the average volume-weighted market price of the Company's shares over the last five trading days prior to the date of grant. The share options shall vest over two vesting periods. One half of the options will vest in Q3 2020 and the second half of the options will vest in Q3 2021. Accelerated vesting may occur in connection with certain corporate events. Vested but unexercised share options will expire without compensation to the holder three years after allotment.

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 broadband.

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 for 2019 are presented in Note 4 to the 2019 Annual Financial Statements.

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