

STATEMENT ON DETERMINATION OF REMUNERATION FOR MANAGING DIRECTOR AND SENIOR MANAGEMENT

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.

The Company has established an incentive scheme in which the Company offers employees and other key advisors share options in the Company. Options granted under the program will vest over a period of 2 years. Each share option entitles the holder to one share in the Company at a specified subscription price (corresponding to the market price for the shares at time of grant).

The senior executives are members of the company's pension scheme.

The CEO and other senior employees have free phone and home office. The CEO also disposes a company car, including operational expenses.

As for severance payment, the CEO is entitled to a severance pay equal to 12 months salary if the employment is terminated by the Company. In addition, the CFO is entitled to 9 months severance pay if the employment is terminated by the Company. The Company shall, as a main rule, not agree to severance payment for senior executives, unless this is absolutely necessary to ensure that the Company has the necessary expertise. All agreements regarding remuneration must comply with the main principles of the Company's remuneration policy as stated initially.

Details of remuneration to the Company management in 2014 are presented in Note 3 to the Annual Financial Report.

Remuneration of the Company's senior management for 2014 was made in accordance with the guidelines.