RECOMMENDATION BY THE NOMINATION COMMITTEE OF NEXT BIOMETRICS GROUP ASA

TO THE EXTRAORDINARY GENERAL MEETING TO BE HELD ON XX August 2026

1 PRESENTATION OF THE WORK OF THE NOMINATION COMMITTEE

The nomination committee of NEXT Biometric Group ASA (the "**Company**") is stipulated in the Company's articles of association, and the members of the nomination committee are elected by the general meeting. The nomination committee comprises the following persons:

- Hans Herman Horn (chair);
- Haakon Sæter; and
- Andreas Akselsen

The nomination committee prepares recommendations for (i) candidates to the Company's board of directors, (ii) remuneration to the board members, (iii) candidates to the Company's nomination committee, and (iv) remuneration to the members of the nomination committee and other sub-committees of the board of directors. In connection with preparing a proposal to the general meeting, the nomination committee has consulted with the Company's board of directors/chair and certain of the Company's largest shareholders.

The nomination committee has, while preparing its recommendations, considered the work to be performed by the board of directors, being mindful of the need for industry knowledge and the framework and conditions upon which the Company operates, familiarity with the relevant markets, the Company's current operations, future opportunities, and potential challenges. In addition, the requirements and recommendations set out in the Norwegian Code of Practice for Corporate Governance ("**NUES**") have been carefully considered.

2 BACKGROUND

The proposals regarding remuneration to the members of the board of directors were withdrawn by the board of directors at the annual general meeting held on 19 May 2026 in order to allow the nomination committee to consider the board remuneration in light of the new composition of the board of directors. The revised proposals are therefore submitted for consideration at this extraordinary general meeting

The Company is still facing challenges that will require extraordinary involvement by the board members. The nomination committee is therefore of the opinion that the board members should be compensated for the expected extra efforts required by them. The nomination committee has, in connection therewith, been in contact with the Company’s management, the chairperson of the board, board members and some of the largest shareholders to discuss various incentives in addition to the cash remuneration. Based on these discussions, and considerations made in this respect, the nomination committee proposes that the board members are granted share options in the Company.

The nomination committee acknowledges that the grant of share options to board members represents a deviation from recommendation no. 11 of NUES. The committee is of the view that this deviation is warranted by the phase the Company is in and the work required by the board of directors in this respect and believes that the proposed participation in the option program will not weaken the board members' independence.

The grant of share options to the board members will be an additional form of compensation to the proposed cash remuneration. For more information about the share options, see Section 3.2 below.

3 PROPOSALS

3.1 Remuneration to the board of directors

In line with the nomination committee's proposal for the AGM in 2025, the committee proposes that the AGM in 2026 approves the remuneration to the board of directors for the period from the AGM in 2026 to the AGM in 2027.

The proposed remuneration for the period from the AGM in 2026 to the AGM in 2027 is as follows:

- Chair of the board: NOK 500,000
- Board members: NOK 200,000 each

The remuneration of the Chair of the Board is to be paid on a running, monthly basis.

In line with the nomination committee's proposal for the AGM in 2025, it is proposed that there will not be any remuneration for participation in board sub-committees such as the audit committee and the remuneration committee.

3.2 Board members' participation in the Company's share option program

Further, and in line with the information set out in item 2 above, the nomination committee proposes that the EGM resolves to grant the board members a total of 15.000,000 new share options, divided into 5,000,000 share options to the chair and 5,000,000 share options to each of the board members.

- Each share option shall give the holder the right to one share in the Company.
- The exercise price of the share options shall be equal to NOK 0,20 per share.
- 50 per cent of the new options will vest on 30 September 2026 and the remaining 50 per cent will vest on at the date of the Annual General Meeting in 2027.
- The date of expiry for all vested options is the date falling 24 months after the date of grant. Any options that are not exercised at, or prior to, that date will lapse.
- The vesting period for the options is conditional on the person being a member of the board of directors at the date of vesting, meaning that the options that have not vested will lapse without compensation to

the holder if the board member ceases to be a member of the board. However, options that have vested shall not lapse without compensation before the expiry period of the options.

- Board members who are dismissed pursuant to a resolution made by the general meeting or who are not re-elected will keep their vested options, while any unvested options will lapse.

Other than as set out above, the Company's ordinary terms for employee options shall apply to the extent they are relevant for the board members. The more detailed terms shall be set out in a separate share option agreement to be entered into with each board member following approval of the share options grant by the general meeting.

3.3 Remuneration for members of the nomination committee

The nomination committee proposes that the remuneration going forward for the members of the nomination committee will be as follows:

- Chairperson: NOK 30.000

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Oslo, 31. July 2026

Hans Herman Horn (Chair)	Haakon Sæter	Andreas Akselsen

(On behalf of the nomination committee)