

Remuneration Report 2025

IDEX Biometrics ASA

Background

This report is made according to the requirements in Section 6-16a and 6-16b of the Norwegian Public Limited Liability Companies Act and IDEX Biometrics Executive Remuneration Policy. The report describes how the policy has been applied during 2025.

This report presents the number of shares, share subscription rights, the rights' exercise price and share price, adjusted to reflect the 100:1 share consolidation (reverse split) taking effect on record date July 4, 2025. The incentive subscription rights scheme has adjustment clauses to adjust the number of subscription rights and the exercise prices by the same 100:1 ratio.

Purpose

IDEX' Remuneration Policy adopted by the Annual General Meeting (AGM) on May 16, 2024, last reviewed and approved on May 21, 2025, provides the framework and guidelines for remuneration of the Board of Directors and Executive Management in 2025. The purpose of IDEX Biometrics' executive management remuneration approach is to encourage a performance-based culture which is strong and sustainable, and which supports growth in shareholder value according to the company's strategy.

The Board did not propose any changes to the pay structure in 2025 and confirms there were no deviations from the Remuneration Policy in 2025.

Overall Company Performance

In 2025, IDEX underwent a major structural change, transforming from a component supplier to a product supplier. This led to a company emerging with a focused strategy, stronger market relevance, and a significantly lower cost base. IDEX delivered on four milestones, out of five, set for 2025. As a result of rigorous review processes and external timelines, the fifth objective was partially achieved, reaching approximately 25% of target (orders vs. normalised OPEX).

The Company reported total revenue amounting to \$0.3 million for the financial year of 2025, compared to \$0.8 million in 2024. Operating expenses for the full year 2025 amounted to \$10.8 million compared to \$22.7 million for the same period in 2024, yielding a cost reduction of 52%.

Following the restructuring, no share subscription rights have been issued to management and Chair of the Board.

Key Developments in Remuneration to the Board of Directors

Following the reduction to a compact board totalling three members, the full board has carried out the tasks of the Compensation Committee and Audit Committee with no additional fee for committee work. The total board remuneration for 2025 was TNOK 1 450, compared to TNOK 2 925 in 2024.

The Nomination Committee proposed to the AGM held in May 2025, that board remuneration remained at NOK 425 000 per member, with the Chair receiving an additional fee of NOK 175 000. No separate committee fees are proposed, as committee work is now an integral part of the work by the whole board. Board members may elect to receive all or part of their remuneration in shares in place of cash, calculated at 133% of the NOK amount based on the average closing price over the ten trading days prior to the AGM. This is, provided that the board member pays a subscription price per share equal to its par value of NOK 1 per share.

Key Developments in Remuneration to Executive Management

There were significant changes to the executive management team in 2025. Ms. Catharina Eklof served as CEO until 11 February 2025. Anders Storbråten was appointed CEO as of 11 February 2025 and subsequently assumed the CFO role from 30 June 2025. Kristian Flaten served as CFO until 30 June 2025. Didrik Martens was appointed CPO as of 11 February 2025, and Kjell-Arne Besseberg was appointed COO as of 1 April 2025

Total remuneration to executive management decreased by 27,23%, from \$1 891 thousand in 2024 to 1 376 thousand in 2025. The proportion of fixed to variable remuneration was 60% to 100%. No variable incentive programme was in effect during 2025.

Feedback from Shareholders

The AGM approved the remuneration guidelines for executive management without significant input or comments. The remuneration for executive management is based on the Remuneration Policy adopted by the AGM, a policy available on the IDEX website in the Investor Relations section. The remuneration for the Board of Directors is proposed by the Nomination Committee and approved at the AGM.

Remuneration of the Board of Directors

Policy

The remuneration of the Board is based on a fixed fee as proposed by the Nomination Committee and approved at the AGM. There is no separate remuneration policy for the Board of Directors.

Remuneration Composition

Board remuneration consists of a fixed annual fee. As the full board carries out the work of the former Audit Committee and Compensation Committee, no separate committee fees are paid.

Fees cover the period from the 2024 AGM to the 2025 AGM. Board members do not participate in any variable pay, share incentive, pension or other benefit arrangements.

In addition, IDEX has a Board of Directors liability insurance policy with a reputable insurance company.

Table 1 – Remuneration Composition

Remuneration	Board of Directors
Directors' fee	Yes
Board committee fee	Yes
Variable remuneration	–
Pension	–
Expenses	Yes
Other benefits	–
Severance pay	–

Board remuneration paid in 2025

The fees in the table below represent fees approved at the Annual General Meeting on May 21, 2025. The board members did not receive any other fees in the capacity of board members.

Table 2 – Board and Committee Fee levels

	Base board fee	Audit Committee	Compensation Committee
Chair	600	–	–
Member	425	–	–

The Company also reimburses relevant expenses the Board incur on their behalf to carry out their board duties.

While continuing with the compact board of three members including the chair, the full board has carried out the tasks of the Compensation Committee and Audit Committee, and no additional fee is rewarded for the committee work. The board remuneration amounts are fixed cash remuneration as approved by the respective AGMs.

In accordance with the authorization granted by the Annual General Meeting on 21 May 2025, Board members may elect to receive all or part of their Board remuneration in shares instead of cash. The number of shares is calculated at 133 percent of the NOK amount of the remuneration, based on the average closing price over the ten trading days prior to the AGM, provided that the Board member pays a subscription price per share equal to the nominal value of NOK 1 per share.

One Board member, Annika Olsson, elected to receive NOK 265,000 of her Board remuneration for the 2024–2025 service period in shares. As a result, 54,129 new shares were issued to her at a subscription price equal to the nominal value.

Table 3 – Shareholdings by the Board of Directors in 2025

As of December 31, 2025, the board of directors held shares in IDEX Biometrics ASA themselves or through subsidiary companies under their control. Board members do not receive share-based compensation in the effect of being a board member.

Table 3 below reflects 100:1 share consolidation for both 2024 and 2025.

Name	Position	Number of shares 31 Dec. 2024	Number of shares 31 Dec. 2025	Market value 31 Dec, 2025 (USD thousand)
Morten Opstad	Chair of the Board	24,798	1,576,901	993
– Warrants		10,000	–	–
Annika Olsson	Board member	526	154,235	97
Adriana Saitta	Board member	–	–	–
Total shares		35,324	1,731,136	1,090

Changes in the remuneration to the board of directors

Table 4 – Remuneration of the Board of directors

	2021*	Chg	2022	Chg	2023	Chg	2024**	Chg	2025
Board of Directors Remuneration									
Morten Opstad ¹	510	0%	510	0%	510	-17%	425	41%	600
Annika Olsson ²			425	0%	425	0%	425	0%	425
Adriana Saitta ³							475	-11%	425
Subtotal current members	510	83%	935	0%	935	42%	1,325	9%	1,450
Former Board member									
Lawrence John Ciaccia ⁴	510	0%	510	0%	510	8%	550		
Deborah Davis ⁵	575	13%	650	0%	650	-18%	535		
Stephen A. Skaggs ⁶	510	18%	600	0%	600	-14%	515		
Hanne Høvdning ⁷	450	17%	525	0%	525				
Thomas M. Quindlen ⁸	280	88%	525	0%	525				
Subtotal former members	2,325	21%	2,810	0%	2,810	-43%	1,600		
Total Board of Directors	2,835	32%	3,745	0%	3,745	-22%	2,925	-50%	1,450

* Fees for audit committee members reflect that the committee was active from the first quarter of 2021.

** Fees for committee members reflect that the committee fees were reduced in 2024.

- (1) Mr. Opstad was chair of the board until the 2023 annual general meeting. He was again elected chair at the 2024 annual general meeting.
- (2) Ms. Olsson was elected to the board at the 2021 annual general meeting.
- (3) Ms. Saitta was elected to the board at the 2023 annual general meeting. She was member of the Audit Committee in the period that remuneration paid in 2024 related to.
- (4) Mr. Ciaccia was elected chair of the board at the 2023 Annual General meeting. Mr. Ciaccia was member of the Compensation Committee in the periods that the remuneration paid in 2024, 2023, 2022 and 2021 related to. He left the board at the 2024 annual general meeting.
- (5) Ms. Davis was chair of the Compensation Committee in the periods that the remuneration paid in 2024, 2023, 2022 and 2021 and related to. Ms. Davis was member of the Audit Committee in the period that remuneration paid in 2024, 2023, 2022 and 2021 related to. She left the board at the 2024 annual general meeting.
- (6) Mr. Skaggs was chair of the Audit Committee in the period that remuneration paid in 2023, 2022 and 2021 related to. He left the board at the 2024 annual general meeting.
- (7) Ms. Høvdning left the board at the 2023 annual general meeting. She was member of the Audit Committee in the period that remuneration paid in 2023, 2022 and 2021 related to.
- (8) Mr. Quindlen left the board at the 2023 annual general meeting. He was a member of the Audit Committee in the period that remuneration paid in 2023 and 2022 related to. He was elected as a board member in May 2021. He was a board observer in the period that remuneration paid in 2021 related to.

Other Remuneration to Directors

Mr. Opstad is a partner at Ræder Bing advokatfirma AS. The law firm provided services amounting to USD 478 thousand in 2025 and USD 331 thousand in 2024, including fees for Mr. Opstad's executive functions amounting to USD 204 thousand in 2025 and USD 331 thousand in 2024 beyond board duty.

In June 2025, the Company carried out a personnel share placement in which employees, contractors and members of the Board were offered the opportunity to acquire shares at a subscription price of NOK 0.01 per share. A total of 299,381,600 shares were allocated under the program, corresponding to 2,993,816 shares after the 100:1 reverse split carried out on 4 July 2025. Two members of the Board, Ms. Annika Olsson and Mr. Morten Opstad, participated in the placement and were allocated 100,000 and 500,000 shares respectively.

In accordance with the terms of the program, the issuance of Offer Shares to Board members remains subject to subsequent approval by the General Meeting.

Share Subscription Rights:

IDEX does not grant incentive subscription rights to board members in their capacity as a board member.

Private Placements:

In 2025, Mr. Morten Opstad participated in three share placements. He was allocated 500,000 shares at NOK 0.01 in the June personnel placement, K-konsult AS subscribed to 128,156 shares at NOK 3.30 in the July private placement, and in December he subscribed to 100,000 shares personally and 83,333 shares through K-konsult AS at NOK 3.00 per share.

Remuneration of Executive Management

Policy

The remuneration of the Executive Management is based on the Remuneration Policy adopted by the AGM, made available on the IDEX website.

In 2025, the remuneration of executive management did not deviate from the Remuneration Policy.

Remuneration Composition

Remuneration for executives comprises a base salary, a variable short-term incentive, share-based long-term incentives, pension contribution, and other benefits. IDEX Biometrics provides the same remuneration components to its executive management as to its employees.

Table 6 – Remuneration Composition

Remuneration	Executive Management
Fixed salary	Yes
Short-term incentives	–
Long-term share-based incentives	Yes
Pension	Yes
Expenses	Yes
Other benefits	Yes
Severance pay	–

Fixed Salary

Fixed salary is the main element of cash remuneration. It reflects the executive's role, qualifications, and experience, and is reviewed annually against market levels for the industry, location, and general wage growth.

Short-Term Incentives

The Company's annual incentive programme uses revenue as a threshold — payouts are only triggered once a minimum revenue target is met and increase in line with revenue performance above that threshold. Additional measures such as product margin, operating expenses, product development, supply chain performance, and organisational improvement may also factor into the calculation.

At full target achievement, the payout may equal up to 100% of fixed salary. Where performance significantly exceeds targets, the payout may reach up to 200% of fixed salary.

The Board may also offer one-off incentive payments for the completion of key projects, capped at 25% of fixed salary per calendar year.

Due to the restructuring and strategic repositioning of the Company during 2025, no short-term incentive programme was in place and no one-off project-related payments were made.

Incentive pay is settled in cash at the end of the period in which it was earned and is only paid if the executive remains employed at the settlement date. Where an executive has not served the full period, payment is pro rata. The Board may decide to settle incentive pay in shares.

IDEX's employment contracts do not contain clawback provisions. In cases of misconduct, recovery of variable pay may or may not be enforceable depending on applicable legislation. No recovery of variable pay has been attempted or carried out in 2024 or 2025.

Long-Term Share-Based Incentives

Executives participate in the same share-based programme available to all employees: the subscription rights-based incentive programme (SR programme). The SR programme grants subscription rights with an exercise price equal to the 10-day average the share price. Subscription rights vest over four years, with 25% vesting on each anniversary of the vesting commencement date. Further details are available in the Company's executive remuneration policy at idexbiometrics.com.

Executives did not exercise any subscription rights in 2025.

The employee share purchase plan was suspended as of March 1 2024 and was not in effect during 2025.

In June 2025, the Company conducted a personnel share placement offering employees and contractors the opportunity to acquire shares at a subscription price of NOK 0.01 per share. Executive management participated on the same terms as other eligible employees.

Insurance, Pension, and Other Benefits

Executives are enrolled in the same insurance, pension, and benefits programmes as all other employees in the same location. Pension contributions are calculated on base pay only, unless additional contributions are legally required.

Expenses

In 2025 executive management received reimbursement for reasonable documented travel expenses which were necessary to carry out their duties as executives.

Contractual Arrangements

The employment agreements with the executives are set up in line with the employment agreements in the entity where the executive is employed, with any position-specific modifications.

Executive	Duration	Notice period	Pension	Termination terms
Anders Storbråten, CEO as of February 11, 2025 and CFO as of June 30, 2025 ¹	Individual contractor, open-ended service agreement with IDEX Biometrics ASA	3 months	Not applicable	3 months fee. No other post-employment pay or benefits.
Kjell-Arne Besseberg, COO as of April 1, 2025 ²	Individual contractor, open-ended service agreement with IDEX Biometrics ASA	3 months	Not applicable	3 months fee. No other post-employment pay or benefits.
Didrik Martens, CPO as of February 11, 2025 ³	Individual contractor, open-ended service agreement with IDEX Biometrics ASA	3 months	Not applicable	3 months fee. No other post-employment pay or benefits.
Catharina Eklof, CEO until February 11, 2025 ⁴	Individual contractor, open-ended service agreement with IDEX Biometrics ASA	6 months	Not applicable	12 months fee unless terminated for cause. No other post-employment pay or benefits.
Kristian Flaten, CFO until June 28, 2025	Open-ended employment agreement with IDEX Biometrics ASA	4 months	5% up to 12G ⁵ and additional 5% from 7.1G to 12G.	Non-compete clause for up to 12 months may be invoked by IDEX against paying compensation.
Anthony Eaton, CTO until January 31, 2025	Open-ended employment agreement with IDEX Biometrics UK Ltd.	3 months	IDEX Biometrics UK Ltd. program: Minimum company contribution 2% and the company will match employee contribution up to 6%.	Non-compete clause for up to 6 months may be invoked by IDEX against paying compensation.

- (1) Mr. Storbråten is hired as an individual contractor. Mr. Storbråten also assumed the CFO role from 30 June 2025. No additional fee applied for CFO Services, and termination of CFO Services may be affected separately with 30 days' notice and without additional severance.
- (2) Mr. Besseberg is hired as an individual contractor through Pinchcliffe AS owned by Mr. Storbråten.
- (3) Mr. Martens is hired as an individual contractor through Pinchcliffe AS owned by Mr. Storbråten.
- (4) Ms. Eklof is hired as an individual contractor because IDEX does not have a subsidiary in Belgium.
- (5) 5G is the base amount in the Norwegian national insurance. As of May 1, 2025 it is NOK . 130,160.

Table 7 – Actual Remuneration of Executive Management

Amounts in USD thousand.

Name and position	Year	Fixed remuneration					Variable remuneration				Total remuneration
		Base salary	Other ¹	Pension	Total Fixed Salary	% of total	Bonus ²	Share-based ³	Total variable	% of total	
<u>Current management</u>											
Anders Storbråten, CEO and CFO⁴	2025	521	—	—	521	60%	360	—	—	40%	881
Kjell-Arne Besseberg, COO⁵	2025	111	—	—	111	100%	—	—	—	0%	111
Didrik Martens, CPO⁶	2025	105	—	—	105	100%	—	—	—	0%	105
Subtotal current management	2025	737	—	—	737	100%	—	—	—	0%	737
<u>Former management</u>											
Catharina Eklof, CEO⁷	2025	101	—	—	101	100%	—	—	—	0%	101
	2024	458	—	—	458	66%	109	125	234	34%	692
	2023	466	—	—	466	77%	72	64	136	23%	602
	2022	398	—	—	398	78%	—	114	114	22%	512
	2021	259	—	—	259	58%	76	108	184	42%	443
Kristian Flaten, CFO⁸	2025	149	3	9	161	100%	—	—	—	0%	161
	2024	30	—	—	30	100%	—	—	—	0%	30
Anthony Eaton, CTO⁹	2025	10	—	—	10	100%	—	—	—	0%	10
	2024	234	16	—	250	64%	21	109	130	36%	380
	2023	249	24	—	273	66%	82	48	130	34%	403
	2022	237	14	—	251	76%	—	74	74	24%	325
	2021	254	18	—	272	76%	22	60	82	24%	354
Vincent Graziani, CEO¹⁰	2025	14	—	—	14	100%	—	—	—	—	14
	2024	261	1	—	262	58%	62	128	190	42%	452
	2023	360	28	—	388	68%	62	108	170	32%	558
	2022	400	26	—	426	74%	—	139	139	26%	565
	2021	400	25	—	425	70%	44	126	170	30%	595
John Kurtzweil, CFO¹¹	2024	336	—	—	336	100%	—	1	1	0%	337
	2023	55	—	—	55	98%	—	1	1	2%	56
Eileen Wynne, interim CFO¹²	2023	141	—	—	141	100%	—	—	—	0%	141
	2022	37	—	—	37	100%	—	—	—	0%	37
	2021	32	—	—	32	100%	—	—	—	0%	32
Jamie Simms, CFO¹³	2022	290	21	—	311	124%	—	(56)	(56)	-24%	255
	2021	211	20	—	231	54%	—	180	180	46%	411
Derek D'Antilio, CFO¹⁴	2021	100	10	—	110	76%	56	(25)	31	24%	141

Subtotal former management	2025	260	10	9	279	100%	—	—	—	0%	279
	2024	1,319	17	—	1,336	70%	192	363	555	30%	1,891
	2023	1,271	52	—	1,323	74%	216	221	437	26%	1,760
	2022	1,362	61	—	1,423	83%	—	271	271	17%	1,694
	2021	1,256	73	—	1,329	66%	198	449	647	34%	1,976
Total	2025	997	10	9	1,016	74%	360	—	—	26%	1,376
	2024	1,319	17	—	1,336	70%	192	363	555	30%	1,891
	2023	1,271	52	—	1,323	74%	216	221	437	26%	1,760
	2022	1,362	61	—	1,423	83%	—	271	271	17%	1,694
	2021	1,256	73	—	1,329	66%	198	449	647	34%	1,976

- (1) Benefits such as medical and life insurance.
- (2) Variable pay is reported in the year it is paid, which will be the year following the performance year, when results are known. The last year for which a variable pay was awarded, was 2022. The bonus was paid in four instalments in the third quarter 2023 to second quarter 2024.
- (3) The reported amount is the amortised cost in the year under IFRS 2 Share-based payments, In 2022 and 2021 the ESPP cost component was the nominal discount on shares acquired. Both amounts represent an upfront calculation and do not represent any gains from the plans.
- (4) Mr. Storbråten was appointed CEO as of March 11, 2025 and as a CFO as of June 30, 2025. Mr. Storbråten is an individual contractor on assignment for IDEX through Solan & Ludvig AG. Mr. Storbråten received a fee of USD 360 thousand for negotiating improved terms for the convertible loan with Heights prior to assuming the CEO position.
- (5) Mr. Besseberg was appointed COO as of April 1, 2025. Mr. Besseberg is an individual contractor on assignment for IDEX through Pinchcliffe AS.
- (6) Mr. Martens was appointed CPO as of March 11, 2025. Mr. Martens is an individual contractor on assignment for IDEX through Pinchcliffe AS.
- (7) Ms. Eklof served as CEO from as of 19 August 2024 to March 11, 2025. Ms. Eklof is an individual contractor on assignment for IDEX. Prior to becoming CEO as of 19 August 2024, she was Chief commercial officer since July 1, 2021. The salary and incentive amounts reported are the gross invoiced amounts which cover also employer's taxes and other employment benefits. The 2021 incentive was a sign-on fee. The bonus paid in 2024 was two last installments of the 2022 incentive and a signon fee for the CEO position.
- (8) Mr. Flaten served as CFO from November 2024 to June 2025.
- (9) Mr. Eaton left IDEX on January 31, 2025.
- (10) Mr. Graziani left the position of CEO as of August 19, 2024. He was appointed CEO as of March 1, 2020. He had a voluntary 20% pay reduction in the second half of 2023. Until June 30, 2025, Mr. Graziani was a contracted adviser for a fixed fee of \$3,500 per month.
- (11) Mr. Kurtzweil was an individual contractor in the CFO position September 2023–October 2024. The salary and incentive amounts reported are the gross invoiced amounts which cover also employer's taxes and other employment benefits.
- (12) Ms. Wynne was contracted interim CFO from August 2022 to September 2023. Prior to then, she supported IDEX on a consulting basis. The salary and incentive amounts reported are the gross invoiced amounts which cover also any employer's taxes and other employment benefits.
- (13) Mr. Simms served as CFO from April 2021 to August 2022. The salary and incentive amounts reported are the gross invoiced amounts which cover also employer's taxes and other employment benefits.
- (14) Mr. D'Antilio served as CFO from July 2019 to April 2021

Share-based remuneration reflects IFRS 2 cost recognized in the period. No share-based remuneration was recognized for executive management in 2025.

Table 8 – Shareholdings by Executive Management in 2025

As of December 31, 2025, reflecting the 100:1 share consolidation.

Name	Position	Number of shares 31 Dec. 2024	Number of shares 31 Dec. 2025	Market value 31 Dec, 2025 (USD thousand)
<u>Current management</u>				
Anders Storbråten	CEO and CFO	—	17,744,775	11,091
Kjell-Arne Besseberg	COO	—	300,000	188
Didrik Martens	CPO	—	250,000	156
Total		—	18,294,775	11,435
<u>Former management</u>				
Catharina Eklof	Former CEO	16,846	—	—
Vincent Graziani	Former CEO	5,712	—	—
Kristian Flaten	Former CFO	10,000	250,000	156
Anthony Eaton	Former CTO	569	—	—
Total		33,127	—	—

Table 9 – Incentive Share Subscription Rights Owned by Executive Management in 2025

Number of incentive subscription rights. None of the current Executive management holds subscription rights as of 31 December 2025.

Grant date	Program	Strike price (NOK)	Expiry date	Holding Jan 31, 2025	Granted 2025	Exercised 2025	Terminated / Forfeited 2025	Of which vested per Dec 31, 2025	Holding 31 Dec, 2025
Former management									
Catharina Eklof , CEO									
2024	2024 SR	145	May 16, 2029	30,000	—	—	30,000	—	—
2024	2024 SR	93	May 16, 2029	15,000	—	—	15,000	—	—
2024	2024 SR	15	May 16, 2029	1,500	—	—	1,500	—	—
2023	2023 SR	340	May 23, 2028	1,262	—	—	1,262	315	—
2022	2022 SR	590	May 12, 2027	421	—	—	421	210	—
2021	2021 SR	1190	May 12, 2026	4,000	—	—	4,000	3,000	—
Total				52,182	—	—	52,182	3,525	—
Vincent Graziani , CEO									
2024	2024 SR	145	May 16, 2029	15,000	—	—	15,000	—	—
2024	2024 SR	15	May 16, 2029	2,500	—	—	2,500	—	—
2023	2023 SR	340	May 23, 2028	5,000	—	—	5,000	1250	—
2022	2022 SR	590	May 12, 2027	2,421	—	—	2,421	1,210	—
2021	2021 SR	1200	May 12, 2026	2,421	—	—	2,421	1,816	—
Total				27,342	—	—	27,342	4,276	—
Kristian Flaten , CFO									
2024	2024 SR			—	—	—	—	—	—
Total				—	—	—	—	—	—
John Kurtzweil , CFO									
2023	2023 SR	230	May 23, 2028	250	—	—	—	—	250
Total				250	—	—	—	—	250
Anthony Eaton , CTO									
2024	2024 SR	145	May 16, 2029	30,000	—	—	—	—	30,000
2024	2024 SR	15	May 16, 2029	1,500	—	—	—	—	1,500
2023	2023 SR	340	May 23, 2028	1,262	—	—	—	315	1,262
2022	2022 SR	590	May 12, 2027	421	—	—	—	210	421
2021	2021 SR	1040	May 12, 2026	1,674	—	—	—	837	1,674
2021	2021 SR	1200	May 12, 2026	421	—	—	—	315	421
Total				35,277	—	—	—	1,678	35,277
Total executive team				115,051	—	—	79,524	8,354	35,527

The only vesting condition for the incentive subscription rights is continued employment or engagement as an individual contractor with IDEX. No additional performance-based or financial vesting criteria apply.

KPIs for Variable Remuneration and Goal Achievement for 2025

Due to the Company's financial situation throughout 2025, there was no variable incentive programme in effect during the year. The Board determined that the financial conditions did not support activation of the annual incentive plan.

If a variable incentive programme is in place, this section will provide an overview of a performance criteria, the relative weighing of the criteria, and how a measured performance yields a resulting remuneration.

Remuneration and Company Performance 2021 – 2025

A summary of the board and executive management remuneration for the year 2021 to 2025 and comparative information is provided in the table below.

Table 10 – Comparative Information on the Change of Remuneration and Company Performance

All amounts USD thousand. Board remuneration in NOK thousand is presented in NOK

	2021	2022	2023	2024	2025
Executive Management Remuneration					
Anders Storbråten, CEO and CFO ¹	—	—	—	—	881
Kjell-Arne Besseberg, COO ²	—	—	—	—	111
Didrik Martens, CPO ³	—	—	—	—	105
Subtotal current management	—	—	—	—	1 097
Catharina Eklof, CEO ¹	443	512	602	692	101
Vincent Graziani, CEO ¹	595	565	558	452	7
Anthony Eaton, CTO ⁴	354	325	403	380	10
Kristian Flaten, CFO ⁵	—	—	—	30	161
John Kurtzweil, CFO ⁶	—	—	56	337	—
Eileen Wynne, interim CFO ⁷	32	37	141	—	—
Jamie Simms, CFO ⁸	411	255	—	—	—
Derek D'Antillio, CFO ⁹	141	—	—	—	—
Subtotal former management	1,976	1,694	1,760	1,891	279
Total executive management	1,976	1,694	1,760	1,891	1376
Company Performance					
Revenue	2,840	4,091	4,138	841	254
Net Loss	(32,552)	(32,662)	(26,629)	(14,449)	(10,002)
Number of staff at year end ¹⁰	95	90	87	39	26
Average remuneration of a full-time equivalent employee ¹¹	213	195	200	181	157
CEO over average staff member	2.8	2.9	2.8	3.8	3.4
COO over average staff member	2.1	2.6	3.0	na	na
CFO over average staff member	1.7	1.7	0.7	1.9	na
CTO over average staff member	1.7	1.7	2.0	2.1	—

1. There was a change of CEO in 2024 and again in 2025. Mr. Storbråten was appointed CEO as of February 11, 2025. Mr. Storbråten is a contractor and the reported number is the gross invoiced amount which covers also employer's taxes and benefits. Ms. Eklof was CEO from August 19, 2024 to February 11, 2025. She was formerly Chief commercial officer, and the full pay in 2024 has been included. Ms. Eklof was a contractor and the reported number is the gross invoiced amount which covers also employer's taxes and benefits. Mr. Graziani was CEO from 2021 and to August 19, 2024.
2. There was a change of COO in 2021 and again in 2025. Mr. Besseberg was appointed COO April 1, 2025. Mr. is a contractor and

the reported number is the gross invoiced amount which covers also employer's taxes and benefits. Ms. Eklof was COO until August 19, 2024.

3. Mr. Martens was appointed CPO February 11, 2025. He is a contractor and the reported number is the gross invoiced amount which covers also employer's taxes and benefits.
4. Mr. Eaton left his position as CTO January 31, 2025.
5. There was a change of CFO in 2021, 2022, 2023, 2024 and 2025. Mr. Storbråten was appointed as CFO June 30, 2025. Mr. Flaten was CFO from November 1, 2024 to June 28, 2025.
6. Mr. Kurtzweil was CFO from September 2023 to October 31, 2024. Ms. Kurtzweil was a contractor and the reported number is the gross invoiced amount which covers also employer's taxes and benefits.
7. Ms. Wynne was interim CFO from August 2022 to September 2023. Ms. Wynne was a contractor and the reported number is the gross invoiced amount which covers also employer's taxes and benefits.
8. Mr. Simms was CFO from April 2021 to August 2022. Mr. Simms was a contractor and the reported number is the gross invoiced amount which covers also employer's taxes and benefits.
9. Mr. D'Antilio was CFO from July 2019 to April 2021.
10. Staff includes both employees and individual contractors engaged by IDEX.
11. Salary for employees and full fee for individual contractors.

Assurance Statement

As per the date of this document, the Board of Directors has considered and approved the Remuneration Report of IDEX Biometrics ASA for the financial year of 2025.

The Board of Directors confirms that this remuneration report has been prepared in accordance with Section 6-16b of the Norwegian Public Limited Liability Companies Act and supplementing regulations. The remuneration report will be presented to the Annual General Meeting in May 2026 for an advisory vote. The remuneration report is signed electronically.

April 30, 2026

The Board of Directors of IDEX Biometrics ASA

/s/ Morten Opstad
Morten Opstad
Chair

/s/ Annika Olsson
Annika Olsson
Board member

/s/ Adriana Saitta
Adriana Saitta
Board member

/s/ Anders Storbråten
Anders Storbråten
CEO

