

**THE BOARD OF DIRECTORS' OF PRECISE BIOMETRICS AB (PUBL)
STATEMENT ON THE REMUNERATION COMMITTEE'S EVALUATION OF
REMUNERATION TO THE MANAGEMENT**

Since 16 May 2018, Precise Biometrics AB's Remuneration Committee consists of Torgny Hellström (Chairman), Anna Almlöf, Matts Lilja and Mats Lindoff.

The Remuneration Committee is responsible for evaluation of all programs for variable remuneration for executive management and the implementation of the company's guidelines for remuneration to the management, and current remuneration structures and levels of the company.

Guidelines for remuneration and other terms of employment for management employees was approved at the 2018 AGM.

The Board hereby, pursuant to section 10.3 of the Swedish Code of Corporate Governance, submits the following report of the results of the above evaluation.

During 2018, the Remuneration Committee has followed and evaluated the company's variable remuneration of management employees, as well as guidelines for remuneration to management employees.

The Remuneration Committee has evaluated the outcome of the variable remuneration for 2018 and have established that the current guidelines for the company have been followed, and that these guidelines, in light of the described outcome, well met its objectives and worked as intended.

In addition, the Remuneration Committee has monitored and evaluated the remuneration structures and levels in the company for management employees and the Remuneration Committee finds that these are competitive and well balanced. During the financial year 2017, the company implemented a long-term incentive program for the company's employees. The Remuneration Committee believes that it is of great importance that the company's CEO and CFO, who have been employed after the implementation of the 2017 program, are given an opportunity to invest in a corresponding program and therefore, the Board of Directors intends to propose that the 2019 AGM resolves on a new incentive program for the company's CEO and CFO, which corresponds to the 2017 program. It should be noted that Precise Biometrics has invoked the pre-emption clause in the 2017 program for the persons in the management that participated in the program but subsequently have left the company, with the consequence that their warrants have been returned to the company. Thus, the management employees which have left the company after the implementation of the 2017 program, do not hold any warrants issued under the 2017 program.

This evaluation has been presented to the Board, that can establish that both compensation structures that compensation levels, including bonuses, well adhere to resolved principles and meet the objectives that form the basis for them.

Lund in April 2019
The Board of Directors