

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

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Since 15 May 2019, Precise Biometrics AB's Remuneration Committee consists of Torgny Hellström (Chairman) and Åsa Schwarz.

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 2019 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 2019, 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 2019 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 order to adjust the guidelines to the new rules that follows from the implementation of the EU Shareholders Rights Directive, the Remuneration Committee, ahead of the Annual General Meeting 2020, has prepared the Board's proposal for revised guidelines for remuneration to senior executives. The Remuneration Committee has also monitored and evaluated the remuneration structures and levels in the company for management employees and the Remuneration Committee has found that these are competitive and well balanced.

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

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Lund in April 2020  
*The Board of Directors*