

The Board of Directors of Infant Bacterial Therapeutics AB (publ) report on the evaluation of remuneration to senior executives.

The Swedish Code of Corporate Governance states that listed companies shall appoint a remuneration committee whose primary tasks are to prepare and decide on matters related to principles for remuneration and other terms of employment for senior executives and, as appropriate, follow and evaluate ongoing and completed programs for variable remuneration.

The Board has decided not to appoint a remuneration committee, after considering the limited size of the company, and considers it most effective and most appropriate that the Board in its entirety be involved in matters relating to remuneration to senior executives. Decisions on current remuneration levels and other terms of employment for the CEO and other senior executives have been taken by the Board. Some guidelines for remuneration to senior executives have not been adopted by previous AGMs but have been handled by the Board of Directors that decided on internal guidelines by April 2018.

The guidelines apply to salaries, variable remuneration, long-term incentive programs and other remuneration to the CEO and other members of the company's senior executives.

IBT has a long-term incentive program, Warrants 2017-2022, which was approved by the AGM 2017. Information about the incentive program is available on the company's website.

The Board's assessment is that Infant Bacterial Therapeutics AB (publ) current remuneration structure and remuneration levels offer senior executives market-based total compensation that enables qualified executives to be retained and recruited.

Stockholm, April 2018
Infant Bacterial Therapeutics AB (publ)
Styrelsen
