

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 the Board of certain 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, evaluate ongoing and completed programs for variable remuneration during the year. In addition, the committee shall monitor and evaluate, among other things, applicable remuneration structures and remuneration levels in the company.

If the Board finds it more efficient, the entire Board can perform the remuneration committee's tasks. The board of IBT has not appointed a remuneration committee, and the Board in its entirety is involved the committee's responsibilities.

Variable compensation

Variable remuneration may amount to a maximum of 30 per cent of the annual fixed salary.

Incentive program

IBT adopted an incentive program during 2017 under which the company's senior executives and other employees are given the right to subscribe for B shares in the company with the support of warrants. Such a possible subscription can be done in the spring of 2022. The development of the program has been followed up to the extent deemed justified.

Guidelines

The guidelines for determining remuneration and other terms of employment for senior executives have been evaluated during the year. IBT has followed the guidelines adopted by the Annual General Meeting 2018.

Remuneration structure and compensation levels

The Board's assessment is that IBT's current remuneration structures and remuneration levels offer senior executives market-based total compensation which enables qualified executives to be retained and recruited.

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Infant Bacterial Therapeutics AB (publ)
Styrelsen
