

## Board's report on the evaluation of remuneration to Senior Management

The Board of Directors of Biotage AB (the "Company") has established a Compensation Committee, which among other things is to monitor and evaluate all programs for variable remuneration for Senior Management, the application of the company's guidelines for remuneration to Senior Management, and current remuneration structures and remuneration levels in the Company.

The Board of Directors of the Company is of the opinion that:

- The program for variable remuneration and guidelines for salary and other remuneration to the CEO and other persons in the Company's Senior Management has established and applied in accordance with the Companies Act and the information requirements that exist;
- The program for variable remuneration and guidelines for salary and other remuneration to the CEO and other persons in the Company's Senior Management, adopted by the AGM in 2018, has been followed by the Company;
- No deviations or changes to the program for variable remuneration and guidelines for salary and other remuneration to the CEO and other persons in the Company's Senior Management has been done;
- The Company has a satisfactory process to ensure that accurate data concerning the program for variable remuneration and guidelines for salary and other remuneration to the CEO and other persons in the Company's Senior Management is presented to the market and shareholders; and
- The program for variable remuneration and guidelines for salary and other remuneration to the CEO and other persons in the Company's Senior Management has been designed with the aim to ensure the Company's access to executives with the skills that the Company needs with costs aligned to the Company's operation and so they get the business intended effects.

Information about the program for variable remuneration and guidelines for salary and other remuneration to the CEO and other Senior Management members are found in the Company's Annual Report for 2018 on the Company's website and in the Notice of Annual General Meeting 2019.

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Uppsala April 2019

**Biotage AB (publ)**

*The Board of Directors*