

## ALBIREO PHARMA, INC.

### COMPENSATION COMMITTEE CHARTER

#### I. PURPOSES

The purposes of the Compensation Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of Albireo Pharma, Inc. (the “**Corporation**”) are to:

1. discharge the responsibilities of the Board relating to compensation of the Corporation’s directors and executive officers;
2. assist the Board in establishing appropriate incentive compensation and equity-based plans and to administer such plans; and
3. oversee the annual process of evaluation of the performance of the Corporation’s management; and
4. perform such other duties and responsibilities as enumerated in and consistent with this Charter.

#### II. MEMBERSHIP AND PROCEDURES

##### A. Membership and Appointment

The Committee shall be comprised of not fewer than two members of the Board, as shall be determined from time to time by the Board. Each member of the Committee shall hold office until his or her successor shall be duly appointed and qualified or until such member’s earlier resignation or removal from the Committee or the Board.

All members of the Committee shall qualify as “independent directors” for purposes of the listing standards of The NASDAQ Stock Market LLC, as such standards may be changed from time to time. In addition to the general independence standard required for membership on the Committee, the Board must consider all factors specifically relevant to determining whether the director has a relationship to the Corporation that is material to that director’s ability to be independent from management in connection with the duties of a Committee member, including but not limited to (i) the source of compensation of such director, including any consulting, advisory or other compensatory fee paid by the Corporation or any direct or indirect subsidiary thereof (each, a “**Subsidiary**”) to the director and (ii) whether the director is affiliated with the Corporation, any Subsidiary or any affiliate of a Subsidiary. To the extent that the Board deems practicable and advisable, all members of the Committee shall also qualify as “non-employee directors” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”), and as “outside directors” for purposes of Section 162(m) of the Internal Revenue Code of 1986, as amended, as such standards and definitions may be revised or amended from time to time; provided, however, that notwithstanding anything contained herein to the contrary, if not all members of the Committee qualify as non-employee directors, any

grant of equity compensation to directors and officers (as defined by Rule 16a-1(f) of the Exchange Act) shall be made by the full Board or a subcommittee of the Committee comprised of at least two members who qualify as non-employee directors.

B. Removal

The entire Committee or any individual Committee member may be removed without cause by the affirmative vote of a majority of the Board. Any Committee member may resign effective upon delivery of oral or written notice to the Chairman of the Board, the Secretary of the Corporation, or the Board (unless the notice specifies a later time for the effectiveness of such resignation). The Board may appoint a successor to assume the available position on the Committee when the resignation becomes effective.

C. Chairperson

A chairperson of the Committee (the “**Chairperson**”) may be designated by the Board. In the absence of such designation, the members of the Committee may designate the Chairperson by the affirmative vote of a majority of the Committee. The Chairperson shall determine the agenda for and the length of meetings and shall have unlimited access to management and to information relating to the Committee’s purposes. The Chairperson shall establish such other rules as may from time to time be necessary and proper for the conduct of the business of the Committee.

D. Meetings, Minutes and Reporting

The Committee shall meet at least three times per year and more frequently as it deems necessary to carry out its responsibilities. All Committee members are expected to attend each meeting, in person or via tele- or video-conference.

The Committee shall keep full and complete minutes of the proceedings of the Committee. In addition to the specific matters set forth herein requiring reports by the Committee to the Board, the Committee shall report such other significant matters as it deems necessary concerning its activities to the Board. The Committee may appoint a Secretary whose duties and responsibilities shall be to keep records of the proceedings of the Committee for the purposes of reporting Committee activities to the Board and to perform all other duties as may from time to time be assigned to him or her by the Committee or otherwise at the direction of a Committee member. The Secretary need not be a member of the Committee or a director and shall have no membership or voting rights by virtue of the position.

E. Delegation

The Committee may, by the affirmative vote of a majority of the Committee, designate one or more subcommittees, each subcommittee to consist of at least two members of the Committee. Any such subcommittee, to the extent provided by the Committee and not limited by applicable law, shall have and may exercise all the powers and authority of the Committee. Each subcommittee shall have such name as may be determined from time to time by the

Committee. Each subcommittee shall keep regular minutes of its meetings and report the same to the Committee or the Board when required.

F. Authority to Retain Advisors

The Committee shall have authority, at the Corporation's expense and without needing to seek approval from the Board, to retain or obtain the advice of such compensation consultants, legal counsel, experts and other advisors as the Committee deems advisable. The Committee shall be directly responsible for the appointment, compensation and oversight of its consultants, legal counsel, experts and advisors and shall have sole authority to approve their fees and retention terms.

Before selecting any such consultant, legal counsel, expert or advisor, the Committee shall consider the following independence factors:

- The provision of other services to the Corporation by the entity that employs the consultant, legal counsel, expert or advisor (the “**Employing Firm**”).
- The amount of fees received from the Corporation by the Employing Firm, as a percentage of the total revenue of the Employing Firm.
- The policies and procedures of the Employing Firm that are designed to prevent conflicts of interest.
- Any business or personal relationship of the consultant, legal counsel, expert or advisor with a member of the Committee.
- Any business or personal relationship of the consultant, legal counsel, expert, advisor or Employing Firm with an executive officer of the Corporation.
- Any stock of the Corporation owned by the consultant, legal counsel, expert or advisor.

III. **DUTIES AND RESPONSIBILITIES**

The following shall be recurring duties and responsibilities of the Committee in carrying out its purposes. These duties and responsibilities are set forth below as a guide to the Committee, with the understanding that the Committee may alter or supplement them as appropriate under the circumstances, to the extent permitted by applicable laws, rules and regulations.

1. Establish a compensation philosophy for executive officers designed to (i) enhance the performance of the Corporation and increase stockholder value, (ii) reward executive officers for their contribution to the Corporation's growth and profitability, (iii) recognize individual initiative, leadership, achievement, and other contributions and (iv) provide competitive compensation that will attract and retain qualified executives.

2. Review competitive practices and trends to determine the adequacy of the executive compensation program.
3. Review and consider participation and eligibility in the various components of the total executive compensation package.
4. Annually review and approve corporate goals and objectives relevant to CEO compensation, evaluate the CEO's performance in light of those goals and objectives, and recommend to the Board the CEO's compensation levels based on this evaluation; the CEO may not be present during any deliberations or voting with respect to the CEO's compensation.
5. Annually review and make recommendations to the Board with respect to compensation of directors and executive officers of the Corporation other than the CEO.
6. Approve employment contracts, severance arrangements, change in control provisions and other agreements.
7. Approve and administer cash incentives and deferred compensation plans for executive officers (including any modification to such plans) and oversight of performance objectives and funding for executive incentive plans.
8. Approve and oversee compensation programs involving the use of the Corporation's stock.
9. If the Corporation is required by applicable Securities and Exchange Commission ("SEC") rules to include a Compensation Discussion and Analysis ("CD&A") in its SEC filings, review the CD&A prepared by management, discuss the CD&A with management and, based on such review and discussions, recommend to the Board that the CD&A be included in the Corporation's Annual Report on Form 10-K, proxy statement, or other applicable filing with the SEC.
10. Review all compensation policies and practices to determine whether such policies and practices create risks that are reasonably likely to have a material adverse effect on the Corporation.
11. If such a proposal will be contained in the Corporation's proxy statement, recommend to the Board that the stockholders of the Corporation approve, on an advisory basis, the compensation of the named executive officers of the Corporation as disclosed in the Corporation's proxy statement.
12. Recommend to the Board, if such a proposal will be contained in the Corporation's proxy statement, the frequency of holding a vote on the compensation of the Corporation's named executive officers.
13. Periodically review executive supplementary benefits and, as appropriate, the organization's retirement, benefit, and special compensation programs involving significant cost.
14. Make regular reports to the Board concerning its activities.
15. Annually review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.

16. Fulfill such other duties and responsibilities as may be assigned to the Committee, from time to time, by the Board or the Chairman of the Board.

Adopted: November 3, 2016

Last amended: n/a