

Climate and Environmental Policy

Approved by the Management

This is a summary version of Probi's internal policy. This document only presents the main objectives of the policy.

The **Probi Climate and Environmental Policy** outlines Probi's commitment to environmental sustainability and reducing its impact on the climate. Key points include:

Overview:

Probi aims to be a leader in sustainability by minimizing the environmental impact of its operations, products, and supply chain. The policy applies to all employees, management, and board members.

Commitments:

Probi is committed to:

- Reducing climate emissions and pollution across operations and value chains.
- Integrating environmental considerations into business planning and decision-making.
- Designing products with reduced environmental impact in production, use, and disposal.
- Continuously improving resource consumption, waste management, and emission reduction.

Objectives:

- **Public Goals:**
 - Halve climate emissions by 2030 (based on a 2019 baseline).
 - Reduce energy consumption per product.
 - Lower emissions from freight.
 - Encourage climate action and report results transparently.
- **Internal Goals:**
 - Promote efficient use of resources like water and energy.

- Use eco-friendly packaging and reduce paper usage.
- Minimize the use of hazardous materials and encourage eco-friendly alternatives.
- Reduce CO2 emissions from commuting and travel, favoring public transport.

Purchasing and Supply Chain:

Probi will assess the environmental performance of suppliers and expect them to follow similar principles. Suppliers must sign Probi's "Supplier's Code of Conduct" to align on sustainability goals.

Engagement and Transparency:

Probi will raise employee awareness and foster a culture of environmental responsibility. The company commits to transparent communication about its sustainability challenges and achievements.

This policy reflects Probi's dedication to sustainable business practices and its goal of contributing to a greener future.