

## Corporate Sustainability Policy

Approved by the Board of Directors

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

The **Probi Corporate Sustainability Policy** outlines Probi's commitment to integrating sustainability into all aspects of its business, aligning with global sustainability goals. Key points include:

### 1. Purpose and Scope:

- The policy provides a framework for sustainability within Probi and guides all business decisions.
- It applies to all employees and business functions within the company, taking local regulations into account.

### 2. Core Focus Areas:

Probi's sustainability strategy focuses on three UN Sustainable Development Goals:

1. **Good Health & Wellbeing:** Promote health through scientifically proven probiotic products and community engagement.
2. **Responsible Consumption & Production:** Minimize resource use, promote diversity and inclusion, and ensure compliance with ethical standards across the value chain.
3. **Climate Action:** Commit to halving emissions by 2030 and achieving net-zero emissions by 2040-2050. Focus on waste reduction, energy efficiency, and eco-friendly transportation.

### 3. International Commitments:

Probi supports global agreements, including the UN Sustainable Development Goals, UN Guiding Principles on Business and Human Rights, ILO Core Conventions on Labor Standards, and OECD Guidelines for Multinational Enterprises.

### 4. Implementation and Compliance:

- Employees are responsible for understanding and following the policy.

- Line managers and business functions must promote and prioritize sustainability activities.
- Non-compliance may result in disciplinary action, including termination.

#### **5. Monitoring and Reporting:**

Probi will monitor its sustainability efforts through annual reports, audits, and continuous improvements. Employees are encouraged to report violations through the whistleblowing system without fear of retaliation.

This policy reflects Probi's dedication to sustainability as a core business value, ensuring that environmental, social, and governance considerations are integrated into every part of its operations.