

Sustainability & Annual Overview 2024



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Probi in brief

The biotic solutions company that leads through science

Probi® was born out of a visionary research project at Lund University, Sweden, in 1991 and is now a global biotic solutions company. Probi's products are currently sold in around 40 markets worldwide. As a vertically integrated company, focused on high-demand health needs, Probi offers tailored flexibility and agility.

In-house production in GMP-certified facilities

Probi carries out its own fermentation processes of probiotic ingredients, the production of finished goods, and its packaging in facilities with GMP (Good Manufacturing Practice) certification. Probi offers probiotic ingredients in many forms including standardized powders and capsules, tablets, stick packs or other consumer formats.

LP299V® - the most studied probiotic strain in the world

Our discovery of *Lactiplantibacillus plantarum* 299v, LP299V®, formed the foundation of the global company that Probi is today.

The strain was first discovered in the 1980s, when a number of visionary medical doctors began to investigate whether probiotics could contribute to improve clinical outcomes and recovery rates among critically ill patients.

The effects of LP299V in different populations and on different health indications have been investigated in over 80 clinical studies and documented in more than 270 scientific publications. The intake of LP299V has been demonstrated to affect pathogen inhibition, intestinal barrier function, and the immune system. Human clinical studies show several health benefits, where the strongest evidence for its effectiveness is gastrointestinal health and iron absorption, but also significant benefits in new areas like metabolic health.

Unique expertise, based on strong science

Each biotic solution from Probi is founded on years of clinical research, and the efficacy of our signature products is validated by rigorous clinical trials that exceed the industry's standard practices. Through this strong focus on science, we have built up a unique expertise which is successfully combined with market insights and commercial opportunities. We collaborate with many international research groups to generate additional knowledge of the mechanisms and benefits of biotics in human health.



A broad product portfolio

Guided by the most pressing global health needs and trends, Probi is focusing on - and innovating within - nine key high-demand health areas:



A global biotics solutions company



154

Probi had 154 employees at the end of 2024.

>350

Probi has more than 350 patents worldwide.

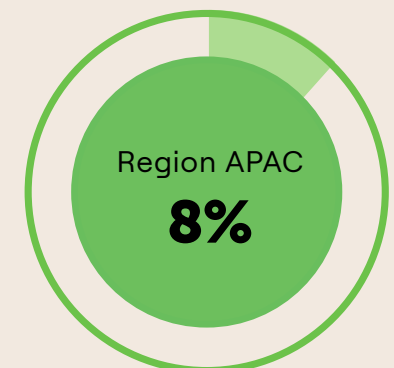
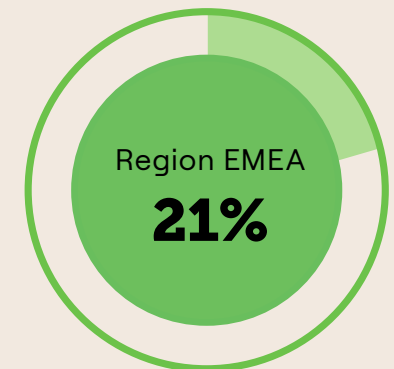
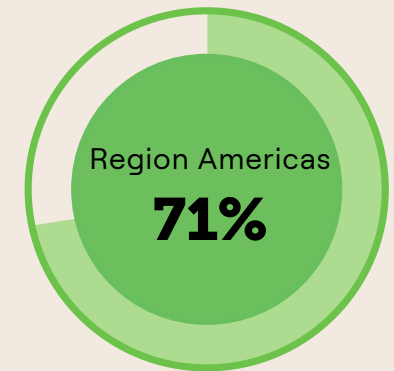
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Probi's products are available in 40+ countries, and growing.

\$60_M

Probi's sales for 2024 amounted to 60 million USD.

Net sales 2024



The year in brief



Synergy at its best

A study showing synergistic benefits of Probi's and Clasado's joint synbiotic immune health concept was published in the International Journal of Nutritional Sciences. The study highlighted that a combination of Bimuno® GOS and Probi's immune strengthening *L. plantarum* HEAL9 and *L. paracasei* 8700:2 significantly increased the production of lactate and short-chain fatty acids, specifically butyrate.

Expansion in Denmark

Probi expanded its B2C presence in the Nordics by entering Denmark through a partnership with Matas, the country's largest health and beauty retailer. Already a market leader in Sweden, Probi B2C is also present in both the Norwegian and Icelandic markets.

Silver status in sustainability

Probi earned a silver medal from EcoVadis, the global standard for business sustainability ratings. The assessment covers 21 sustainability criteria across Environment, Labor & Human Rights, Ethics and Sustainable Procurement. Probi remains dedicated to reducing environmental impact and advancing towards a more sustainable future.



Further research on HEAL9

In 2024, three studies expanded our knowledge of Probi's probiotic strain *Lactiplantibacillus plantarum* HEAL9®, highlighting benefits for older adults and potential in mild cognitive impairment and Alzheimer's disease. Probi also partnered with Global BHP BrainTrust and FINGERS Brain Health Institute on dementia risk reduction in women.



A brand new look

A key milestone in 2024 was the unveiling of our bold new corporate brand identity, with vibrant green at its core. Alongside this, we introduced our updated vision — improving lives through the science of biotics — reinforcing our commitment to innovation and health. This refreshed visual identity and corporate narrative represents our ambition, forward-thinking approach and dedication to improving health through biotics.

Metabolic health launch

Cardiovascular support, metabolic health, and weight management are all key areas addressed by Metabolic Health by Probi®, which was unveiled at the SupplySide West exhibition in Las Vegas in October 2024.

Backed by robust clinical evidence, this new probiotic concept targets key markers of metabolic syndrome, a condition linked to higher risks of cardiovascular disease and diabetes. With cardiovascular disease and type 2 diabetes being the top two causes of death globally, the need couldn't be more urgent.



Symrise' takeover offer

Symrise, Probi's majority shareholder since 2015, announced a cash offer to acquire the remaining shares at the end of 2024. Symrise has expressed their long-term belief in Probi crediting the attractive product offering, as well as the competent global team. "Symrise believes that there is great potential to elevate Probi to the next level under the Symrise group, as a key driver to Symrise's focused strategy in health", according to the statement released.

Embarking on a new chapter for Probi



As we look ahead to 2025, I feel optimistic and determined. The successes of 2024 have set a strong foundation for continued growth and innovation. Through hard work and dedication, we've achieved a lot and overcome challenges, bringing us closer together as an organization. Everyone's contribution has been key to our success.

We are entering a new era as a fully owned subsidiary of Symrise following the successful public bid by our main shareholder. However, our commitment to our purpose remains stronger than ever – empowering people to live better lives for longer by taking control of their microbiome.

Clarifying vision, purpose and proposition
2024 was an important year for us when we thoroughly evaluated how we want

to define ourselves and our offerings. A lot has happened since the company was founded in 1991. Today, Probi is more than probiotics, and we have expanded our research and offerings into adjacent areas. Probi is still a company that leads through research and science, and today we work across the entire biotics field. Therefore, we have clarified our vision, purpose and value proposition. Please read more about this on page 9.

Significant commercial successes

In 2024, we achieved significant milestones in expanding the Probi brand's reach and product offerings. At the Vitafoods show in

Geneva in May we introduced Probi Sensia, our new probiotic Mental Health offer, to the EMEA market. In October at the Supply Side West exhibition we launched our latest probiotic concept, Metabolic Health by Probi®. Connecting with customers and partners has been vital, and we've been privileged to meet many at global events. These touch points allow us to better understand how our microbiome expertise and scientific approach can help identify microbiome solutions to the unmet needs of our clients.

Our product portfolio has been repositioned into nine key health areas, ensuring a more targeted and effective approach to meeting consumer demands and we have

also completed visual rebranding that revitalized our image and market presence.

A remarkable year for R&D

This year has been remarkable for the R&D team. We published the results of our fourth clinical study of *L. plantarum* HEAL9® in the gut-brain area, focusing on inflammaging in older adults. A fifth study in a mice model of Alzheimer's confirmed HEAL9's role in gut-brain health, offering hope for alleviating mild cognitive impairment.

A total of 25 scientific peer-reviewed articles were published featuring Probi strains. Notably, four of these publications were the result of studies by Probi or our collaborations, underscoring the strength and value of our partnerships. We also initiated new clinical studies and developed several new customer products, often supported by our regulatory

"Probi is still a company that leads through research and science, and today we work across the entire biotics field."

"Imagine what we can achieve together as we build on our strong scientific foundation in biotics and embrace the opportunities that lie ahead."



guidance or the submission of required documentation to authorities.

Operational excellence

In 2024, the Supply Chain, Quality, and Operations teams made significant progress, demonstrating a strong commitment to excellence and efficiency.

In Operations Redmond, new areas for process efficiencies in cold storage, incoming inspection, warehousing, stability testing, and process development were established. Our optimization program delivered impressive results, including the operationalization of new equipment that improved outputs and reduced processing times. Additionally, new process formulas

were efficiently integrated into production, streamlining operations and unlocking new business value opportunities by optimizing our resources.

In Operations Lafayette, we expanded cold storage capacity, increasing flexibility in production processes. We also approved several new equipment purchases that enhanced safety and efficiency, contributing to improved working conditions.

The Quality team, now operating globally, aligned with our commitment to operational excellence. A key milestone was the achievement of FSSC 22000 certification in Redmond.

Dedication to a sustainable business

This year, our commitment to sustainability led to notable achievements. We successfully completed SEDEX audits, affirming our dedication to ethical business practices. Significant strides were made in safety and compliance through comprehensive analyses and enhanced monitoring systems, reinforcing our commitment to employee safety and environmental responsibility.

Additionally, we secured grants for our efforts to reduce energy consumption and improve efficiency, resulting in a smaller energy footprint. These accomplishments underscore our dedication to creating a safer, greener, and more responsible organization.

Embracing the future

As we join the Symrise family, we are excited about the opportunities ahead. Together, we will continue to innovate, create value, and shape the future of microbiome science. Imagine what we can achieve together as we build on our strong scientific foundation in biotics and embrace the opportunities that lie ahead. Thank you for being part of this journey.

Warm regards,

Anita Johansen
CEO of Probi

Our strategy for sustainable and profitable growth

Probi's strategy for sustainable and profitable growth focuses on four key areas: excellence in commercial execution with a customer emphasis, advancements in science and innovation, delivering high-quality, differentiated products, and fostering a strong, healthy organization with employees united by a shared vision to improve health through biotics science.

Commercial execution and customer centricity. By enhancing our customers' experience and deepening our internal understanding of our customers' needs and market insights, we will expand our global base of key account customers and strengthen our position in science-based products, focusing on our Tier 1 markets.

Pioneering science and innovation. We will continue to lead in science by ensuring a continuous rate of market relevant innovation and solutions, faster time to market, and by continuously expanding our range of clinically documented probiotic offerings. We will also evaluate scientific benefits and growth potential of other biotics.

Supplying quality solutions. This focus area refers to our competitive edge of delivering products through the entire value chain, from concentrated probiotic ingredients to finished consumer products. We will focus on the long-term improvement of gross margins by optimizing our internal manufacturing processes, and through end-to-end supply chain effectiveness and agility, we will deliver a

better customer experience. We will address the need for new production opportunities or contract manufacturing in growth regions and optimize our manufacturing footprint as business opportunities appear.

These three focus areas will be reinforced by leveraging strategic external partnerships, international research collaborations and/or acquisitions within relevant health areas, geographies, and segments.

People with a shared purpose and passion for biotics.

The fourth focus area is the foundation for a successful implementation of our strategy. We aim to have a healthy and thriving organization, driven by our shared purpose and goal to help people take control of their microbiome and live better for longer.

A sustainable business that fosters a healthier world

Sustainability is a naturally integrated component of our company's business strategies, forming the basis of Probi's long-term business development plan. The heart of our business is to help people live healthier lives, bearing in mind the planet and future generations.

The philosophy of restoring natural balance is a cornerstone of everything we do, guiding our approach to business and our Environmental, Social, and Governance (ESG) initiatives.

Improving lives through the science of biotics



Leveraging external partnerships

Our core values

**Credible
Committed**

**Curious
Clear**

Our business strategy is EXCELLENCE in



People with a shared purpose and passion for biotics

Vision, purpose and value proposition

Our Vision

Improving lives through the science of biotics.

Our Purpose

Help people to take control of their microbiome – and live better for longer.

Our Value Proposition

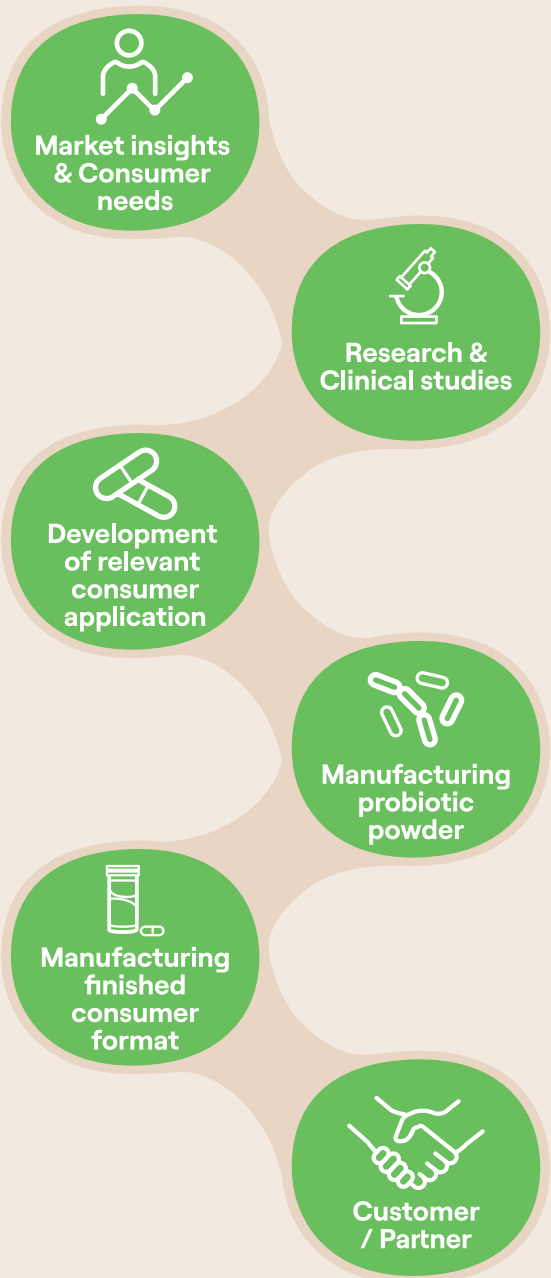
Probi is the biotic solutions company that leads through science. As a vertically integrated company focused on high-demand health needs, we offer tailored flexibility and a unique range of biotic solutions.

Business model: Pioneering biotic solutions from science to sales

Our customers are primarily leading global and regional consumer health, pharmaceutical and food companies that sell and distribute to end consumers. Good consumer and market insights, paired with close cooperation with our customers, always form the basis for developing our products.

Being a vertically integrated company, with our own manufacturing and packaging capacity, is a competitive advantage which gives us flexibility and agility. We can offer a unique range of market-driven, differentiated and customized high-quality solutions.

We care for the health of both people and planet. We develop solutions and practices that not only enhance health but also embody our commitment to scientific excellence and environmental stewardship. Our focus on sustainability doesn't just deliver on ESG goals, but is also plain good business that makes us attractive to business customers and partners, as well as our workforce. Read more about our sustainability practices from page 25 onward.



Evaluating the biotics market

The interest in biotics is increasing worldwide, and the market is forecasted to continue to grow. More consumers are understanding the importance of gut health and becoming aware of its connection to overall well-being.

Continued advancements in scientific research have shown what a key role the gut microbiome plays for digestive health, immune function - and even cognitive function, mental well-being and metabolic health. Consumer's growing knowledge on this topic significantly fuels global consumption patterns.

The growing demand for probiotic supplements

In today's fast-paced world, many consumers struggle to get the vital nutrients they need. According to FMCG Gurus, 36 percent of consumers took supplements in 2024 to bridge the nutrient gap and enhance their overall well-

being. Supplements are most often taken to strengthen immunity, heart health, and digestive health.

In 2024, global retail sales of probiotic supplements reached approximately USD 9.3 billion, according to Euromonitor, which projects an average annual growth rate of 5-6 percent between 2024 and 2029.

The International Probiotics Association (IPA) also anticipates rising demand within this category. According to IPA, probiotic supplements are set to witness growing demand in the forecast years 2024-2028 due to the increased focus on gut health, supported by consumer interest in preventive health as well as general health and wellness. Examining the prebiotic market, global sales are projected to grow at a CAGR of 10.9 percent through 2030, driven primarily by the APAC region.

Regional breakdown of key markets

APAC, Asia-Pacific, is the largest region for the probiotic supplement category. With retail sales worth of USD

3.7 billion the region accounted for 40 percent of the world market in 2024. APAC is expected to have a heavy annual growth of 9.2 percent in the years 2023 to 2028. Noteworthy in this context is that the demand for probiotic supplements in South Korea is predicted to grow driven by younger consumers.

Americas' probiotics supplements retail sales capture 34 percent of the global market which ranks it second after APAC, reaching a retail sales worth of USD 3.3 billion. Americas' is predicted to face an annual growth of 4.4 percent, slower than the rest of the world, driven by stagnation in the US. The main growth will occur in Latin America driven by Brazil and Mexico.

In the **EMEA** region, including Europe, the Middle East and Africa, probiotics supplements retail sales accounts for 23 percent and reaches US 2.3 billion of the global market in 2024 which ranks it third on the world market. EMEA is predicted to have a compound annual growth rate of 6.2 percent in the years 2023-2028. The sales are driven by Italy with sales benefiting from favorable legislation.

Source: Euromonitor 2024

Biotics – what is what?



Prebiotics: Substrates selectively utilized by host microorganisms which confer a health benefit on the host.



Probiotics: Live microorganisms that confer a health benefit on the host when taken in adequate amounts.



Postbiotics: A mix of non-living microorganisms, and/or their components, that provide a health benefit to the host.



Synbiotics: A combination of pre- and probiotics that either complement or reinforce each other.

Leading through science

Probi's biotic solutions are scientifically proven to support the body's natural functions with the potential to enhance human health worldwide. Our commitment to science keeps us at the forefront of developments in biotics, pushing the boundaries of innovation in both existing and new areas. The efficacy of our signature products is validated by rigorous clinical trials that exceed our industry's standard practices.

No product is ever brought to market without a solid scientific foundation.

That's a promise.

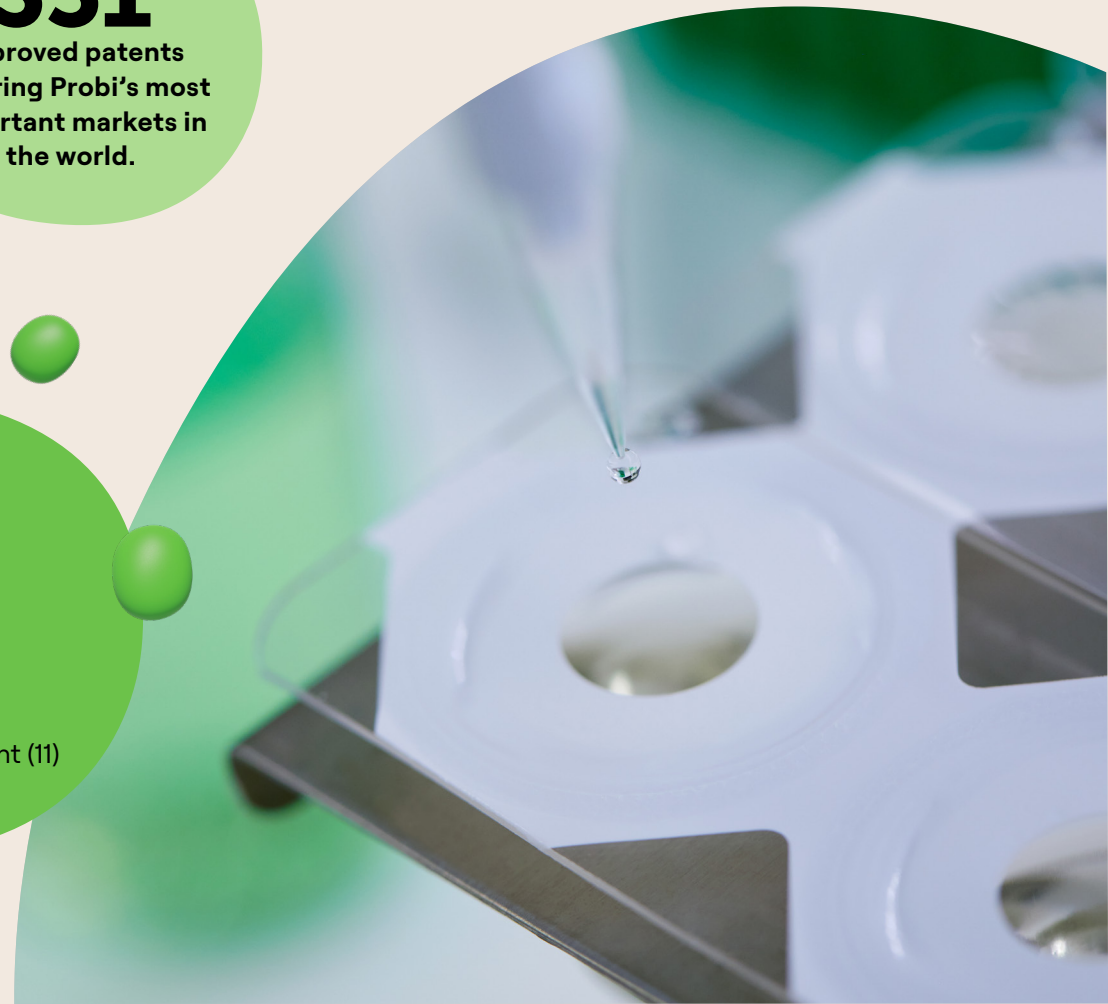
25

scientific articles published in 2024 with Probi's proprietary strains in the areas of:

- Synbiotic research (2)
- Oral health (5)
- Metabolic health (2)
- Gut-brain axis (3)
- Bone health (1)
- Iron health (1)
- Other /food enrichment (11)

351

approved patents covering Probi's most important markets in the world.



Scientific research as our core, present and future

“It all starts in the gut” – famous words first stated by Hippocrates, the father of modern medicine. The same sentence lies in our roots, as we have researched gut health and associated areas since the founders of our company initiated their first bacteria-related gastrointestinal studies back in the mid-1980s.

Since then, the gut microbiota has been shown to be of utmost importance for not only gastrointestinal functions and health, but also for an overall well-functioning body. For example, the gut microbiome affects everything from inflammatory levels, a functioning immune system, cognitive performance, nutritional status and absorption of minerals such as iron, bone health and also, most recently metabolic health.

During the 30+ years since Probi was founded, we have published more than 320 peer-reviewed scientific articles in our core health areas, where more than 100 of these are clinical studies. With this in mind, we find it safe to conclude that our probiotic solutions are scientifically proven to support several of the body's natural functions and have demonstrated clear benefits for enhancing human health worldwide.



From probiotics to biotics

The last few years, we have developed into a biotics company, not only providing scientifically backed probiotic solutions, but also innovating solutions with other types of biotics; prebiotics, synbiotics and postbiotics. Independent of what biotic solution, our commitment to science keeps us at the forefront of developments, pushing the boundaries of innovation in both existing and new health areas.

The effectiveness of our biotic products is confirmed through rigorous clinical trials that surpass the standard practices of our industry. R&D is our core, present, future and most of all – our biggest pride is providing clinically documented, and scientifically sound, products to improve health for everyone, everywhere.

Highlights from 2024:

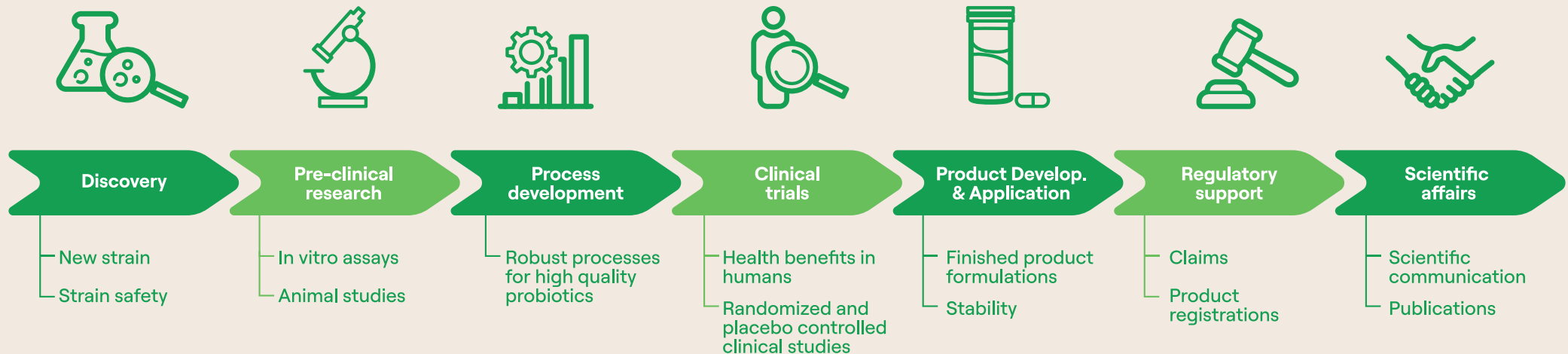
- We published our fourth clinical study with *L. plantarum* HEAL9, showing decreased low-grade inflammation and support for cognitive function in older subjects.
- We published results from an animal model for Alzheimer's disease with *L. plantarum* HEAL9, showing decreased brain-derived inflammation and plaque development – all indicating a decreased disease progression.
- Probi provided regulatory support for the launch of 42 new customer products worldwide.
- We successfully launched our Metabolic health concept, supported by nine clinical studies on *L. plantarum* 299v and *L. paracasei* 8700:2, demonstrating unique benefits for cardiovascular health, including improved blood vessel dilation and cholesterol levels.
- Probi R&D gave nine scientific presentations at various conferences and presented at two globally broadcast live webinars.

Our research process: End to end biotic development

Probi has developed unique expertise in probiotics and is now extending its research to encompass prebiotics, synbiotics, and postbiotics. Clinical validation remains central to our leading role in biotic research and development, ensuring that our innovations are

scientifically sound and effective. We always begin with a thorough understanding of market and customer needs, often partnering with academia or industry to enhance our insights and capabilities. Developing a biotic product, from discovery through pre-clinical and clinical research,

typically takes two to five years or more. This illustration allows you to follow our comprehensive research and development process, step by step.



Biotic solutions for nine high-demand health areas

During 2024 we have changed from providing five clinically backed health solutions to instead offering clinically proven solutions within nine key health areas. Scientific validation through clinical studies is the core component across all areas.

With 30+ years of science, we have extensive amounts of scientific data supporting benefits for many different health needs. In 2024 we repositioned our portfolio into nine key health areas, to help our customers better understand the exceptional depth and breadth of our portfolio.

In the past, Probi's product portfolio was presented as Probi Digestis®, Probi Defendum®, Probi Ferrosorb®, Probi® Osteo and Probi® Sensia. Going forward we will present our solutions under the following key health areas: Digestive Health, Immune Health, Mental Health, Women's Health, Sports Nutrition, Oral Health, Healthy Aging,

Kids' Health and finally, our newest addition – Metabolic Health by Probi. Read more about these on page 23.

This repositioning allows us to leverage our comprehensive scientific research and data to create numerous solutions, beyond what was possible with the original five concepts.

Under each health area you will find several clinically backed strains and unique proven combinations, together covering 35+ subcategories, such as bloating, abdominal pain, cognitive performance, viral infections, mood, iron absorption, bone health and general gastrointestinal support to mention only some. Probi continues to invest in science to add new insights and evidence behind the claims and benefits our products can bring and the mechanisms of action behind their efficacy.

Through our own research as well as through partnerships with renowned researchers in academia we keep building on our portfolio and exploring new areas where biotics can offer solutions.

Launching an outstanding metabolic health solution:

METABOLIC HEALTH BY PROBI®

The newest addition to Probi's portfolio is Metabolic health by Probi®, where two different strains are included. Both strains are backed by clinical studies and show enhanced metabolic status in three distinct sub-categories; decreased metabolic risk profile, decreased or stabilized BMI and body weight maintenance, and significantly improved cardiovascular health.

The two strains included in this solution are *L. plantarum* 299v and *L. paracasei* 8700:2, which can be offered either alone or in combination. The scientific data for metabolic benefits by *L. plantarum* 299v is outstanding, with eight clinical studies already published and three ongoing studies.

The clinical findings for *L. plantarum* 299v include significantly improved endothelial function, decreased levels of leptin, fibrinogen and inflammatory markers coupled to cardiovascular health. Together these data show a 27 percent improvement

Significantly improved CVD health parameters

BMI maintenance/ weight gain mitigation

Significantly decreased metabolic risk profile

in risk factors associated with cardiovascular disease. Moreover, studies have found significantly improved blood lipid profile and blood pressure, moving from elevated levels into what are considered clinically normal values.

The clinical findings for *L. paracasei* 8700:2 were reported in detail in the Annual and Sustainability report of 2023. In short, the *L. paracasei* 8700:2 strain has been shown to significantly decrease cholesterol levels, Metabolic Syndrome severity score (a component score based on waist circumference, triglycerides, HDL cholesterol, systolic blood pressure and fasting glucose), and to stabilize BMI by mitigation of weight gain.

Bringing value to life

Bringing value to life is at the core of our business – whether it's carefully nurturing cell cultures every step of the way from manufacture to the gut, or supporting longer human health spans through innovation, or supplying our customers with differentiated solutions to drive their growth.

The greatest value is generated when we combine our insights, innovations and resources with those of customers, distributors, academia, suppliers and many others in our ecosystem.

We're proud to have partnered for decades with some of the world's largest providers of consumer products.

Differentiating their products from competitors and helping them to navigate from idea to market is how we do business.

**Full control
of our supply
chain**

**Strategic
partnerships**

**In-house
production**



Value through partnerships and supply chain control

Creating value is at the heart of everything we do. Through partnerships with key players in our ecosystem, we develop unique health solutions while maintaining full control over our supply chain to ensure flexibility, quality, and tailored probiotic products.

A good example from 2024 is our partnership with Clasado. The partnership began in 2023, with the aim of combining our knowledge on prebiotic and probiotic products targeting specific consumer health benefits. The collaboration was further strengthened in 2024, and a study published early in the year showed a synergistic synbiotic benefit of our immune strengthening *L. plantarum* HEAL9 and *L. paracasei* 8700:2, combined with Clasado's Bimuno GOS. The study is one of few scientific studies clearly showing that the combination of probiotics and prebiotics can have a greater benefit than either ingredient alone.

As a cherry on top, this synbiotic concept took top honors in the Microbiome Support category at WholeFoods Magazine's Natural Choice Awards in the Ingredients Edition. The award was announced at SupplySide West in Los Angeles in October, and Probi's CEO Anita Johansen commented: "This is partnership at its best. It shows what we can achieve when we leverage our combined knowledge and imagine biotic solutions together, with the shared aim of better microbiome health for more people".



Top honors in the Microbiome Support category: Clasado Biosciences and Probi.

"...these ingredients have been proven to demonstrate selective utilization of the prebiotic by the probiotic, offering a synergistic outcome and making it ideally positioned for products designed to support immune health based on microbiome modulation. Showing strong potential in immune health product applications, the combination was shown to significantly increase lactate levels and increase short-chain fatty acid (SCFA) butyrate by 26%, with both components being important to the body's immune function."

Source: www.wholefoodsmagazine.com

We will continue to explore exciting global partnerships. Differentiating our customers' products from competitors and helping them go from an idea to a finished product on the market is essential as we move forward.

The benefits of being in control of our supply chain

Probiotics are delicate live organisms and to maintain their quality, it is important to understand parameters such as temperature, humidity, product design, combined ingredients, and packaging. Over the decades, we have become experts of the highly specialized process of managing bacteria from research and development through every stage of the manufacturing process, into finished products.

The fact that we are in control throughout the whole supply chain gives us both flexibility and agility. Probi is in charge from fermentation and freeze-drying to manufacturing and packaging. Combining our own manufacturing capabilities with third-party partnerships allows us to create unique products and offer combinations of different probiotic strains with other nutrients or natural extracts, delivered in bulk or as pre-packaged finished products for consumers. We heavily emphasize customizing content and formats, as customer needs and preferences vary based on geography, target group and areas of use.

One of few to have in-house production

Probi is one of the select integrated players with advanced in-house probiotic production. That makes us well positioned to offer unique products according to specific customer needs, formats and market preferences, while allowing us to adapt operations and optimize processes to meet evolving demands.

Probi manufactures most of its products at production facilities in Redmond, Washington and Lafayette, Colorado in the US.

In-house manufacturing is a significant advantage. Having our own production capacity ensures that we have control over our most important raw material, the probiotics. These bacteria are highly sensitive to external factors such as temperature, physical handling and humidity. Ownership of the entire value chain also allows Probi to offer customers a wide range of customized products and innovative concepts while remaining agile and quickly adapting to changes in the market. All manufacturing takes place in accordance with Good Manufacturing Processes, GMP, and Probi is continuously inspected by customers, partners, authorities and independent third-party auditors.

We've made significant investments to enhance and optimize our manufacturing processes, creating improved conditions for efficient, safe and sustainable probiotic production. Some examples from 2024 include:

A new tablet press in Lafayette operates more efficiently, consuming less energy while improving performance.

The new warehouse in Redmond has been upgraded with new floors and storage racks, alongside enhancements to office space and the quality testing area.

We've updated the V-blender loading procedures in Lafayette, reducing the powder load per barrel to improve ergonomics and ease for operators.

A new centrifuge in Redmond has reduced tank processing time by 40% and cut power consumption by up to 70%.

A new boiler in Redmond reduces natural gas usage by incorporating an integrated feedwater economizer, enhancing both efficiency and energy savings.

The new Vorti Sieve in Lafayette enhances ingredient screening by improving efficiency, reducing product loss, and minimizing dust exposure for employees.

A new freezer in Redmond offers better insulation and efficiency. Unlike the older freezers, the new one features thicker insulated walls, providing a significant improvement in insulation. This upgrade enhances product viability while also reducing energy consumption.

The challenges involved in producing probiotics

Producing probiotics is a complex process. From selecting the relevant probiotic strains from our library, to delivering the final product to the customer, is a journey with many critical phases.



1. Selection & refinement of probiotic strains



Cell banking

Here we carefully prepare the seeds of our probiotic strains in a sterile environment.



Seed culture

A seed culture is prepared as inoculum for the fermentation tank.



2. Production of bacteria



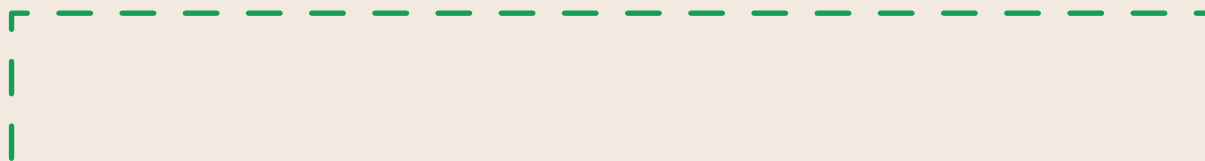
Fermentation

The probiotic seed culture is inoculated into a sterile growth medium in the main fermentation tank. The growth medium is optimized for the specific strain to secure optimal fermentation conditions. This is a controlled process to cultivate probiotic strain into high yields. By conducting our own manufacturing we can optimize the process to ensure high stability and purity.



Centrifugation

After completed fermentation, probiotic cells are harvested by centrifugation hereby removing about 75% of the water and increasing the probiotic cell concentration.





Quality control



Pelletizing

Concentrated live probiotic bacteria are mixed with cryoprotectant, formed into pellets and flash-frozen in liquid nitrogen to prepare for freeze drying.



Freeze-drying

Remaining water is carefully removed by freeze drying under low pressure to maintain viability and stability of the probiotic cells.



Milling

The freeze-dried probiotic granulate is milled into a fine, free-flowing powder where each grain contains billions of live bacterial cells.



Quality control

Before delivery to the customer, additional quality controls are carried out in which products are tested for safety and bacterial quantity. Reference samples are retained for subsequent quality testing.

3. Mixing and packaging products



We further process the probiotic powder at our facility in Lafayette, Colorado. Depending on customer need, we process the concentrated powder into mixtures in capsules, tablets or powders.



Packaging

Capsules and tablets are packed in bulk bags or labeled bottles, while powder is packed in bags or sachets depending on our customers' requirements. We carefully choose packaging materials in consultation with our customers to ensure the bacteria's continued survival and durability.



Quality control

Before any probiotic powder is processed further, it goes through our extremely comprehensive quality control.



Delivery to customer

We then further distribute QA-verified products for delivery to the customer.

Customers on why Probi is the right choice

Company name: Danone

Customer of Probi since: 1994

Product: The fruit juice Proviva with added LP299V®.

Why Probi? Probi is an exceptional partner for us at Proviva, and one we care deeply about. 2024 marked our 30th anniversary of working together, which really says something. Our relationship started with a true innovation and has grown over the years. Since 1994, Probi supplies us with the unique LP299V bacteria strain, which is the core of our health-focused product line of fruit juices – the first of their kind on the Swedish market. It's been a win-win partnership for three decades, and we eagerly look forward to continuing this journey together.



Company name: Great Oral Health

Customer of Probi since: 2014

Product: Advanced Oral Probiotics

Why Probi? We chose Probi initially because they looked trustworthy and initial communication and response was fast and honest. We have worked with them since 2014 and they are by FAR our favourite manufacturing partner to work with. They are so professional, fast and on time with orders. If there are ANY hiccups they are fast to jump on them and own any small errors (which are rare). Our representative there answers email within minutes and not days like other companies. They work with us on product developments and solutions and we absolutely love them and highly recommend them!

Company name: By-Health

Customer of Probi since: 2019

Product: The multi-strain probiotic solid beverage using *Lactiplantibacillus plantarum* 6595 from Probi.

Why Probi? We value our collaboration with Probi, a science-driven company offering clinically documented strains, along with added-value support such as patents and trademarks. These protections help ensure product exclusivity and build consumer trust. Additionally, some of Probi's strains feature unique study approaches that help us differentiate our finished products in the market.



Market-driven differentiated solutions

Since our journey began in Sweden during the 1980s, we've developed a range of differentiated, customizable biotic solutions. Each is crafted for specific effects on the microbiome. And each is the result of years of clinical research.

Our solutions come with exceptional service and agility. We deliver what you need, when you need it, ensuring your production runs smoothly and efficiently. And we maintain the highest standards of quality and safety.

As lifestyles and needs evolve, you can count on us to imagine new possibilities, create innovative solutions and devise novel formats to add a unique advantage to your portfolio.

Probi's products are available in

40+
countries

Our biotic solutions support

35+
health needs

9

key health areas



Consumer trends and health benefits across key areas

The biotics category continues to show steady growth. But what exactly are consumers seeking when they explore the world of biotics?

Digestive health continues to be the most common association with the biotics category. 66 percent of those who intake probiotics are doing it because of digestive problems such as gas and bloating. Consumers recognize the link between their digestive health and their overall wellness, and almost half of the world's population experience at least one functional gastrointestinal disorder on a regular basis.

Immunity is the second biggest reason for people to take probiotics, and we've seen a noticeable shift in the perception of health. Consumers have reduced fear of illness as we are getting further away from the COVID-19 pandemic. It means that consumers are not as

conscious about issues such as exposure to germs and viruses, and instead, are more likely to evaluate their immune health based on day-to-day traits. 47 percent of global consumers say they evaluate their immune health based on their daily energy levels and consumers recognize that a holistic approach is needed towards immune health.

A focus on mental wellness and lifestyle solutions

Almost half of the world's population experience at least one functional gastrointestinal disorder on a regular basis.

80 percent of proactive health consumers say that addressing their **cognitive health** is just as important as addressing their physical health. Consumers adopt different approaches to manage their **mental wellness**. Dietary supplements are a credible part of their approach, consumers are aware of the benefits, and they have high acceptance. In the years leading up to 2024, Probi has participated in five studies connected to the gut-brain axis, i.e. the connection between the

digestive tract and the brain and continues to invest in further research in brain health.

Another growing area of interest is **metabolic health**. An unhealthy lifestyle is a major risk factor for metabolic diseases and consumers are interested in solutions that help them support their vascular, blood glucose and heart health, as well as improve their waistline or weight. There is a growing understanding that the gut microbiome and its metabolites play a crucial role in many metabolic diseases, including obesity, type 2 diabetes, non-alcoholic fatty liver disease, cardiovascular disease and more.

The rising influence of women's health

Women's purchasing power will increase significantly in the upcoming years as their disposable income is predicted to grow by 33 percent per capita by 2040. 44 percent of global female consumers are looking for new solutions to prevent or even treat **women's health** issues, and there is a reduced taboo in talking about women's health issues such as vaginal

health and menopausal problems. This has led to greater recognition of needs and solution gaps in areas that uniquely or disproportionately affect women across life stages and health conditions. Menopause, for instance, is finally going mainstream as both the medical and business worlds get serious about the needs that half of the population will face at some point in their lives.

A shift towards fitness and energy-boosting products

There is a noticeable global trend toward prioritizing health and fitness, with individuals becoming more conscious of their physical well-being. As a result, the demand for **sports nutrition** products is increasing.

Energy boosts are stated to be the 4th most important reason why intaking probiotics. Acknowledging the correlation between mood enhancement and happiness, individuals are actively seeking energy-boosting products to improve their emotional states and overall well-being.

Probi's key health areas

Our bodies and health needs change as we go through life. While a growing child, a pregnant woman, and an active senior have different needs, we all share one common goal: taking care of our health. As of 2024, we have expanded our commitment to health by offering biotic solutions

tailored to the diverse needs of individuals throughout their lives. Guided by the most pressing global health needs and trends, we are focusing on - and innovating within - nine key high-demand health areas. Our biotic solutions support over 35 distinct health needs within

these areas, contributing to overall well-being and offering targeted support where needed. With a diverse selection of strains and product formulations, we offer multiple customized combinations to meet specific business and local market needs.



Digestive Health

Digestive Health by Probi® boosts lifelong gastrointestinal wellness, promoting the relief of occasional gastrointestinal (GI) symptoms such as bloating and flatulence, while enhancing overall GI health.



Immune Health

Immune Health by Probi® supports immune defenses by harnessing the power of biotics to maintain upper respiratory health. By modulating immune pathways, it also helps alleviate symptoms associated with immune responses.



Mental Health

Mental Health by Probi® enhances lifelong mental health by harnessing the gut-brain connection with its proven psychobiotic formula, which supports cognition, mood, sleep, and stress management.



Metabolic Health

Metabolic Health by Probi® is our newest offering in the portfolio, targeting key issues such as blood pressure, inflammatory pathways, metabolic parameters, and body weight, while also supporting overall gut function.



Women's Health

Growing awareness of women's health needs emphasizes a holistic approach to well-being. Women's Health by Probi® provides biotic solutions from adolescence and pregnancy to menopause.



Sports Nutrition

The sports health category continues to expand, driving product innovation that supports everything from athletics to daily exercise, fostering an active lifestyle. Our sports solutions make it easier to sustain an active life.



Healthy Aging

Many people seek products to maintain health and mobility as they age. Healthy Aging by Probi® emphasizes the role of the gut microbiota in supporting bone, immune, digestive, and mental health through life.



Oral Health

Our carefully formulated oral health solutions are developed to support every aspects of oral care, addressing everything from reducing plaque formation to promoting upper respiratory tract health.



Kids' Health

Kids' Health by Probi® addresses key health areas for both mind and body, targeting immunity, digestion, cognition and mood, and providing families with the essential tools to meet the unique demands of childhood and adolescence.

"I wish more people knew the difference Probi can make"

For 51-year-old Swede Magnus, the discovery of Probi's probiotic supplements was a turning point in his life. From being limited by always having to be near a toilet, he is now free to eat and do whatever he wants.

Magnus' stomach problems started as a teenager. He suffered from many illnesses that were cured with antibiotic courses, something he himself believes killed the good bacteria in his gut.

– Since then, I have had problems. I've even had to change jobs because of my stomach. I've had to plan my days around toilet visits, and always had to have a toilet nearby, he says.

Over the years he has visited many doctors and tried several different supplements, new foods and medicines. He has planned what and when he is going to eat, down to the smallest detail, but to no avail. That's when he was told to try Probi's strain LP299V®.

– My younger sister is a nurse and suggested I should try it. I had seen an advertisement for Probi in Sweden but I was extremely skeptical. I had tried so much already and had almost given up.

He decided to give it a chance anyway and noticed an almost immediate effect.

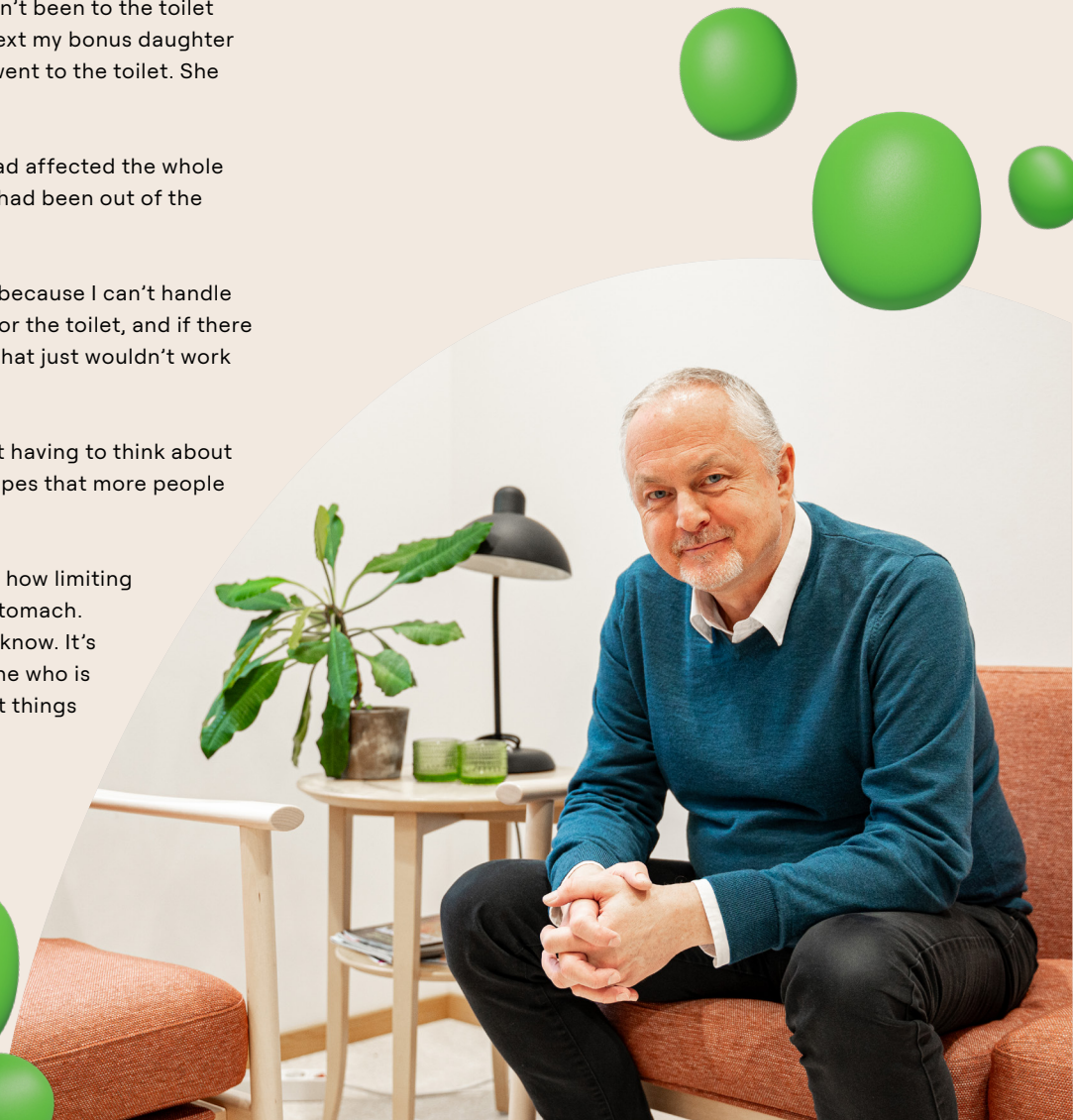
– After four days it hit me, "I haven't been to the toilet today!". The first thing I did was text my bonus daughter and ask her to guess when I last went to the toilet. She couldn't believe it was true.

Magnus' troublesome stomach had affected the whole family for many years. Long trips had been out of the question.

– I have skipped holidays abroad because I can't handle the flight. There can be a queue for the toilet, and if there is turbulence you can't even go. That just wouldn't work for me.

Now he enjoys the freedom of not having to think about where the nearest toilet is and hopes that more people will get help.

– I don't think people understand how limiting it can be to have a troublesome stomach. But those of us who are affected know. It's important to reach out to everyone who is struggling and let them know that things can get better.



Sustainability at Probi

In 2024, Probi embraced the philosophy of “Restoring Natural Balance” as the essence of our sustainability strategy. This approach harmonizes the power of nature and science, guiding us toward net-zero emissions and fostering sustainable growth.

Our commitment extends beyond environmental stewardship to address pressing global health challenges through our scientifically backed innovative biotic solutions.

By embedding sustainability in our core, we ensure a resilient future that enhances well-being for all stakeholders and the planet.

Reduced
emissions by
44%
in relation to 2019
baseline.

100%
of suppliers to whom
the Supplier Code
of Conduct was sent
signed it.

Approximately
50M
lives impacted through
Probi's solutions
in 2024.



Our commitment to restoring natural balance

At Probi, we're dedicated to helping people take control of their microbiome to live better, longer lives. Guided by our "Restoring Natural Balance" philosophy and aligned with the UN Sustainable Development Goals, we combine innovative solutions, strategic partnerships, and sustainable practices to tackle global health challenges and create a healthier, more resilient world.

Our philosophy of restoring natural balance aligns with the UN Sustainable Development Goals (SDGs) for good health and well-being, responsible consumption and production, and climate action. This approach guides our vision to improving lives through the science of biotics and embedding sustainability in everything we do.

In 2024, we launched Probi® Sensia, a psychobiotic supporting mood and cognitive function, reflecting our commitment to strengthening global mental health. Our innovations in metabolic health tackle obesity and diabetes, addressing critical health challenges in line with SDG 3 for good health.

"At Probi, sustainability is our responsibility to the planet and future generations. Guided by our philosophy 'Restoring Natural Balance,' we develop innovative solutions for pressing health challenges, driving sustainable growth and eco-friendly practices. We align profitability with purpose to create a healthier world."

– Anita Johansen, CEO

Strategic collaborations, such as those with Clasado, can be a sustainable way to innovate. Through this partnership we have expanded our offerings with synbiotic products in both our digestive health and immune health areas, enhancing health benefits while saving resources and promoting responsible production.

Research partnerships with organizations like the one announced with Global BHP BrainTrust and the FINGERS Brain Health Institute emphasize our dedication to advancing brain health, particularly for women. In our direct to consumer business in the Nordics our collaboration with Bower on packaging recycling initiatives in Sweden and Norway also supports environmental sustainability and contributes to SDG 12 for responsible consumption and production and SDG 13 for climate action.

These initiatives are only a few examples demonstrating Probi's leadership in biotics and our commitment to a sustainable, healthier future, intertwining profitability with societal benefit.

The United Nations Sustainable Development Goals forming the foundation of our framework



3 GOOD HEALTH AND WELL-BEING

Good Health and Well-being

The goal: Ensure healthy lives and promote well-being for all at all ages.

How Probi contributes: At Probi, we empower people to take control of their microbiome through cutting-edge biotic innovations, enabling healthier and longer lives while advancing global well-being.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Responsible Consumption and Production

The goal: Ensure sustainable consumption and production patterns.

How Probi contributes: By adopting a "make more vs. buy more" strategy and enhancing supply chain efficiencies, we minimize resource use and waste, integrating sustainability into every aspect of our production.



13 CLIMATE ACTION

Climate Action

The goal: Take urgent action to combat climate change and its impacts.

How Probi contributes: We have reduced our emissions by 44% since 2019 and are committed to achieving net zero by 2050, aligning our innovation and operations with the Paris Agreement's 1.5°C target.

Our strategy for sustainability

At Probi, sustainability is at the heart of everything we do. Focused on healthier lives, climate action, and responsible practices, we conducted a 2024 dual materiality assessment to align with the CSRD. By integrating sustainability criteria into our innovation process, we ensure lasting value for people, the planet, and our business.

At Probi, our sustainability strategy is firmly grounded in our commitment to both our stakeholders and the United Nations' Sustainable Development Goals. Since 2021, we have aligned our strategy with the UN's global goals for 2030, ensuring a long-term focus on positive social, environmental, and economic impact.

Our sustainability focus and efforts are categorized into three main areas: Contributing to healthier lives, Stopping climate change and Acting responsibly.

Contributing to Healthier Lives: Our primary mission is to help people to take control of their microbiome – and live better for longer through the science of biotics. We are committed to developing innovative products that contribute to holistic well-being.

Climate Action: We recognize our responsibility towards the environment and are dedicated to implementing practices that mitigate our impact on climate change.

Acting Responsibly: Ethical business practices are at the core of our operations. We strive to act responsibly in all aspects of our business.

Dual materiality assessment to guide sustainable strategy and innovation

In 2024, we voluntarily conducted a dual materiality assessment ahead of regulatory requirements, aligning with the Corporate Sustainability Reporting Directive (CSRD). This process evaluated how sustainability factors, such as climate change and resource management, influence our financial performance and how our operations impact society and the environment. The insights guide our strategy, ensuring responsible innovation and long-term value creation for all stakeholders. An example from 2024 is our integration of ESG (Environmental, Social, and Governance) criteria into our innovation process. Going forward, all investment approvals now require a clear return on investment (ROI) based on ESG factors, ensuring sustainability is embedded in every decision. For conducting the DMA we assessed materiality from two dimensions:

- **Impact Materiality:** Impact that the business has on people, society and the environment.
- **Financial Materiality:** Business risks and opportunities with an effect on financial performance.

The results shown on the following page are what is material for Probi even if only from one of the two dimensions. This approach differs from previous practices for sustainability materiality analysis, e.g. the GRI Framework, which assesses 'impacts on the business' and 'importance to stakeholders'.

Improving lives through the science of biotics



Contributing to healthier lives



Acting responsibly



Stopping climate change

Leveraging external partnerships

Our core values

Credible
Committed

Curious
Clear

Our business strategy is EXCELLENCE in

Commercial
Execution
& Customer
Centricity

Pioneering
Science &
Innovation

Supplying
Quality
Solutions

People with a shared purpose and passion for biotics



"Our work in 2024 reflects a balanced approach to sustainability, aligning with our purpose of improving well-being globally by prioritizing health, environmental responsibility, and ethical practices as we move toward our long-term goals."

Basudha Bhattarai Johansson
VP HR & Sustainability

Dual materiality assessment

Topic	Materiality Description	SDGs impacted	Topic	Materiality Description	SDGs impacted
1. Climate Change Mitigation	GHG emissions across value chain (Scope 1-3) impact persists despite reductions. External regulatory pressures may affect reputation and increased costs.	SDG 13	12. Equal treatment and opportunities	Risks associated with suppliers operating in regions where local labor and employment practices may not align with internationally recognized standards for fair treatment and non-discrimination, particularly when visibility into sub-tier suppliers is limited.	SDG 5 SDG 8
2. Climate Change Adaption	Risk of extreme events due to climate change may impact production facilities.	SDG 13	13. Other Work related rights (workers in the value chain)	Risks from supplier in high risk countries. Despite Probi's regular processes issues concerning workers in value chain may still arise beyond tier 1 suppliers.	SDG 8 SDG 12
3. Energy	Recurring impact from energy usage in operations.	SDG 13	14. Working conditions (workers in the value chain)	Negative impacts potentially due to suppliers or subcontractors with poor working conditions or absence of unionization/collective bargaining. With many suppliers, some of which are in risk countries, this potential impact increases especially further up the value-chain.	SDG 8
4. Water	Water consumption in production; financial opportunity in reusing water.	SDG 13	15. Personal safety of consumers and end users	Positive impact on consumers health and wellbeing. Financial risk may arise due to product recalls.	SDG 3 SDG 8 SDG 12
5. Waste	Ongoing impact from water use despite reduction efforts.	SDG 13	16. Social inclusion of consumers and end users	Positive impact on consumers due to clinical trials conducted with different demographics. Also, opportunities due to increased reputation in certain regions due to clinical trials.	SDG 10
6. Resource outflows related to products and services	Financial opportunities in selling off-spec products into other industries (non human consumption) and reusing water.	SDG 13	17. Corporate culture	Continuous work in establishing and ingraining company culture.	SDG 8
7. Pollution of water	Water and soil pollution risks from chemical spills; air pollution from natural gas and ammonia vapors.	SDG 13	18. Corruption and bribery	Negative impact possible in supply-chain. All business transactions come with a risk of corruption or bribery and the risk needs to be considered also within Probi's own operations despite robust processes. There can be financial risk if corruption or bribery were to occur.	SDG 8 SDG 12
8. Pollution of soil	This is due to one spill incident in 2024. Probi does not expect this to be a recurring item in 2025 and beyond.	SDG 13			
9. Pollution of air	Reliance on natural gas to a limited extent and use of ammonia in production process.	SDG 13			
10. Equal treatment and opportunities for all (own workforce)	Positive impact from career development, fair compensation, a supportive work culture, regular performance reviews and inclusion efforts. Negative impacts may arise if Probi fails to provide sufficient training and equal access to competence development, hindering employees' ability to succeed in their tasks.	SDG 4 SDG 5 SDG 8 SDG 10			
11. Working conditions	Risks from health hazards and low employee satisfaction; benefits from hybrid work and fair working conditions	SDG 3 SDG 8 SDG 12			

Health for the people, health for the planet

At Probi, restoring natural balance isn't just about health—it's about the planet too. That's why we're committed to addressing climate change. In 2024, we reduced emissions by 44 percent compared to 2019, thanks to supply chain efficiencies, a "make more vs. buy more" strategy, and sustainable investments and improvements in equipment and processes.

Restoring natural balance is central to our mission and extends to the health of our planet. We view Earth's ecosystems as interconnected systems, much like a

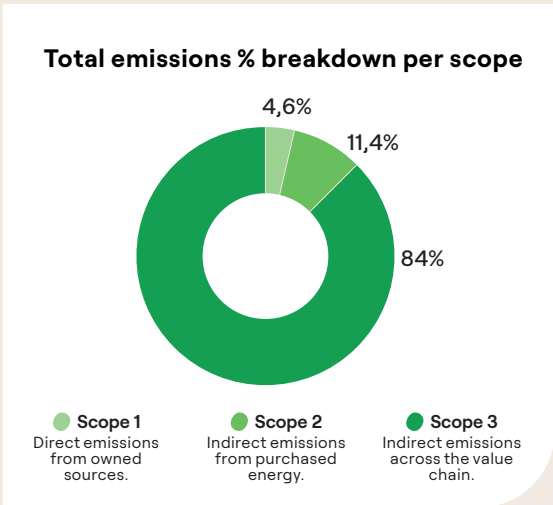
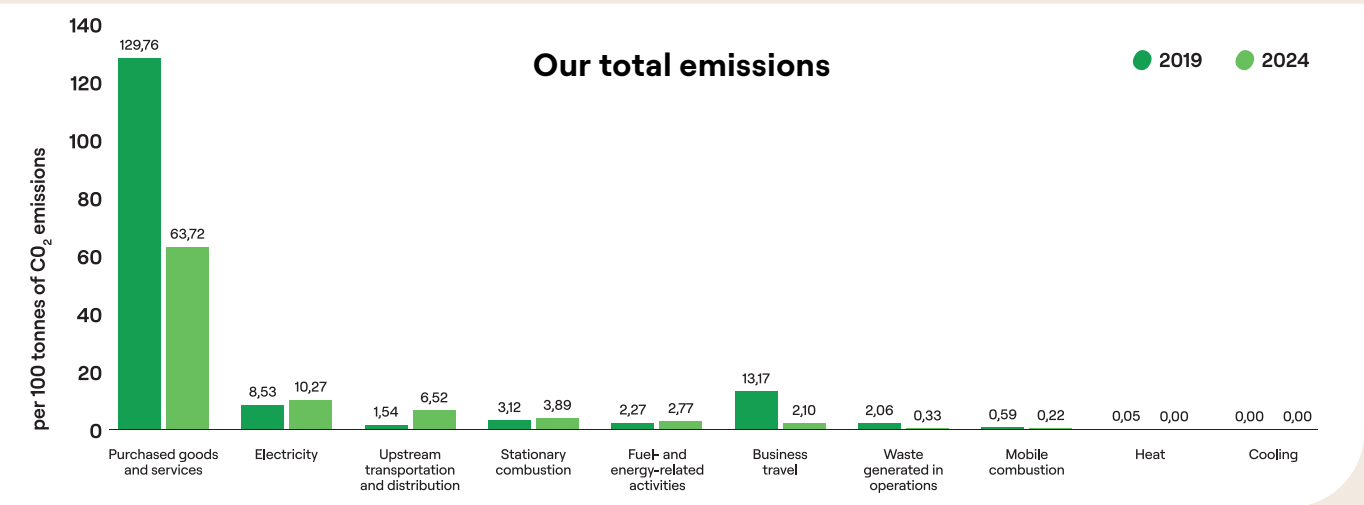
microbiome. Just as imbalance in a microbiome can lead to disease, disruptions in Earth's ecosystems - like climate change - pose serious challenges. At the heart of our work is a commitment to solutions that promote harmony in microbial communities, support global health, and reflect our dedication to scientific innovation and environmental responsibility.

We have been able to decrease our total emissions in 2024 by 44 percent vs our base year of 2019, and by 20,6 percent vs 2023 total emissions. These reductions are a result of multi-year and multi-dimensional approaches and the initiatives that have allowed us to make significant

improvement have been due to:

- Closer collaboration with our suppliers and managing projects that drives supply chain efficiency.
- Our strive to, guided by our business strategy, make more vs buy more which has allowed us to decrease emissions in purchased goods and services.
- Investments in upgraded equipments and innovation in processes that have enabled us to maximize output while minimizing use of natural resources.

Probi is committed to contributing to the 1.5°C aim of the Paris Agreement and will set its path for net zero in 2050.



The increase in electricity vs 2019 is due to our active strategy to make more vs buy. It allows us to have better control over supply chain and quality. We have implemented several technological advancements in our manufacturing which have allowed us to decrease our emissions on Scope 1 while increasing the effects and allowing us to produce similar volume as past year.

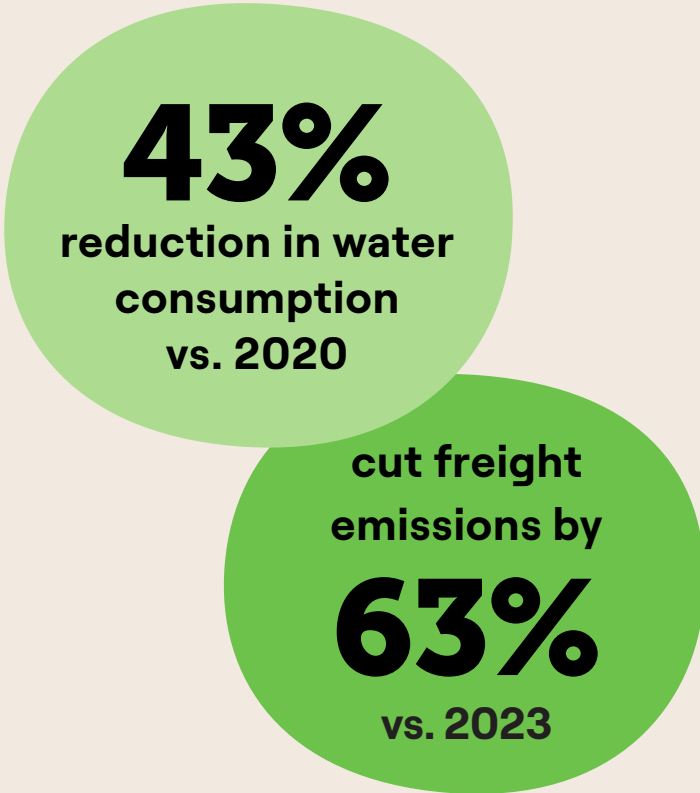
Advancing health, responsibility, and climate action



In 2024, Probi made significant progress in health, sustainability, and responsible business practices, driving positive change across multiple key areas.

In line with our purpose to help people live longer lives through biotic solutions we have impacted more than 50 million lives through consumption of our clinically backed biotic solutions.

Sustainability efforts led to a 43 percent reduction in water consumption, 100 percent supplier compliance with our Code of Conduct, and improved workplace safety. Additionally, we cut freight emissions by 63 percent, enhanced energy efficiency, and introduced FSC-certified packaging and e-waste recycling.



The table below provides a detailed breakdown of our 2024 achievements across our key focus areas.



Focus Areas	Long term ambitions	Results in 2024	Relevant SDG
Contributing to healthier lives	To increase the impact on well-being for everyone through the availability of scientifically-proven probiotic products, by 2030.	Approx 50 million lives impacted through our clinically backed biotic solutions. >40 countries where Probi’s products are sold. 0 Recall of products in 2024.	 
	In partnership, to increase our effect on communities in need, through education, development, lending scientific expertise for research and development to promote health and well-being.	<ul style="list-style-type: none">• Continued support to University of Zimbabwe.• Probi partnership with Global BHP BrainTrust and FINGERS Brain Health Institute (FBHI).• Two webinars held.• One podcast held.	

Focus Areas	Long term ambitions	Results in 2024	Relevant SDG																		
Acting responsibly	To reduce resource use, especially water and energy, in manufacturing in the US.	<div>Water consumption</div> <table><thead><tr><th>Year</th><th>Megaliters</th><th>Index</th></tr></thead><tbody><tr><td>2020</td><td>31.72</td><td>100</td></tr><tr><td>2021</td><td>20.18</td><td>69</td></tr><tr><td>2022</td><td>18.79</td><td>80</td></tr><tr><td>2023</td><td>16.91</td><td>61</td></tr><tr><td>2024</td><td>16.35</td><td>43</td></tr></tbody></table> <div>¹⁾ Megaliters in relation to produced biotics culture in KG in Probi USA, with 2020 as baseline average.</div>	Year	Megaliters	Index	2020	31.72	100	2021	20.18	69	2022	18.79	80	2023	16.91	61	2024	16.35	43	<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>5 GENDER EQUALITY</div><div>6 CLEAN WATER AND SANITATION</div><div>10 REDUCED INEQUALITIES</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>
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By 2025, to ensure that our suppliers adhere to the established principles of safety, security, and diverse and inclusive environments for employees.	<div>100% of suppliers to whom the Supplier Code of Conduct was sent signed it. This work will continue in 2025 and beyond.</div>																				
To foster a respectful, innovative, and supportive work environment that prioritizes employee well-being, psychological safety, and professional growth.	<div>Safety: 39 lost work hours due to occupational injuries.</div> <div><div><div>Total employees</div><div><div><div>49%</div><div>49%</div><div>2%</div></div></div></div><div><div>Management team</div><div><div><div>40%</div><div>60%</div></div></div></div><div><div>Managers</div><div><div><div>52%</div><div>48%</div></div></div></div><div><div>Men</div><div>Women</div><div>Others/Nondisclosed</div></div></div>																				

Focus Areas	Long term ambitions	Results in 2024	Relevant SDG														
Acting responsibly		<p>Our workforce is composed of four generations, reflecting a diverse blend of perspectives, skills, and experiences fostering innovation, collaboration, and mentorship across all levels of the organization.</p> <p>Employee age distribution (%)</p> <table><tr><th>Age Group</th><th>% of employees</th></tr><tr><td>18-24</td><td>3%</td></tr><tr><td>24-34</td><td>26%</td></tr><tr><td>35-44</td><td>34%</td></tr><tr><td>45-54</td><td>21%</td></tr><tr><td>55-64</td><td>14%</td></tr><tr><td>65+</td><td>2%</td></tr></table> <p>● % of employees</p>	Age Group	% of employees	18-24	3%	24-34	26%	35-44	34%	45-54	21%	55-64	14%	65+	2%	
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65+	2%																
	<p>To ensure 100 % compliance with the Code of Conduct and all other policies and guidelines in order to maintain the highest possible standards in ethics, integrity, honesty and fairness.</p>	<ul style="list-style-type: none">• 0 no one used the Probi whistleblowing channel in 2024.• 96 % of Probi’s employees signed the company’s internal Code of Conduct. A revised Code of Conduct was launched in 2024.• 100 % of Probi’s new employees in selected departments completed the annual insider policy training.															

Focus Areas	Long term ambitions	Results in 2024	Relevant SDG																																													
Climate action	To do our utmost to halve emissions in our operations and value chain by 2030.	<div>Freight emissions</div> <table><thead><tr><th>Year</th><th>Air (tCO₂e)</th><th>Road (tCO₂e)</th><th>Total (tCO₂e)</th><th>Index ¹⁾</th></tr></thead><tbody><tr><td>2022</td><td>1,164</td><td>47</td><td>1,211</td><td>51,10</td></tr><tr><td>2023</td><td>1,450</td><td>48</td><td>1,498</td><td>62,30</td></tr><tr><td>2024</td><td>482,34</td><td>81,71</td><td>564,05</td><td>23,30</td></tr></tbody></table> <div>¹⁾ Tonnes of CO₂e in relation to net sales</div> <div>Energy consumption</div> <table><thead><tr><th>Year</th><th>Electricity (kWh)</th><th>Heat (Therms)</th><th>Total (tCO₂e)</th><th>Index 100 ²⁾</th></tr></thead><tbody><tr><td>2021</td><td>2,595,441</td><td>74,326</td><td>1,288</td><td>142,40</td></tr><tr><td>2022</td><td>2,768,610</td><td>81,193</td><td>1,397</td><td>123,90</td></tr><tr><td>2023</td><td>3,352,845</td><td>114,431</td><td>1,120</td><td>102,20</td></tr><tr><td>2024</td><td>3,140,243</td><td>107,149</td><td>1,027</td><td>112,5</td></tr></tbody></table> <div>²⁾ CO₂ tonnes in relation to produced probiotic culture in KG in Probi USA, with 2020 as baseline average</div>	Year	Air (tCO ₂ e)	Road (tCO ₂ e)	Total (tCO ₂ e)	Index ¹⁾	2022	1,164	47	1,211	51,10	2023	1,450	48	1,498	62,30	2024	482,34	81,71	564,05	23,30	Year	Electricity (kWh)	Heat (Therms)	Total (tCO ₂ e)	Index 100 ²⁾	2021	2,595,441	74,326	1,288	142,40	2022	2,768,610	81,193	1,397	123,90	2023	3,352,845	114,431	1,120	102,20	2024	3,140,243	107,149	1,027	112,5	<div><div>13CLIMATE ACTION</div><div></div></div> <div><div>11SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div>
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2024	3,140,243	107,149	1,027	112,5																																												
	To achieve net zero or negative climate emissions by 2040, but no later than 2050.	<div>• Investment in new equipment that consumes less energy provides greater efficiency and less waste. Some examples are a new tablet press, new electric scissor lifts, new centrifuge with a 71% decrease in power consumption, new boilers to improve natural gas consumption and a new V-blender.</div>																																														
	To reduce waste in operations significantly through prevention, reduction, recycling and reuse, by 2030.	<div>• Probi introduced FSC certified packaging.</div> <div>• Chemical secondary containment pallets have been implemented for all chemical storage areas, for compliance and to mitigate the chance of spilled chemicals causing a safety hazard or an environmental hazard.</div> <div>• Probi B2C partnered with Bower to promote recycling.</div> <div>• Introduction of e-waste management to recycle, reuse and refurbish electronic waste.</div>																																														

Enhancing employee well-being in multiple ways

In 2024, we made significant progress in governance and safety, enhancing ethical standards and prioritizing workforce well-being. Our efforts focus on improving workplace safety, reinforcing ethical commitments, and fostering an inclusive, transparent environment for all.

At Probi, our strategic foundation is built upon a team united by a shared purpose and passion, guided by our core values – credible, curious, committed and clear – as well as our Own it-culture. These principles drive our actions and decisions, ensuring we consistently uphold these behaviors both internally among team members and externally with all stakeholders.

Below, we highlight key improvements made in 2024 to enhance our credibility and implement governance structures that reinforce ethical business practices.

Improving occupational health and safety

In 2024, Probi has made significant strides in enhancing occupational health and safety, reinforcing our commitment to social sustainability and workforce well-being. Key improvements include infrastructural upgrades such as new floors, storage racks, and lab spaces in Redmond all aimed at improving safety and quality.

Following one safety incident, building floors were cleaned and de-greased, and chemical secondary containment pallets were implemented to prevent environmental hazards. Safety enhancements include the addition of pressure relief valves and new pressure gauges, ergonomic workstations, new eyewash stations, and updated V-blender loading procedures. We have also introduced new equipment, such as the Vorti Sieve and CMA Dishwasher, which improve efficiency and ergonomics. Safety policies have been updated to comply with OSHA standards, including respirator safety, hot work, and electrical safety policies. These initiatives underscore our ongoing efforts to foster a safe, compliant, and efficient working environment.

Strengthened ethical practices

We have strengthened our processes by implementing policies aligned with ILO (International Labour Organization) and other ESG (Environmental, Social, and Governance) frameworks. Our Code of Conduct, incorporating the Ethical Trading Initiative (ETI) base codes, prohibits child and forced labor and respects international human rights conventions. This commitment extends to our suppliers and partners.

We have policies against modern-day slavery, human trafficking, and support freedom of association. We educate our key suppliers on ESG principles and collaborate to address common challenges.

To mitigate corruption risks, we have an Anti-Corruption Policy for all employees, including managers and board members. We provide annual anti-corruption training, with 100 percent of employees completing it in 2024. This demonstrates our commitment to maintaining a corruption-free environment and upholding ethical business practices.

"Probi is a very warm and welcoming place to work. Great colleagues, managers who value input and create an inclusive work environment."

-Quote from most recent employee survey



"We are driven by purpose and we are making strides on the matters that will help us win."

-Quote from most recent employee survey

Probi's commitment throughout the value chain

Sustainability is woven into every aspect of our value chain. From responsible sourcing and ethical manufacturing to developing innovative, health-promoting products, we are committed to minimizing environmental impact and fostering positive social change.

At Probi, we are dedicated to embedding sustainability into every stage of our value chain, ensuring our operations are responsible and ethical.

Through these efforts, Probi demonstrates its commitment to sustainability across the entire value chain. We strive to create a positive impact on the planet and society, ensuring a healthier and more sustainable future for all.

Sustainable Sourcing

In our niche industry, we sometimes face limited options for sourcing. Despite this, we collaborate with suppliers who adhere to the required environmental and social standards. This ensures our raw materials are sourced responsibly, with a focus on minimizing environmental impact and upholding human rights.

Ethical Manufacturing

Our production processes are designed to reduce waste and lower our carbon footprint. We invest in advanced technologies to enhance efficiency and sustainability. Our facilities comply with international standards, including those set by the ILO (International Labour Organization), to ensure safe and fair working conditions.

Innovative Products

We develop biotic solutions that promote health and well-being, backed by rigorous scientific research. Our commitment to quality and innovation supports sustainable development and contributes to global health goals. In line with our values, we have established an ethical marketing policy to ensure transparency, integrity, and responsibility in how we communicate our solutions.

Collaborative Partnerships

We work closely with stakeholders, including suppliers, customers, and research institutions, to address common challenges and develop sustainable solutions. We are actively working to understand the impact beyond our tier 1 suppliers, aiming to gain a comprehensive view of our entire supply chain. This is a work in progress, and we are committed to continuous improvement.

Our future commitments

As we look to the future, we are committed to advancing our sustainability efforts across all aspects of our operations. We are exploring the transition to renewable energy sources to reduce our carbon footprint and support a cleaner environment. Innovation in packaging is a key focus, as we strive to minimize waste and find more environmentally friendly solutions. Strengthening our partnerships with suppliers remains a priority, enabling us to understand and mitigate impacts throughout our entire supply chain.

In 2025, we will begin devising our path to net zero, demonstrating our dedication to achieving this critical goal through continuous improvement and sustainable practices. By bringing more innovative probiotic solutions to the market, we aim to address some of the world's most pressing challenges, leveraging the science of biotics to promote health and well-being. Together, we can create a more sustainable and healthier future for all.



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**Don't hesitate to reach out with any
questions, suggestions, or feedback—
we'd love to hear from you!**

The information provided here pertains to the company's focus areas and is not intended to make specific product claims. The health benefits mentioned are based on specific and general scientific evidence. Regulatory requirements and approvals for health claims can vary significantly from country to country. Please consult local regulations and authorities for specific guidance.