

Sustainability & 2025 Overview



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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, part of Symrise AG. 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 Good Manufacturing Practice (GMP) certification. Probi offers probiotic ingredients in many forms including standardized powders and capsules, tablets, stick packs or other innovative formats.

It all started with LP299V® – the most clinically studied *L. plantarum* strain in the world

Lactiplantibacillus plantarum 299v, LP299V®, was first discovered in the 1980s, when a number of visionary medical doctors began to investigate whether probiotics could contribute to improved clinical outcomes and recovery rates among critically ill patients.

The project was successful and ultimately led to the patenting of LP299V and foundation of Probi. Today, more than 30 years later, the strain continues to be extensively researched around the world.

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 290 scientific publications. The intake of LP299V has been demonstrated to affect pathogen inhibition, intestinal barrier function, and the immune system. LP299V has demonstrated strong clinical evidence in gastrointestinal health and iron absorption, with growing support in areas like metabolic health.

Unique expertise, based on strong science

The efficacy of Probi's 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 health areas that are in high demand:

- DIGESTIVE HEALTH
- IMMUNE HEALTH
- MENTAL HEALTH
- METABOLIC HEALTH
- SPORTS & ACTIVE NUTRITION
- ORAL HEALTH
- WOMEN'S HEALTH
- HEALTHY AGING
- KIDS' HEALTH

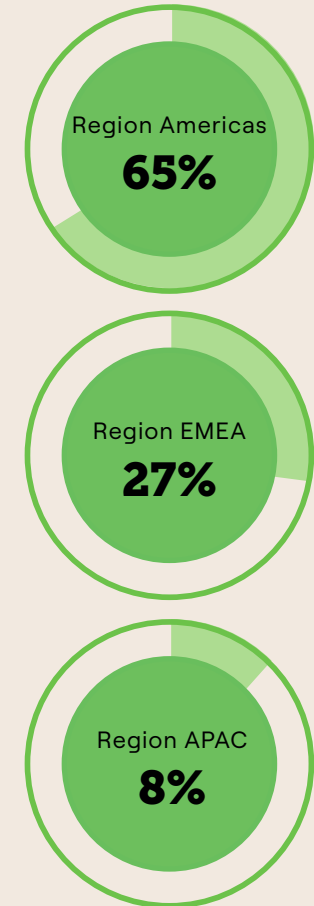
In 2025, Probi also entered the pet supplement market with scientifically backed solutions for digestive and oral health in dogs and cats.



A global biotics solutions company



Net sales breakdown 2025



155

Probi had 155 employees at the end of 2025.

>450

450 scientific publications on our strains.

>125

Probi's strains are backed by more than 125 clinical studies.

>40

Available in more than 40 countries worldwide.

A Symrise Group company

Probi is part of Symrise AG, further strengthening capabilities and global reach. As such, Probi leverages this combined strength to advance future-ready solutions in health and well-being.

The year in brief



Triple win for iron solution

Probi's solution for iron absorption won three NutraIngredients Awards for Innovation in Women's Health, in Europe, U.S. and Asia. The honors highlight the global impact of iron deficiency and validate Probi's clinically backed biotic approach, which improves iron absorption while reducing gastrointestinal side effects.

LP299V enters Japan

Probi partnered with Nomura Dairy to launch Japan's first fermented carrot juice fortified with LP299V. This innovative beverage combines the natural benefits of carrot juice with clinically documented digestive support, marking a major milestone in Probi's expansion in Asia and delivering science-backed gut health to Japanese consumers.

Expanding into new areas

Probi has broadened its core offering beyond supplements, bringing clinically proven probiotics to food, beverage, and pet health applications. This expansion allows our partners to create innovative, science-backed products that support gut health and everyday wellbeing - for humans and pets alike, across diverse formats.

Successful sports launch

At SupplySide Global, Probi introduced Sports & Active Nutrition by Probi®, a new biotic solution designed to support endurance, energy, and recovery through gut health. With clinically documented benefits for cardio-respiratory performance, nutrient absorption, and digestive comfort, this brings science-backed innovation to the growing active nutrition category.



Probi in success podcast

Probi's founder Bengt Jeppsson was featured on The Success Podcast (Framgångspodden), the largest interview podcast in the Nordics with over 200,000 weekly listeners. Building on this success, we continued the collaboration with *The Little Health School* with Probi - a four-part educational series on probiotics, as well as a deep-dive interview with Probi's Head of Scientific Affairs, Caroline Montelius.

Major sustainability wins

In 2025, Probi reached a major sustainability milestone. All U.S. production sites as well as the Lund headquarters now run on 100% renewable electricity. Powered entirely by wind and solar, these upgrades put Probi on track to meet its Science Based Targets five years ahead of schedule.

More than 40 publications

In 2025, over 40 scientific articles on Probi strains were published, including more than 25 on LP299V. Probi R&D concluded seven new studies, with one published, three submitted, and three pending for 2026. Probi's science was presented at 11 global conferences across three continents, covering new study results in the health areas Metabolic Health and Sports and Active Nutrition.



LP299V approved for food use in Malaysia

In October, Malaysia's Ministry of Health notified the WTO of updates to the Twelfth A Schedule of Food Regulations 1985, officially including Probi's proprietary strain LP299V. This approval allows LP299V to be imported as a food ingredient. The milestone is expected to expand Probi's business opportunities in Malaysia across a range of food applications.

Building on momentum, embracing new horizons



As I sit down to reflect on 2025, I am filled with a deep sense of pride, gratitude, and anticipation. This year has been nothing short of transformative for our company. A year where the dedication of our people, the trust of our partners, and the support of our new parent company, Symrise, have all come together to shape a stronger, more agile Probi.

While change has been a constant companion, so too has our unwavering commitment to improving lives through the science of biotics. The journey has not been without its challenges, but it is those very moments that have shaped our character and propelled us forward.

Celebrating our 2025 achievements
2025 will stand out in our collective memory as a year of remarkable progress and pivotal milestones, where Probi's

clinically researched strains gained even greater recognition and demand.

Key milestones during the year included the launch of our metabolic health solution, which quickly gained recognition and strong market interest, as well as the launch of Sports and Active Nutrition by Probi®, highlighting the critical role of the gut in nutrient absorption and recovery and offering a clinically proven probiotic to support improved gut health and physical performance.

We were also deeply honored to receive the NutraIngredients Award for Best Innovation in Women's Health in Europe, the U.S., and Asia for our LP299V probiotic solution with iron, earning global recognition for its effectiveness, relevance, and scientific strength. Probi also expanded into the North American

pet supplement market by introducing two scientifically validated probiotic products designed to promote digestive and oral health in pets.

During the year, we advanced our sustainability agenda by retaining our EcoVadis Bronze rating with higher scores in Environment, Labor & Human Rights, and Ethics. Importantly, both U.S. manufacturing sites now use 100% renewable electricity, and we achieved our SBTi emissions reduction target over five years ahead of schedule.

Our R&D teams further strengthened our scientific leadership by completing three clinical studies and launching two additional clinical trials, while establishing a robust strain discovery pipeline to support future portfolio expansion. In addition, we made substantial progress

in process development, implementing enhanced manufacturing processes at our Redmond facility, contributing to a more favorable balance between in-house production and external sourcing.

Strategic decisions and our direction

Behind every headline achievement lies a careful, strategic decision. As we navigated a dynamic market landscape, we made a conscious choice to focus our resources on projects with the highest potential to deliver top-line value with short to mid-term impact. This meant delivering relevant research and innovation at faster speed to market, focusing on delivering efficiencies in manufacturing and supply chain and enhancing our commercial agility.

We made further progress in repositioning our product portfolio, offering benefits and solutions across nine key health areas.

“Expanded market access, shared innovation pipelines, and a culture of continuous learning are accelerating our growth and enhancing our capabilities.”



This advancement has reinforced our ability to communicate the breadth and depth of our scientific expertise, which is built on over three decades of research.

Adapting in a shifting market

Throughout the year, our industry faced considerable headwinds. Economic uncertainty, evolving regulations, global tariffs, and shifting consumer preferences challenged us to rethink established ways of working.

Yet, these challenges have been catalysts for new ways of working. We embraced new distribution models and deepened our partnerships with customers and suppliers alike. Our ability to adapt quickly without

compromising on our values, quality or scientific rigor has set us apart.

Recognising our people and partners

Our achievements are thanks to the dedication and creativity of our employees, who consistently rise to new challenges. I am grateful for the heart and drive of every team member at Probi. Our deepened partnership with Symrise has also been invaluable, bringing new expertise, global reach, and a shared vision for sustainable growth.

Thank you to our customers and partners for your trust and collaboration. Together, we have built a community committed to helping people live better, longer lives.

Looking ahead: Strengthened by Symrise

As we look to 2026 and beyond, our integration with Symrise is already bearing fruit. Expanded market access, shared innovation pipelines, and a culture of continuous learning are accelerating our growth and enhancing our capabilities.

We are exploring new product categories, entering emerging markets, and leveraging advanced technologies to stay at the forefront of our industry. The future is bright and we are better positioned than ever to lead.

We have shown that with resilience, openness, and a bold vision, we can turn challenges into opportunities.

As we move forward, I am confident that the best is yet to come. Thank you for your trust, your passion, and your unwavering support. Let’s continue this journey together.

With warm regards,

A handwritten signature in black ink that reads "Anita Johansen". The signature is fluid and cursive.

Anita Johansen
Chief Executive Officer, Probi AB

Four strategic areas for sustainable and profitable growth

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

Commercial execution and customer centricity. We will enhance customer experience by deepening our understanding of customer needs and market insights. We are committed to diversifying and expanding our customer base, ensuring that our portfolio remains aligned with both current and future market needs. We focus on growth opportunities in key markets and categories, and will continue to lead in science-based, value-driven partnerships.

Pioneering science and innovation. We will maintain our leadership in science by ensuring a continuous rate of market relevant innovation and solutions, and faster time to market. We will continue to expand our portfolio of documented probiotic solutions while exploring the potential of other biotic solutions that complement our core expertise.

Supplying quality solutions. With full value-chain capabilities, from concentrated probiotic ingredients to finished consumer products, we can ensure quality, flexibility, and efficiency. We are committed to uphold

industry-leading manufacturing and quality standards, drive supply chain agility for a better customer experience, making data-driven improvements, and align our manufacturing footprint for future growth 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. Our employees are the foundation of our success. We foster a healthy, engaged, and purpose-driven organization built on shared passion for biotics and a commitment to helping people take control of their microbiome and live better for longer.

A sustainable business that fosters a healthier world

Sustainability is integrated into every part of our strategy.

The heart of our business is to help people live healthier lives, bearing in mind the planet and future generations. Guided by our philosophy of restoring natural balance, we continue to advance our Environmental, Social, and Governance (ESG) commitments as part of our long-term business development.



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.

Our value proposition

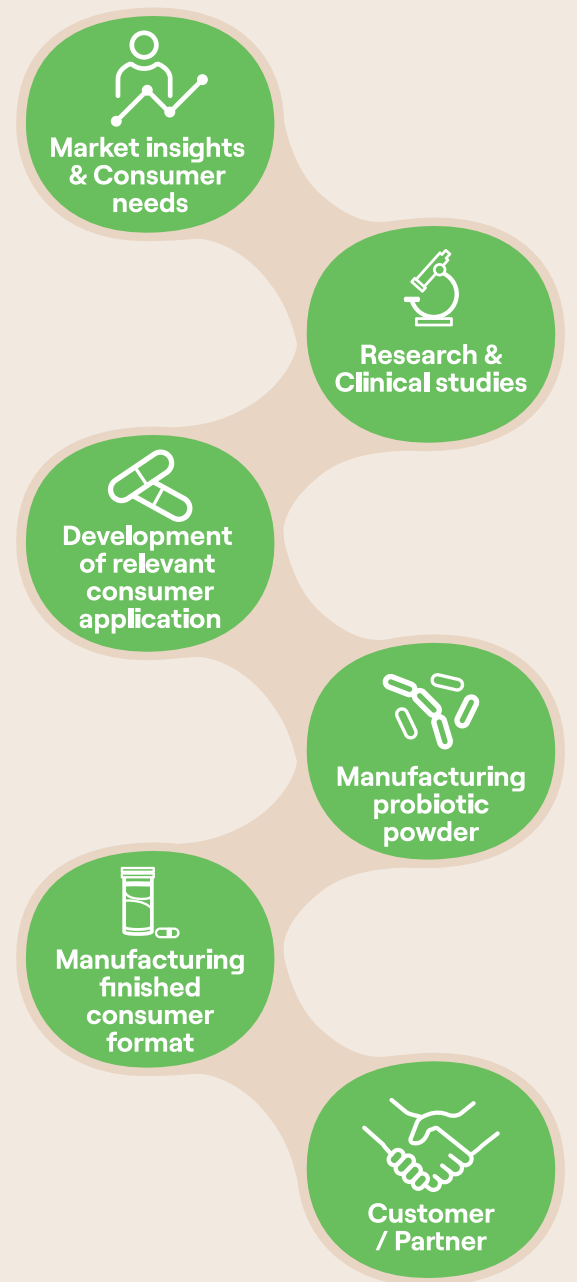
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Business model: Pioneering biotic solutions from science to sales

Our customers are primarily leading global and regional consumer health, pharmaceutical and food companies that sell and distribute to end consumers. Relevant and up-to-date 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 in-house manufacturing and packaging gives us a competitive edge, providing flexibility and agility. It enables us to deliver a unique range of high-quality, market-driven, differentiated, and customized 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 27 onward.



Evaluating the biotics market

Global interest in biotics continues to accelerate, driven by growing consumer awareness of the gut microbiome and its influence on overall health.

Global probiotic supplement sales reached more than US\$10 billion in 2025 and are expected to maintain strong growth in the coming years. The market is projected to grow at a compound annual growth rate (CAGR) of 3.21% between 2025 and 2030, supported by positive trends across all regions. Growth is forecast to be strongest in Latin America (+9.1%), followed by Australasia (+6.6%), Middle East & Africa (+4.2%), Western Europe (+ 4.0%), and APAC (+2.9%), while Eastern Europe (+2.85%) and North America (+1.75%) are expected to see steady expansion.

According to Euromonitor International, the probiotic supplements market reached more than US\$ 10 billion in 2025, and this category is forecast to expand steadily with a CAGR of 3.21% from 2025-2030.

Meanwhile, consumer knowledge of biotics has risen sharply. According to FMCG Gurus, awareness of the gut microbiome increased by nearly 40% between 2022 and 2024, fueled by social media. As consumers adopt a more

holistic health mindset, biotics are increasingly recognized as tools that support both physical and emotional wellness.

From Probi's perspective we see that digestive health continues to lead demand, while metabolic health gains traction as consumers seek support for blood sugar, cholesterol, and blood pressure management. Women's health is another high-momentum area, reflecting demand for natural, clinically validated solutions across hormonal, urinary, and digestive needs. Mental health and sports nutrition further contribute to category expansion as consumers focus on cognitive performance, mood balance, and energy.

A broader shift toward preventive health and longevity is also reshaping market priorities. As populations age, the senior segment is expanding and remains one of the most health-driven consumer groups.

Regional breakdown of key markets

Asia Pacific (APAC)

APAC remains the largest probiotics market, representing 41% of the global market, with a projected value of US\$ 4.3 billion in 2025. The region has shown strong historical

momentum with a 10.0% CAGR (2020-2025) and is forecasted to grow at a 2.9% CAGR (2025-2030). Anchored by China's scale, the region's growth continues to be driven by Southeast Asia via innovation-led expansion. Portfolio penetration is a key to China's growth.

Americas

North America accounts for a substantial share of global probiotics sales, reaching US\$ 2.7 billion in 2025. The region recorded a 4.3% historic CAGR (2020-2024) and is projected to accelerate to a 6.5% CAGR (2025-2029). While the U.S. remains a mature market with a projected 3.8% CAGR, Latin American countries such as Brazil and Mexico are expected to fuel regional expansion with a projection of +11.8% CAGR.

Europe

In the EMEA region, which includes Europe, the Middle East and Africa, the probiotic market is valued at US\$ 2.6 billion, representing 26% of the global market in 2025. EMEA is projected to grow at a CAGR of 3.7% between 2025 and 2030. As the third-largest region worldwide, future growth is expected to be driven by innovation in emerging health segments such as metabolic and cognitive health. Additionally, targeted population segments, including women's health, will further support new product development.

Source: Euromonitor, January 2026

Biotics – what is what?



Prebiotics: A substrate that is selectively utilized by host microorganisms conferring a health benefit.



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



Postbiotics: Preparation of inanimate microorganisms and/or their components that confers a health benefit on the host.



Synbiotics: A mixture comprising live microorganisms and substrate(s) selectively utilized by host microorganisms that confers a health benefit on the host.

Source: International Scientific Association of Probiotics and Prebiotics.

Probi and Symrise: a unified platform for health innovation

The full integration of Probi into Symrise marks an important milestone in strengthening our ability to serve customers and accelerate innovation in health and nutrition. Symrise, Probi's majority shareholder since 2015, acquired the remaining shares in mid-2025, underscoring its confidence in Probi's long-term growth and commitment to the biotics sector.

As part of Symrise's Care & Wellness Division, Probi now becomes an integral element of Symrise's unified approach to health and personal care. Through this integration, Probi gains access to Symrise's extensive global network, R&D resources, and complementary expertise in taste, functional ingredients, and health actives.

These strengths, combined with Probi's long-standing scientific foundation and clinically proven probiotic portfolio, mean we can deliver more comprehensive, evidence-based solutions to our customers.

The collaboration removes former structural barriers and fosters closer cooperation across R&D, sales and operations. This is already resulting in faster innovation cycles, improved customer service and broader global reach. Joint development efforts are underway in pre-, post- and synbiotics, including new delivery formats across functional foods, beverages, supplements and pet health.

Customers will benefit from a broader, more integrated portfolio and enhanced global support, while employees gain access to expanded development opportunities within the Symrise organization.

Importantly, Symrise will continue to develop the Probi brand, which is well recognized in the biotics sector, and will provide additional resources to support sustainable, profitable growth. Business continuity, quality and service excellence remain top priorities.

"The potential for innovative health solutions that are both effective and enjoyable for consumers is immense. We are committed to delivering stable, high-quality bacteria in various formats, be it bulk, supplements or functional foods. Our focus is always on credible science and robust documentation of impactful health benefits."

- Christina Vegge
Vice President Research and
Development at Probi.



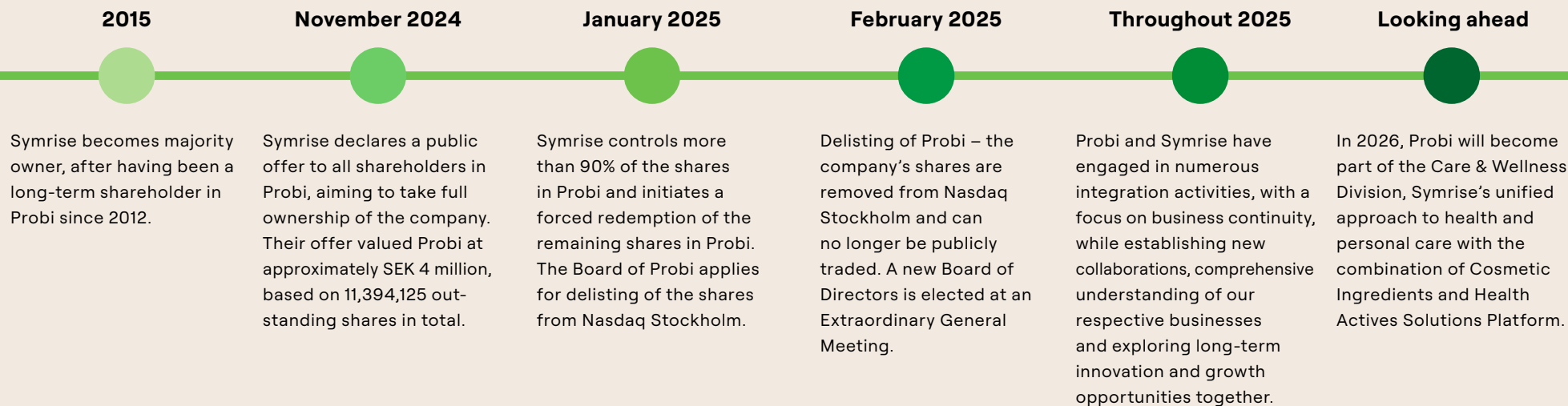
Symrise at a glance

Symrise AG is a global company headquartered in Holzminden, Germany, specializing in the development, production and distribution of flavorings, fragrances, food-ingredients, cosmetic active ingredients and functional solutions, building on a legacy of innovation and expertise.

Its roots go back to 1874 when chemists Ferdinand Tiemann and Wilhelm Haarmann discovered a method of synthesizing the aromatic vanillin. In 2006, Symrise went public on the German Stock Exchange as the largest European IPO of the year and has since built on this legacy of success.

Today the company serves around 6,000 customers in roughly 150 countries, employing over 12,000 people at more than 100 locations worldwide. The portfolio encompasses about 35,000 individual products, many based on natural raw materials such as vanilla, citrus fruits, blossoms or plant-based ingredients.

Probi & Symrise – Key milestones



Market-driven differentiated solutions

Since we began our journey in Sweden in the 1980s, we have developed a range of differentiated, customizable biotic solutions, designed for specific effects on the microbiome and supported by years of clinical research.

We combine these solutions with operational agility, ensuring reliable delivery while upholding the highest standards of quality and safety.

As lifestyles and needs evolve, we continue to explore new possibilities, create innovative solutions, and develop novel product formats to advance the biotics field and support diverse applications across the industry.

Our biotic solutions support

35+
health needs

Pet solutions
new in 2025

9
key health
areas



Healthy living in focus: Evolving consumer priorities

Today's consumers aren't just aiming to live longer; they want to live better. Longevity has emerged as a defining theme of 2025, and the focus is shifting from simply adding years to increasing the number of healthy, vibrant years.

Across markets, consumers increasingly prioritize improved physical health, reduced stress, better sleep, energy, immunity, and disease prevention as outcomes of their wellness routines. This is highlighted in the report *The Global Health and Wellness Market: Generations' Quest for Healthier Lives* from global market research company Circana, released in October 2025.

This shift reflects a growing awareness of the widening gap between lifespan (the total number of years lived) and healthspan (the years lived in good health) and a desire to actively close this gap.

Rather than waiting for health issues to arise, people are embracing proactive, preventive, science-driven solutions that support vitality, mobility, resilience, and cognitive function over time.

Growing recognition: healthy aging starts from within

Technology is accelerating the healthy-aging movement, but nutrition remains foundational. Wearables, AI-driven diagnostics, and personalized nutrition tools help consumers better understand their bodies and make smarter wellness decisions. Yet, consumers acknowledge that technology alone cannot ensure well-being. According to Circana, they continue to invest heavily in nutrition optimization, including functional foods, supplements, and microbiome-centric solutions, as everyday tools for maintaining physical and mental performance across life stages.

For consumers pursuing longevity, the gut has become the body's power center. Across all generations, consumers increasingly recognize the microbiome's far-reaching impact.

Beyond digestion, it plays a crucial role in immune function, inflammation, metabolic health, energy, and even mood. Reflecting this trend, data from the *Nutrition Business Journal* show that digestive health remains a leading focus within the supplement industry's largest and fastest-growing categories, including specialty and sports nutrition.

The microbiome advantage in longevity nutrition

The intersection of longevity and microbiome health represents a major opportunity for brands, especially as consumers demand clean, transparent, clinically validated products. This global shift toward proactive, daily health management aligns directly with Probi's purpose: empowering people to take control of their microbiome and live better for longer.

With consumers increasingly seeking supplements that are science-backed, efficacious, clinically proven, personalized and supportive of holistic well-being across mind, body, and performance, Probi is uniquely positioned to help brands deliver solutions that meet these evolving needs.



Probi's key health areas

While our health needs evolve throughout life, we share a common goal: maintaining well-being. Probi's biotic solutions are tailored to support individuals at every stage.

Guided by pressing global health trends, we focus on nine high-demand areas, with our biotic solutions addressing over 35 distinct health needs to support overall well-being.

With our 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® includes Probi's proprietary strain *Lactiplantibacillus plantarum* 299v (LP299V®), clinically proven to support digestive health, with evidence from more than 80 clinical trials and over 290 scientific publications.



Immune Health

Immune Health by Probi® supports immune defenses by harnessing the power of biotics. By modulating immune pathways, it helps promote balanced immune responses, supporting a healthy upper respiratory tract.



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® supports key areas such as healthy blood pressure, normal inflammatory pathways, metabolic parameters, and weight management, along with overall gut function.



Women's Health

Growing awareness of women's health across life stages underscores the need for holistic physical, nutritional, and emotional care. Women's Health by Probi® provides biotic solutions from adolescence and pregnancy to menopause.



Sports and Active Nutrition

Sports & Active Nutrition by Probi® supports everyday performance, promoting cardio-respiratory function, nutrient absorption, digestive comfort during exertion, circulatory health, and overall endurance and vitality.



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

Oral Health by Probi includes carefully formulated oral health solutions developed to support every aspect of oral care, addressing everything from maintaining healthy teeth and gums to promoting upper respiratory tract health.



Kids' Health

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

Expanding the portfolio with sports and pet health solutions

In 2025, we expanded our probiotic portfolio with the introduction of two new areas: Sports & Active Nutrition by Probi® and Pet Health by Probi®. These launches represent a strategic step forward in our mission to improve lives through the science of biotics, delivering clinically documented solutions that enhance health for humans and, for the first time, pets.

Addressing the growing sports nutrition market

The sports nutrition market is the fastest-growing supplement category globally, projected to grow by 8.4% during 2025 alone, with strong long-term momentum³. Supporting this trend, one in three consumers worldwide report increasing their supplement use compared with the previous year.

Probiotics are emerging in this space as next-generation performance enhancers, with several brands already combining probiotics with creatine, whey, and amino acids to support digestion, nutrient absorption, inflammation management, and training recovery.

Sports & Active Nutrition by Probi® leverages the probiotic strain *L. plantarum* 299v to support overall physical performance, including cardio-respiratory function,

digestive comfort during exercise, circulatory health, as well as endurance and vitality.

With this launch, we provide a natural, clinically proven approach to support overall well-being and help people perform at their best.

Entering the pet health market with scientifically backed solutions

In 2025, Probi also made an exciting entrance into the expanding market of pet health, with the launch of innovative, scientifically backed probiotic solutions for both dogs and cats.

Pets are valued members of the family, and maintaining their health is essential to ensuring they remain happy and active. Pet families are increasingly investing in supplements that promote the lifelong well-being of their companions, driving a market that is valued in the billions and growing steadily worldwide.

Oral and digestive health are two of the most critical areas of concern, as they directly influence quality of life, vitality, and even the bond between pets and their families. Probi's entry into

pet health addresses these needs with scientifically supported probiotic solutions for both dogs and cats. The first products in the portfolio feature *L. plantarum* 6595 (LP6595) for digestive health, and the oral-health strains *S. salivarius* BLIS K12™ and BLIS M18™, which can be formulated either independently or in combination.

Our commitment to quality and safety in companion animal health is reflected in the receipt of the National Animal Supplement Council (NASC) Preferred Supplier certification in the U.S., reinforcing trust among customers and partners as the portfolio continues to grow.



Leading through science

We develop biotic solutions that are scientifically proven to support the body's natural functions, with the potential to enhance health worldwide. Our commitment to science keeps us at the forefront of biotics, driving innovation across both established and emerging areas.

The efficacy of our signature products is validated by rigorous clinical trials that exceed industry standards.

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

That is our promise.

+125

clinical trials on our offerings

+450

scientific publications to date

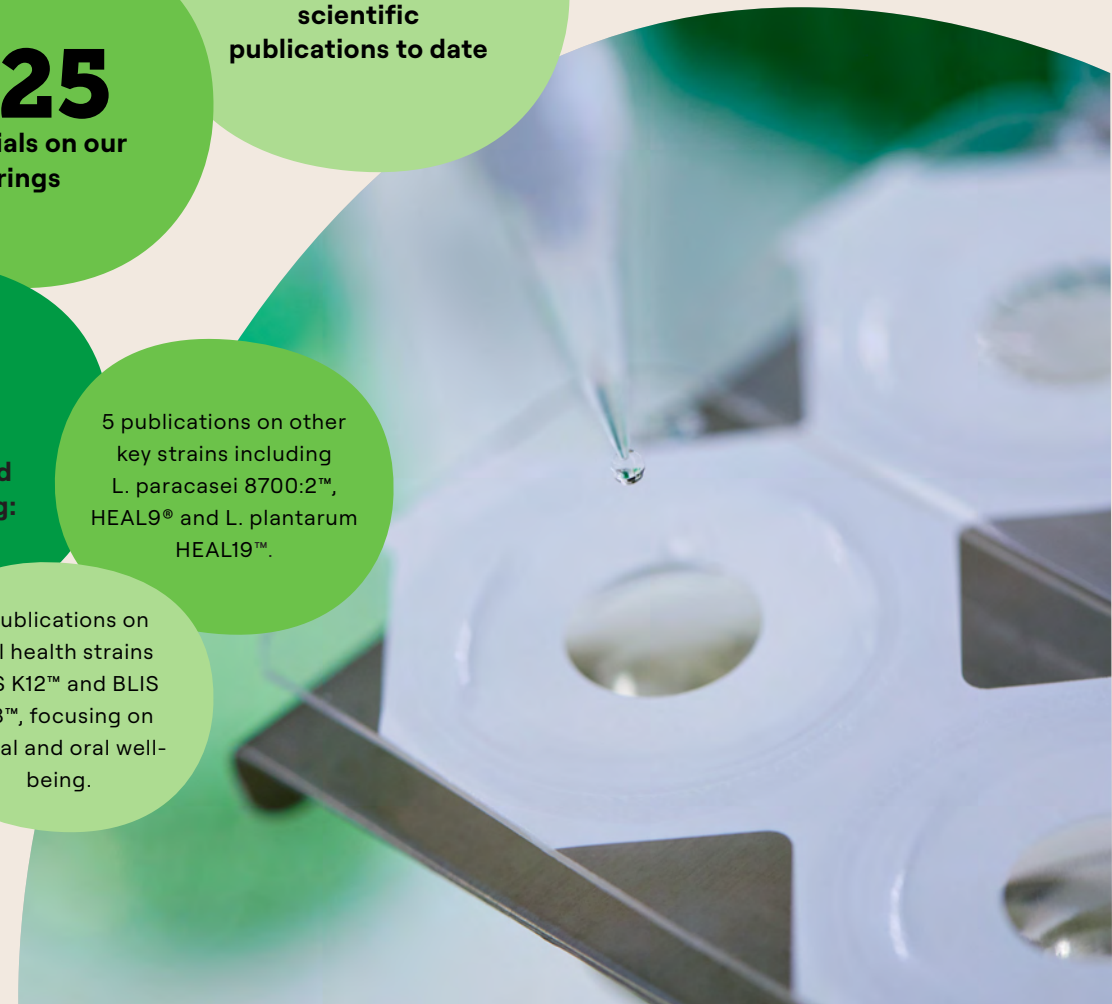
+40

scientific articles published in 2025, including:

29 publications on LP299V® covering gastrointestinal health, metabolic health, iron absorption, food fortification, sports and active nutrition, including reviews and meta-analyses.

7 publications on oral health strains BLIS K12™ and BLIS M18™, focusing on dental and oral well-being.

5 publications on other key strains including L. paracasei 8700:2™, HEAL9® and L. plantarum HEAL19™.



Clinical highlights from 2025



New studies

At Probi, bringing value to life means generating robust clinical evidence to demonstrate the efficacy of our strains and biotic solutions. Seven new studies were concluded, including one published study demonstrating that *L. plantarum* HEAL19™ reduces gastrointestinal side effects in cancer patients receiving radiation therapy. An additional six completed studies are awaiting publication.



+40 articles

More than 40 scientific articles covering Probi strains were published. These included 29 publications on LP299V, five on other hero strains, and seven on the oral health strains BLIS K12™ and BLIS M18™. The research spans areas including food fortification, metabolic health, iron absorption, as well as reviews and meta-analyses.



Scientifically presence

Probi shared its scientific insights at 11 international conferences and exhibitions across EMEA, North America and APAC, as well as through two globally broadcast webinars. All submitted abstracts were accepted for either oral or poster presentation, reflecting the quality and relevance of our research.



Collaborative innovation

Close cross-functional collaboration within Probi and with Symrise continued to strengthen innovation, particularly within food and beverage applications. Several new concepts are soon ready to hit the market within this segment!



Launch support

Regulatory support was provided for the launch or registration of 50 new customer products globally, and scientific, regulatory and marketing teams worked together to successfully support new launches in sports and active nutrition and pet health.



New patents

Patents remain a strategic priority for safeguarding Probi's innovations and enabling differentiated customer solutions. In 2025, seven new patents were granted, reinforcing our long-term innovation platform.

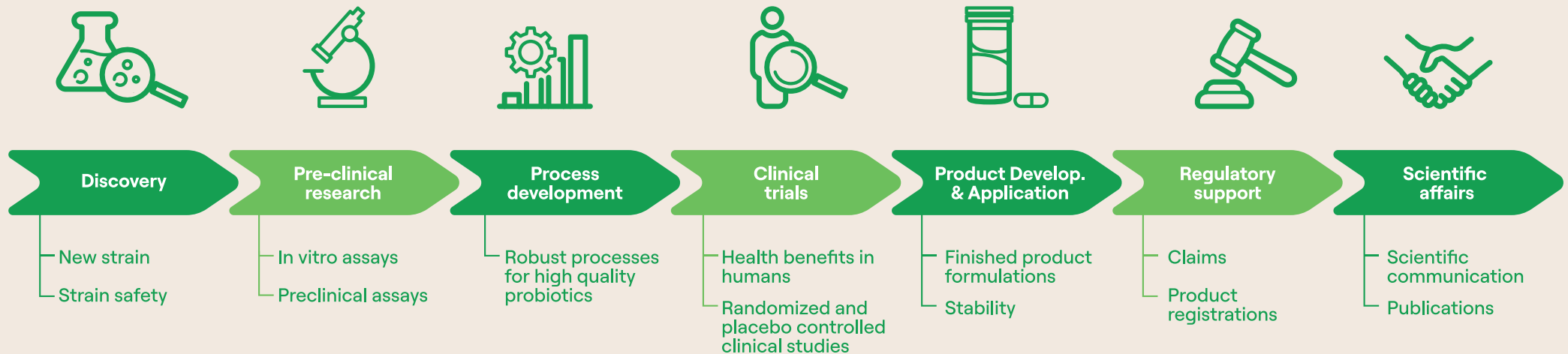
Our research process: End to end biotic development

Probi holds unique expertise in probiotics and continues to advance its research across the broader biotics landscape, including 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 by developing a deep understanding of market dynamics

and customer needs. Based on these insights, we advance to concept development and assess the commercial potential before initiating new product development. Creating a biotic product, from initial discovery through preclinical and clinical research to full technical process and product development, typically requires two to five years. Throughout this journey, we often collaborate with

academic institutions and industry partners to strengthen our insights and capabilities.

This illustration shows our comprehensive research and development process, step by step.



Offering a natural and science-backed solution for active people

With more consumers prioritizing energy, endurance, and recovery, sports and active nutrition is entering a new phase of growth. Sports & Active Nutrition by Probi®, launched in 2025, is a clinically documented biotic solution designed to support performance from the inside out, leveraging gut health to enhance nutrient availability, cardio-respiratory function, digestive comfort, and everyday vitality.

Within the area of sports and active nutrition, Probi's hero strain *Lactiplantibacillus plantarum* 299v provides a robust scientific foundation. LP299V is among the most clinically documented probiotic strains globally, supported by extensive preclinical and clinical research demonstrating benefits directly relevant to sports performance and active lifestyles, including improved iron absorption, cardiovascular function, gastrointestinal comfort and physical performance.

Improving oxygen delivery and physical performance

Clinical studies show that LP299V can support aerobic capacity and vitality. In a randomized, double-blind, placebo-controlled study involving non-anaemic female athletes with low iron stores, supplementation with LP299V alongside iron resulted in significantly higher

VO₂ max at 4, 8 and 12 weeks compared to iron alone, as well as improved vigor by week 12. Ferritin levels increased by 70 percent in the LP299V group versus 42 percent in controls, indicating enhanced iron status (Axling et al., 2020). These findings are supported by iron absorption studies using a double-isotope technique, which demonstrated significantly greater iron uptake with LP299V compared to placebo in healthy women (Hoppe et al., 2017).

Emerging evidence further suggests that LP299V helps modulate exercise-induced inflammation and supports gastrointestinal function during prolonged physical activity. A 2025 manuscript (pre-publication) reports reduced inflammatory signalling in endurance athletes, indicating improved tolerance to long exercise regimens.

Supporting gastrointestinal comfort and vascular function

Gastrointestinal comfort is critical for performance, particularly in endurance sports where "runner's gut" is common. LP299V has demonstrated clinically meaningful benefits in this area. In a large, randomized trial involving 214 subjects with IBS (irritable bowel syndrome), LP299V significantly reduced abdominal pain, bloating and stool irregularities compared to placebo over four weeks (Nobaek et al., 2000).

Supports vasodilation, important for blood circulation

Improves vigor and VO₂ max

Increases absorption of iron, helping deliver oxygen to muscles

These benefits were confirmed in a real-world study showing continuous GI symptom improvement and enhanced quality of life during 12 weeks of use (Krammer et al., 2021).

In addition, LP299V supports cardiovascular function through improved vascular endothelial performance via nitric oxide pathways, an important route for supporting performance. In men with elevated cardiovascular risk, six weeks of supplementation improved brachial artery flow-mediated dilation and reduced systemic inflammatory markers. Metabolomic analysis revealed increased plasma propionate, correlating with enhanced nitric oxide activity and vasodilation (Malik et al., 2018).

Together, this body of evidence positions LP299V as a scientifically validated ingredient within sports and active nutrition, supporting performance, endurance, iron status, cardiovascular health and gastrointestinal comfort, with strong relevance for long-term use.

Bringing value to life

Bringing value to life is at the core of our business – whether it’s carefully managing production processes and cell cultures every step of the way from manufacture to the gut, extending longer human health spans through innovation, or providing 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.

For decades, we have proudly partnered with some of the world’s largest consumer

product providers, helping them differentiate their products and guiding ideas from concept to market, with manufacturing as a key step where we bring our expertise.

**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

Probiotics are delicate live organisms, and maintaining their quality requires careful control of temperature, humidity, formulation and packaging. Over several decades, Probi has built deep expertise in managing bacteria from R&D through to finished products.

Being in control of the entire supply chain gives us flexibility and agility. We oversee fermentation, freeze-drying, manufacturing, and packaging, combining in-house capabilities with carefully selected third-party partnerships. This enables us to create unique products, combine probiotic strains with other nutrients or natural extracts, and deliver them in bulk or as finished products tailored to customer needs, geographies, and market segments.

As one of the few fully integrated players with advanced in-house probiotic production, Probi can adapt operations, optimize processes, and respond quickly to evolving demands. Most products are manufactured at our facilities in Redmond, Washington, and Lafayette, Colorado, ensuring control over our most critical raw material: live probiotics. In-house production also allows for customized products and innovative concepts while maintaining high quality. All production follows Good Manufacturing Practices, with continuous inspections from customers, partners, authorities, and independent auditors.

Manufacturing and quality milestones in 2025:



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



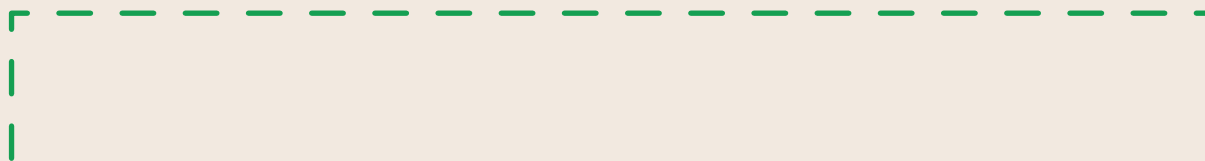
Fermentation

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.

Customer case: Nomura Dairy

Bringing LP299V to Japan's functional beverage market

In spring of 2025, Probi partnered with Nomura Dairy to introduce Japan's first fermented drink fortified with the LP299V® probiotic strain. The product combined the digestive health benefits of LP299V with the natural nutritional value of carrot juice, offering a science-backed solution for gut health to Japanese consumers.

Developed under Nomura Dairy's *My Flora* brand, the drink has been designed for health-conscious consumers seeking digestive support and utilizes LP299V's proven effectiveness in supporting gastrointestinal health. Following the success of this initial product, Nomura Dairy expanded the line with a second LP299V-fortified, rice-based beverage later in the year.

The partnership between Probi and Nomura Dairy marked a significant step in Probi's expansion into Japan's functional beverage market, reflecting both companies' commitment to advancing intestinal health and innovation.



5 questions to Nomura about the launch

Chiaki Yamakawa, General Manager of Marketing, Nomura Dairy Products, shares his perspective on the growing gut health market in Japan and the development of a probiotic carrot juice with LP299V.

How would you describe the current gut health and functional beverage market in Japan?

The Japanese gut health, known as "CHO-KATSU" in Japan, market is booming, with consumer interest growing every year. Consumers are particularly interested in probiotics such as lactic acid bacteria and bifidobacteria, as well as prebiotics such as dietary fiber and oligosaccharides. Plant-based diets are also gaining attention.

What inspired you to create a probiotic carrot juice with LP299V®?

Most lactic acid bacteria drinks in Japan are made by fermenting milk or skim milk powder. We chose carrot juice as the base, considering its compatibility with *Lactiplantibacillus plantarum*, which does not grow well in milk. We hope to take advantage of the probiotic properties of LP299V, such as its high resistance to digestive juices.

How did working with Probi help in creating the beverage? What were the biggest challenges and insights along the way?

The wealth of clinical trial data that Probi possesses was a major factor in our decision to adopt the LP299V. Clinical trials are expensive, time-consuming, and carry significant risks, but we were able to obtain the data we expected from clinical trials conducted in Japan.

How have consumers responded so far?

We have received many positive comments from consumers who have noticed a change in their stomachs.

What opportunities do you see for further innovations in gut health in Japan?

We expect the gut health market in Japan to continue to grow in the future. In particular, we expect that as the number of consumers aware of IBS (irritable bowel syndrome) increases, interest in low FODMAP (fermentable oligosaccharides, disaccharides, monosaccharides and polyols) foods will also grow.

Sustainability at Probi

The philosophy of restoring natural balance is 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.

100%

renewable electricity now powers our two U.S. plants and the Lund headquarters, contributing to approximately 75% reduction in Scope 2 emission vs 2024.

Reduced emissions (scope 1, 2 and 3) by approximately

62%

in relation to 2019 baseline.

Approximately
120M

lives impacted through Probi's solutions in 2025.



Our commitment to restoring natural balance

Probi's purpose has always been to harness the power of probiotics for human health. With "Restoring Natural Balance," we deepen that purpose to reflect a broader symbiosis: between people's microbiome, global health, and the planet. This philosophy guides everything we do, from how we produce our proprietary strains to how we design, govern, and scale our business.

In 2025, this commitment was further strengthened. As we evolve under our new ownership structure (see Governance note below), we remain focused on long-term value creation - for our customers, our employees, our communities, and the planet. For us, good business is inseparable from doing good for people and the planet.

We remain aligned with the United Nations Sustainable Development Goals (SDGs), using them as a compass to guide social, environmental, and economic impact.

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



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.



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.



Climate Action

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

How Probi contributes: We have reduced our emissions by approximately 62% 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

Our sustainability strategy is an integrated part of Probi's business strategy and our purpose of restoring natural balance. It is structured around three focus areas that guide how we create value: contributing to healthier lives, taking climate action, and acting responsibly across our operations and value chain.

Contributing to healthier lives: Probi's science-based biotic solutions are designed to support consumers in their daily well-being. In 2025, we continued to strengthen our clinically validated portfolio, expanding access to solutions that address important health needs, such as women's health and oral health. Through responsible innovation, strong evidence generation, and collaborative partnerships, we strive to make a positive difference in the lives of people around the world.

Climate action: We are committed to reducing our environmental footprint in line with global climate goals. In 2025, our U.S. production facilities and the Lund headquarters transitioned fully to 100% renewable electricity, and targeted efficiency measures delivered further reductions in energy use and emissions. As a result, we have already met our validated SBTi emissions-reduction target five years ahead of schedule. This is a

significant milestone in our climate journey. We remain focused on sustaining this progress and further reducing emissions throughout our value chain.

Acting responsibly: Responsible business practices are fundamental to our success. Our governance framework, including our Code of Conduct, human rights and supplier standards, and safety and compliance systems, ensures accountability across operations. In 2025, we continued to strengthen workplace well-being, product quality, and circular resource use, refurbishing or re-deploying equipment where possible and minimizing waste. As we grow, we maintain a strong commitment to ethical conduct, transparency, and respect for people and the environment.



"Restoring Natural Balance reflects our purpose: to harness biotics for human health while supporting the microbiome, global health, and the planet. It guides how we produce, design, and grow our business."

Basudha Bhattarai Johansson
VP HR & Sustainability

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

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	10. 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			
3. Energy	Recurring impact from energy usage in operations.	SDG 13	11. 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
4. Water	Water consumption in production; financial opportunity in reusing water.	SDG 13			
5. Waste	Ongoing impact from water use despite reduction efforts.	SDG 13	12. 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
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			
7. Pollution of air	Reliance on natural gas to a limited extent and use of ammonia in production process.	SDG 13	13. 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
			14. 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
8. 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	15. Corporate culture	Continuous work in establishing and ingraining company culture.	SDG 8
9. Working conditions	Risks from health hazards and low employee satisfaction; benefits from hybrid work and fair working conditions	SDG 3 SDG 8 SDG 12	16. 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

Health for the people, health for the planet

At Probi, restoring natural balance means advancing human health while reducing our environmental footprint. In 2025, we continued to make strong progress in decarbonizing our business and improving energy efficiency.

Probi has already exceeded its 2030 climate target five years early and continues reducing emissions alongside our growth. Compared with our 2019 baseline, we have surpassed our Science Based Target of a 46% reduction in emissions. Total scope 1, 2 and 3 emissions were reduced by approximately 62% between 2019 and 2025 (a reduction of 10,011 tCO₂e). These results are achieved 5 years in advance of our 2030 commitments.

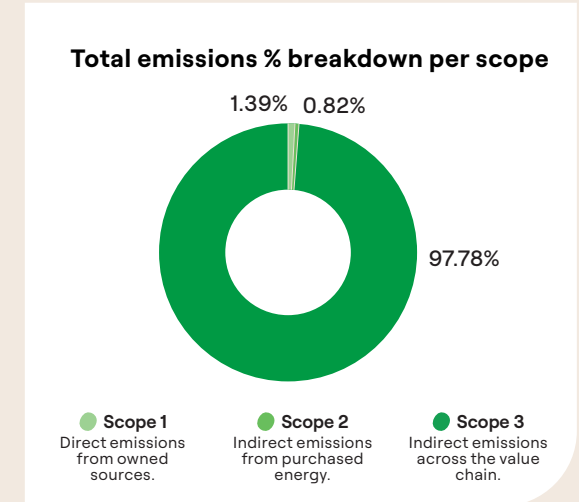
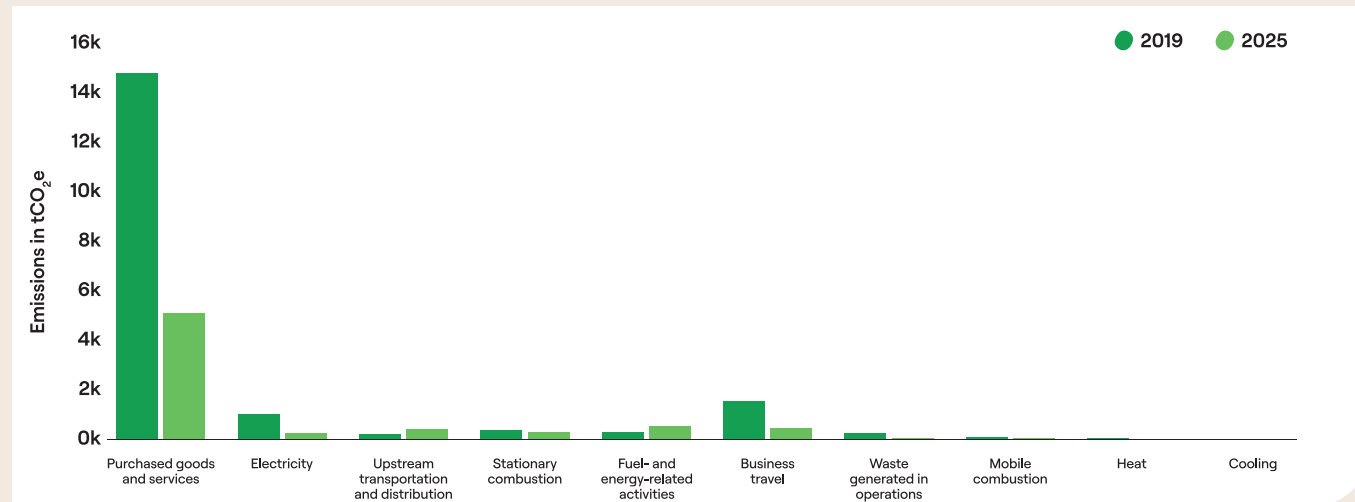
The most significant reductions have come from three areas:

- Operational decarbonization — 100% renewable electricity now powers our two U.S. plants and the Lund headquarters, contributing to a ~75% reduction in Scope 2 emissions vs 2024.
- Process efficiency and technology upgrades — such as our Redmond energy-optimization program, reducing electricity use by 13,9% and natural gas by 5,7% vs 2024.
- Increased internal production — driving lower Scope 1 and 2 emissions per unit of output and reduced reliance on more carbon-intensive external manufacturing.

As a result, we have delivered a long-term structural reduction in Scopes 1, 2 and 3 emissions of circa 62%.

Purchased goods and services remain our largest source of emissions. As production transitions in-house, we are working closely with key suppliers to ensure that upstream emissions continue to decrease — a critical next step in our decarbonization agenda.

Looking ahead, we remain committed to delivering health benefits to consumers worldwide with the lowest possible climate impact. Our focus now shifts to further decarbonizing our value chain and maintaining momentum as we progress confidently toward net-zero.



Advancing health, responsibility, and climate action

Our mission remains to improve human health, and we strive to ensure that our operations align with the highest standards of responsibility and climate stewardship.

Health solutions with global impact

In 2025, Probi continued to advance and expand its science-based probiotic portfolio. Notably, our women's health offering — including our clinically validated iron-absorption probiotic — earned international recognition, winning the "Innovation in Women's Health" award by NutraIngredients in Europe, the U.S., and Asia. We are also broadening our reach beyond gut health. Through strengthened partnerships, Probi is scaling its presence in oral health, diversifying our probiotic solutions into new consumer needs and life stages.

Responsibility embedded in how we operate

Sustainability for Probi goes beyond products; it defines how we run our business. In 2025, we achieved a major milestone: both of our U.S. production facilities and our Lund head office now operate on 100% renewable electricity.

At the same time, we extended our circular-economy efforts: surplus fermentation broth and by-products are being upcycled, equipment is refurbished or repurposed, and waste is minimized through careful resource management.

We continue to uphold robust governance standards: ethics, safety, and transparency remain fundamental, ensuring not only that our products contribute to health, but that our business does so responsibly.

Climate action through purpose and performance 2025 saw substantial success in reducing our environmental footprint. Through a combination of renewable energy, energy-efficiency upgrades, and internal production scaling ("make more vs. buy more"), we have significantly lowered emissions across operations and supply chain. Most importantly: we have now achieved our SBTi emissions-reduction target five years ahead of schedule, underscoring that our sustainability commitments are both credible and deliverable.

These improvements align with our long-term ambitions and reflect our commitment to climate action being core to how we deliver health solutions — not an afterthought.

SBTi goals achieved
5 years
ahead of time

Approximately
72%
Scope 1 + 2 reduction
vs. 2019

Improved our
Bronze medal
rating with Ecovadis.









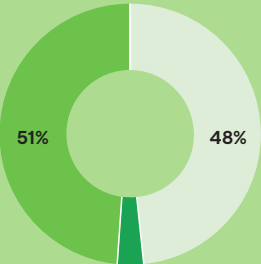
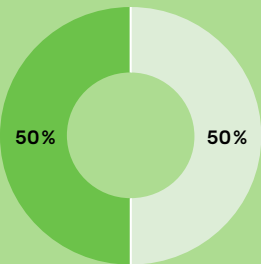
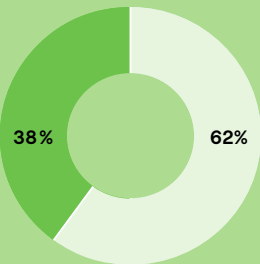

Sustainability highlights and progress across key focus areas

Our 2025 results reflect Probi’s commitment to advancing sustainability across all aspects of our business.



From promoting scientific education and knowledge sharing to improving energy efficiency, water management, and workplace safety, these achievements demonstrate measurable progress in our key focus areas.

The table below aligns each result with our long-term ambitions and the relevant United Nations Sustainable Development Goals, highlighting how our actions contribute to a healthier planet, stronger communities, and a more sustainable future.

Focus Areas	Long term ambitions	Results in 2025	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.	<p>Approx 120 million lives impacted through our clinically backed biotic solutions. A doubling from last year.</p> <p>>40 countries where Probi’s products are sold.</p> <p>0 Recall of products in 2025.</p>	 
	In partnership, to increase our effect on communities in need, through education and 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. Two global webinars held. Two podcast episodes held. Probi shared expertise on probiotics through lectures for master’s students at Lund University. In collaboration with the University of the West of Scotland, the FISABIO Institute, and Dr. Mia Burleigh, Probi applied for a PhD grant from Medical Research Scotland to support research on nitrate-reducing bacteria and their impact on oral and systemic health. 	

Focus Areas	Long term ambitions	Results in 2025	Relevant SDG																					
<p>Acting responsibly</p>	<p>To reduce resource use, especially water and energy, in manufacturing in the U.S.</p>	<p>Water consumption</p> <table border="1"> <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> <tr> <td>2025</td> <td>10.43</td> <td>35*</td> </tr> </tbody> </table> <p>¹ Megaliters in relation to produced biotics culture in KG in Probi USA, with 2020 as baseline average.</p> <p>*Water usage decreased significantly in 2025 due to planned maintenance upgrades that temporarily minimized consumption. This should be viewed as a one-time reduction, and usage is likely to increase in the next reporting cycle.</p>	Year	Megaliters	Index	2020	31.72	100	2021	20.18	69	2022	18.79	80	2023	16.91	61	2024	16.35	43	2025	10.43	35*	  
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2025	10.43	35*																						
<p>By 2025, to ensure that our suppliers adhere to the established principles of safety, security, and diverse and inclusive environments for employees.</p>	<p>Signatures of the Supplier Code of Conduct were secured from the top 20 Scope 3 emitters, covering 60% of emissions in this category.</p>																							
<p>To foster a respectful, innovative, and supportive work environment that prioritizes employee well-being, psychological safety, and professional growth.</p>	<p>Safety: 39 lost work hours due to occupational injuries.</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>Total employees</p>  </div> <div style="text-align: center;"> <p>Management team</p>  </div> <div style="text-align: center;"> <p>Managers</p>  </div> </div> <p>● Men ● Women ● Others/Nondisclosed</p>																							

Focus Areas	Long term ambitions	Results in 2025	Relevant SDG														
<p>Acting responsibly</p>	<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>	<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 style="text-align: center;">Employee age distribution (%)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Employee age distribution (%)</caption> <thead> <tr> <th>Age Group</th> <th>% of employees</th> </tr> </thead> <tbody> <tr> <td>20-29</td> <td>15%</td> </tr> <tr> <td>30-39</td> <td>32%</td> </tr> <tr> <td>40-49</td> <td>27%</td> </tr> <tr> <td>50-59</td> <td>17%</td> </tr> <tr> <td>60-69</td> <td>8%</td> </tr> <tr> <td>70+</td> <td>1%</td> </tr> </tbody> </table> <p style="text-align: center;">● % of employees</p> <ul style="list-style-type: none"> • 0 no one used the Probi whistleblowing channel in 2025. • 83,3% of Probi’s employees signed the company’s internal Code of Conduct. A revised Code of Conduct was launched in 2025. 	Age Group	% of employees	20-29	15%	30-39	32%	40-49	27%	50-59	17%	60-69	8%	70+	1%	
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Focus Areas	Long term ambitions	Results in 2025	Relevant SDG																																																							
<p>Climate action</p>	<p>To do our utmost to halve emissions in our operations and value chain by 2030.</p>	<p>Freight emissions</p> <table border="1" data-bbox="976 284 1827 518"> <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> <tr> <td>2025</td> <td>230,50</td> <td>91.82</td> <td>321.52</td> <td>15.77</td> </tr> </tbody> </table> <p>¹⁾ Tonnes of CO₂e in relation to net sales</p> <p>Energy consumption</p> <table border="1" data-bbox="976 643 1827 922"> <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> <tr> <td>2025</td> <td>2,840,057</td> <td>86,224</td> <td>254</td> <td>35.33</td> </tr> </tbody> </table> <p>²⁾ CO₂ tonnes in relation to produced probiotic culture in KG in Probi USA, with 2020 as baseline average</p>	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	2025	230,50	91.82	321.52	15.77	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	2025	2,840,057	86,224	254	35.33	 
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<p>To achieve net zero or negative climate emissions by 2040, but no later than 2050.</p>	<ul style="list-style-type: none"> • Redmond completed the ISOP+ program, achieving 13.9% reduction in annual electricity use and a 5.7% reduction in natural gas use. • Both U.S. manufacturing sites upgraded to 100% renewable electricity. • Science Based Targets initiative (SBTi) emissions reduction goal met more than five years ahead of schedule for all emissions within our operational scope. 																																																									
<p>To reduce waste in operations significantly through prevention, reduction, recycling and reuse, by 2030.</p>	<p>Continued focus on circularity via our reselling of used equipment and machinery, from both our plants.</p>																																																									

Building a safe, supportive, and empowering workplace

Our people are essential to Probi's success. In 2025, we strengthened employee well-being, engagement, and safety while supporting teams through organizational and ownership changes. Our approach centers on creating a workplace where employees feel safe, informed, respected, and equipped to thrive.

Safety continues to be our highest priority. In 2025, we proudly achieved 0 MAQ* across the company, and our Colorado facility reached a significant milestone — 730 days (two years) without any lost-time. These accomplishments reflect the strong safety culture and continuous vigilance of our employees and leadership teams.

We further enhanced operational safety through mandatory training, improved ergonomics, and upgrades to critical equipment. Internal audits were completed at both U.S. sites as we progress toward ISO 45001 certification, expected in 2026. Safety leadership, hazard reporting, and awareness initiatives continue to strengthen proactive risk management.

Enhancing employee experience and supporting growth

We improved employee experience through enhanced HR processes and policies, including the implementation of the updated Employee Handbook and initiatives to provide compensation fairness, job clarity, and benefit improvements. Recognition activities, wellness initiatives, celebrations, and onsite vaccination events supported engagement and well-being.

To build clarity through change, we emphasized strong communication and leadership enablement with expanded forums, culture workshops, and manager capability building. Recruitment into key roles, structured talent reviews, and targeted development programs ensured that employees remain supported through transition and growth.

Our Code of Conduct and policies for ethics, inclusion, safety, and non-discrimination remain the foundation of how we work, ensuring everyone at Probi feels safe, valued, and respected.

By maintaining focus on safety, clarity, and capability, we empower our people to contribute confidently to Probi's purpose of restoring natural balance — today and in the future.



"The connection between co-workers. The events and ways people can ask for help, and make everyone feel welcome."

Internal eNPS survey, June 2025

"Probi has done a great job with investing in their employees training and development, especially when it comes to leadership development and we're starting to see that waterfall effect down into the direct reports of these leaders/supervisors/team leads. There's been a significant shift in the culture and it's palpable."

Internal eNPS survey, June 2025

"Probi is great because of the incredible people and the fact that we make a product which I can really stand behind because it is proven to help people. The cherry on top is that Probi is the type of company that offers life-long learning."

Internal eNPS survey, June 2025

*MAQ = work accidents (>1 lost day) × 1 million/working hours; industry-leading occupational safety as of 2025

Probi's commitment throughout the value chain

At Probi, we take responsibility beyond our own operations, ensuring quality, ethics, and sustainability across the value chain. In 2025, we strengthened governance, engaged suppliers, and advanced initiatives to reduce emissions, minimize waste, and enhance transparency.

Our responsibility extends beyond our own operations. From raw materials to finished products, we work to ensure responsible sourcing, high-quality manufacturing, ethical business conduct, and environmental stewardship across the value chain.

In 2025, we continued strengthening governance and performance in key risk areas — including human rights, compliance, product quality, and climate impact — while deepening collaboration with partners and suppliers. In our strive towards excellence, we improved our Bronze medal rating with Ecovadis.

We advanced value-chain decarbonization by increasing internal production capacity and optimizing logistics flows to reduce transport emissions. Through closer supplier engagement and improved planning accuracy, we are reducing the emissions intensity of purchased goods and services — our largest remaining emissions category.

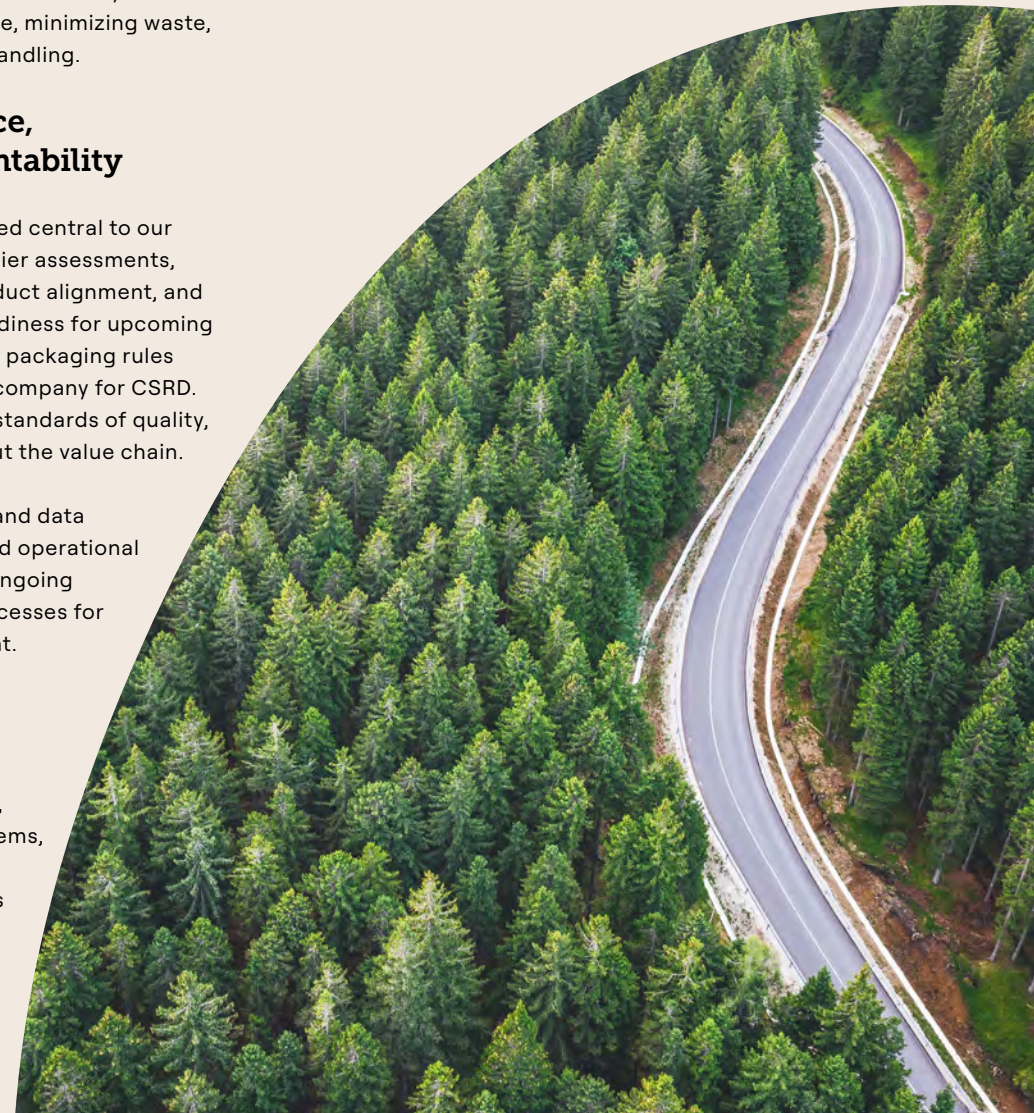
We also continued to deploy circular practices by refurbishing equipment where possible, minimizing waste, and promoting responsible material handling.

Strengthening compliance, transparency, and accountability

Compliance and transparency remained central to our efforts. We conducted targeted supplier assessments, progressed our supplier Code of Conduct alignment, and strengthened documentation and readiness for upcoming regulatory requirements, including EU packaging rules (PPWR) and supplying data to parent company for CSRD. These steps ensure we maintain high standards of quality, safety, and ethical conduct throughout the value chain.

We also supported stronger systems and data integrity through integration of HR and operational governance into Symrise' platforms, ongoing digital improvements, and clearer processes for contract and information management.

By prioritizing accountability and sustainability at every stage, from ingredients to innovation to delivery, we reinforce trust with our customers, protect our communities and ecosystems, and ensure Probi continues to create value responsibly and transparently as we grow.



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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.

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