

Communication Policy

“Create a clear and consistent communication giving a fair view of Probi.”

- The policy aims to ensure that all information that Probi and its subsidiaries provide is correct, relevant and clear and not misleading.
- The CEO is ultimately responsible for Probi’s communication and for updates to and compliance with the communication policy.
- The CEO may, in accordance with what is set forth in this policy, delegate the operational communication responsibility to defined functions and officers.

Financial Policy

“Aim to ensure that financial risks are kept at an acceptable level.”

- The purpose of this financial policy is to set out the board’s guidelines on how the financial management shall be carried out and how financial risks within the Probi group shall be managed.
- These guidelines aim to ensure that financial risks are kept at an acceptable level. It is up to the CEO, in collaboration with the CFO, to develop instructions and routines based on this policy.
- This financial policy regulates the financial management within the Probi group.

Group Data Protection Policy

“Privacy and integrity of individuals.”

- The purpose of this financial policy is to establish essential knowledge and awareness across Probi regarding data protection and privacy issues.
- Probi aims to ensure that all personal data is maintained and processed in compliance with applicable laws and regulations.
- The Policy is based on the General Data Protection Regulation (“GDPR”).

Insider Policy

“Reduce the risks of insider dealing and other unlawful behavior.”

- The policy aims to reduce the risks of insider dealing and other unlawful behaviour and to facilitate Probi’s compliance with applicable rules (Regulatory framework: EU Market Abuse Regulation Act (“MAR”)).
- Insider information: information which has not been made public, but if it were made public, is likely to have a significant effect on the share price.
- A person in possession of inside information may not:
(1) buy or sell shares to which the information relates
(2) advising or encouraging another person to buy or sell shares

