

CORPORATE GOVERNANCE REPORT

Probi AB (publ) is a Swedish limited liability company whose shares have been listed on Nasdaq Stockholm since 2004. According to its Articles of Association, Probi shall engage in the development, manufacture and marketing of products that stimulate the growth and/or regulate the natural microflora in humans and conduct other compatible operations.

Probi's Corporate Governance is based on applicable legislation, resolutions by the Annual General Meeting (AGM), Articles of Association, listing agreement, the Swedish Code of Corporate Governance (the "Code") and work by the Board of Directors and Executive Management. For more information about the contents of the Code, reference is made to www.bolagsstyrningskollegiet.se.

This Corporate Governance Report pertains to the 2018 financial year and has been prepared in accordance with the Swedish Annual Accounts Act and the Code's regulations. Probi's Articles of Association and additional information about Probi's Corporate Governance are available at www.probi.com, under "Investor Relations."

Application of the code

Probi, its Board of Directors and Nomination Committee apply the Swedish Code of Corporate Governance. No deviation from the Code has taken place.

General Meeting of Shareholders

Shareholders exercise their influence over the company at General Meetings of Shareholders, Probi's highest decision-making body. The Annual General Meeting (AGM) is held within six months of the end of the financial year. Official notification of the Meeting is sent not earlier than six weeks and not later than four weeks prior to the Meeting. All shareholders listed in the shareholder registry and who registered their interest are entitled to participate in the Annual General Meeting and vote. Each share carries one vote.

The Annual General Meeting was held in Lund on 2 May 2018. The Board of Directors, auditors and Nomination Committee were elected at the AGM, which also resolved on guidelines for the remuneration of senior executives, as described in the following. The Board of Directors was also authorised

during the period prior to the 2019 AGM, on one or more occasions, to:

- make decisions regarding a new rights issue of up to a total of 1,164,412 shares. This authorisation includes the right to resolve to disapply the shareholders' preemptive rights and that payment is to be made in cash, in kind, or offsetting debt. When disapplying the shareholders' preemptive rights, the issue price is to be set on normal market terms. At the date of the resolution by the AGM, full exercise of the authorisation would have entailed 9% dilution of the share capital and voting rights. The Board did not exercise this authorisation during 2018.
- make decisions regarding the buyback of treasury shares. This authorisation includes acquisitions on Nasdaq Stockholm of own shares in a number that at no time exceeds 10% of all outstanding shares. According to the authorisation, any acquisition is to take place on Nasdaq Stockholm at a price within the registered price interval at the time of acquisition, meaning the spread between the highest and lowest selling price. Payment for the shares is to be made in cash. The Board did not exercise this authorisation in 2018.
- make decisions regarding the transfer of treasury shares. This authorisation includes a transfer of not more than the number of shares held by the company at the time of transfer. Any transfer may only take place at a price within the registered price span on Nasdaq Stockholm on each occasion, meaning the spread between the highest and lowest selling price. The Board was also authorised, with or without applying the shareholders' preemptive rights, to make decisions on the transfer of treasury shares in a manner other than that described above. Transfers may be made in return for cash payment, in the form of property other than cash or through the offsetting of debt. The Board did not exercise this authorisation during 2018.

Remuneration of senior executives

The 2018 AGM resolved on the following guidelines for remuneration of senior executives. Probi is to offer market-aligned total remuneration that enables the recruitment and retention of senior executives. Remuneration of executive management shall comprise fixed salary, variable cash salary, the opportunity to participate in long-term share or share-based incentive plans, pension and other remuneration. Combined, these comprise components of the employee's total remuneration.

The fixed salary is to take into account the employee's areas of responsibility and experience. The variable cash salary is to depend on the employee's fulfilment of quantitative and qualitative goals and for the CEO is capped at 60% of fixed salary and for other senior executives is capped at 50% of fixed salary. Variable remuneration is to be connected to pre-determined conditions and must ensure a long-term commitment to the company's development. Remuneration and benefits are to be in line with normal market terms and contribute to facilitating the executive's ability to complete his/her work tasks. Executive management's employment agreements include stipulations governing notification termination notice. When employment is terminated by the employee, the period of notice is normally between three and six months. When employment is terminated by the company, remuneration during the period of notice and in the form of severance pay may not when combined exceed an amount corresponding to fixed salary for a period of 12 months.

The above guidelines do not encompass share-based incentive plans that may be resolved specifically by a General Meeting of Shareholders.

The Remuneration Committee is entitled to deviate from the aforementioned guidelines if the Board finds specific reasons to motivate this in isolated cases.

Ahead of the 2019 AGM, the Board proposes that the Meeting resolve on guidelines with the same wording, with the addendum that for senior executives employed in the American organization, variable salary can be paid with a maximum of one annual salary.

Nomination Committee

The Nomination Committee is elected at the AGM and its principal tasks are to:

- evaluate the Board's composition and duties
- prepare proposals to the AGM for the election of Board members and Chairman of the Board and their remuneration
- prepare proposals for the AGM for the election of auditors and their remuneration

On 2 May 2018, the AGM resolved that the Nomination Committee should consist of four owner representatives. Heinz-Jürgen Bertram (CEO Symrise AG) (convenor), Bengt Jeppsson (Professor at the Department of Surgery at Lund University), Marianne Flink (Swedbank Robur Funds) and Jannis Kitsakis (Fourth Swedish National Pension Fund) were re-elected as members of the Nomination Committee.

The Nomination Committee's proposals are presented in conjunction with the official notification of the AGM. Shareholders who wish to contact the Nomination Committee can do so in accordance with the information provided on Probi's www.probi.com website.

Board of Directors

According to Probi's Articles of Association, the Board is to consist of no fewer than three and no more than seven members, with no more than three deputies, and be elected at the AGM. The company's Articles of Association lack specific stipulations concerning the appointment and dismissal of Board Members and concerning amendments to the Articles of Association. The AGM on 2 May 2018 resolved to elect a Board consisting of seven Members with no deputies. In accordance with the Nomination Committee's proposal, the Meeting resolved on the re-election of the Board Members Jean-Yves Parisot, Jan Nilsson, Jonny Olsson, Anna Malm Bernsten, Charlotte Hansson and Scott Bush and the new election of Irène Corthésy Malnoë. Jean-Yves Parisot was re-elected Chairman of the Board. A presentation of the Board Members is available on the company's www.probi.com website and in the printed version of the 2018 Annual Report on pages 78-79.

The AGM resolves on principles and monetary limits for Board fees. For 2018, the Board's fees were fixed at KSEK 1,600, of which KSEK 400 for the Chairman of the Board and KSEK 200 for each of the other six Board members. A resolution was also

made concerning remuneration for work on committees. The Chairman of the Audit Committee is to receive KSEK 70 and each member KSEK 40. The Chairman of the Remuneration Committee is to receive KSEK 30 and each member KSEK 20.

For a brief period, Board members may perform consulting services for Probi. This is pursuant to a Board decision and only if it is deemed to be the most cost-efficient and advantageous option for the company. This type of consulting fee is recognised in the Annual Report. For information regarding Board fees, see Notes 10 and 29.

CEO

A presentation of the CEO is available on the company's www.probi.com website and in the printed version of the 2018 Annual Report on page 80.

Auditors

The 2018 AGM elected the registered accounting firm Ernst & Young AB with Authorised Public Accountant Peter Gunnarsson as auditor-in-charge for the period up to the 2019 AGM.

Work of the Board and its formal work procedures

The Board is ultimately responsible for Probi's organisation and the administration of the company's affairs. The Board decides whether to appoint or dismiss the CEO, and on major organisational and operational changes. The Board's duties also include evaluating and determining strategies, business plans and budgets. The Board also adopts quarterly reports, year-end reports and annual reports.

Every year, the Board evaluates the CEO's performance in relation to the identified long and short-term objectives. In conjunction with this, the CEO's objectives for the coming financial year are set. No representative from executive management participated in this evaluation.

The Board annually prepares a procedure regulating the division of work and responsibilities between the Board, Chairman and CEO. The work procedure also defines the spheres of responsibility of the Audit and Remuneration Committees. This work procedure is adopted at the Board's statutory meeting, which is held in conjunction with the AGM.

The Chairman of the Board is responsible for continuously monitoring the company and ensuring that all Board Members continuously

receive the relevant information for making decisions and evaluating Probi. The Chairman must consult with the CEO on strategic issues, supervise Board meetings and ensure that Board matters do not contravene the regulations regarding conflicts of interest stipulated by the Companies Act. The Board annually establishes instructions for the CEO. This includes guidelines for the ongoing administration, accounting and asset management and internal control of the company. These instructions also cover the CEO's authorisations and disclosure requirements towards the Board.

The Board is to convene no fewer than four scheduled Board meetings distributed equally during the year and hold one statutory meeting. In addition to regular items, the scheduled Board meetings in 2018 focused primarily on strategic and structural issues involving Probi's long-term development and growth. The Board of Directors also held a further five minuted meetings, mainly by telephone, in 2018. These meetings addressed matters such as in connection with strategic investment decisions, negotiations of commercial agreements and the adoption of quarterly and year-end reports.

Audit Committee

The task of the Audit Committee is to assist the Board of Directors in its fulfilment of the Board's supervisory obligations in terms of internal control, audits, any internal audits, risk management, accounting and financial reporting, and to prepare matters involving the procurement of audit and other services as well as preparing certain accounting and audit matters that are to be addressed by the Board. The sphere of responsibility of the Audit Committee is defined in the Board of Directors' work procedure and in the instructions for the Audit Committee. The Audit Committee maintains continuous contact with the company's auditors, who personally report their findings and observations at least twice annually. The auditors also provide information on the priority areas that future audits are to examine, while the Audit Committee informs the auditors about issues or areas that it wishes them to specifically highlight.

Charlotte Hansson was appointed Chair of the Audit Committee and Anna Malm Bernsten and Jonny Olsson were appointed members of the Committee. The company's auditor and CFO regularly attend the Audit Committee's meetings.

Remuneration Committee

The task of the Remuneration Committee is to assist the Board of Directors by providing proposals concerning remuneration issues and regularly monitoring and evaluating remuneration structures and remuneration levels for the CEO and other members of the company's executive management. The

Committee's work also includes providing proposals concerning policies for remuneration and other terms and conditions of employment for the CEO and senior executives that are to be resolved by the AGM. The sphere of responsibility of the Remuneration Committee is defined in the Board of Directors' work procedure and in the instructions

for the Remuneration Committee. For information regarding salaries and remuneration of the CEO and other senior executives, see Note 10.

Jean-Yves Parisot was appointed Chairman and Jan Nilsson member of the Remuneration Committee.

Board members' meeting attendance in 2018

Name	Year elected	Independent of the company	Independent of major shareholders	Attendance of Board meetings	Attendance of Audit Committee meetings	Attendance of Remuneration Committee meetings
Jean-Yves Parisot	2015	Yes	No	10/10		1/1
Jan Nilsson	2010	Yes	Yes	8/10		1/1
Jonny Olsson	2015	Yes	Yes	10/10	5/5	
Anna Malm Bernsten	2017	Yes	Yes	10/10	5/5	
Charlotte Hansson	2017	Yes	Yes	10/10	5/5	
Scott Bush	2017	Yes	Yes	10/10		
Irène Corthésy Malnoë	2018	Yes	Yes	5/10		

The Board's internal control report

According to the Companies Act and the Swedish Code of Corporate Governance, the Board is responsible for the internal control of financial reporting. This report is limited to the internal control of financial reporting.

Authorisation and responsibility are documented and recognised in internal guidelines and instructions. These encompass matters such as the division of responsibilities among the Board, the Audit Committee, the Remuneration Committee and the CEO, accounting and reporting instructions and attestation instructions for the Parent Company. The purpose of the instructions in these documents is to provide reasonable assurance regarding the quality and reliability of the company's external financial reporting and to minimise the risk of irregularities and improper benefits to other parties at the expense of the company.

The Board monitors the company's financial development through reporting at Board

meetings and through continuous financial reporting. The CEO is responsible for preparing and presenting reports at each Board meeting, with the following principal content for the period in question:

- Sales and market development and status of R&D projects
- Balance sheets, income statements and cash flow analyses
- Investments and tied-up capital
- Key ratios
- Forecasts for current quarters and full-year

The CEO must also, in accordance with the established time schedule, submit a financial report to the Board members.

Quality of financial reporting

The Board is responsible for ensuring the quality of the company's financial reporting. The information submitted by executive

management is continuously evaluated by the Board and the Audit Committee. In this work, it is essential to ensure that actions are taken concerning potential shortcomings that are detected and implementing the adopted quality improvements. The Audit Committee accounts for this work concerning contact with the company's auditor.

Considering the size and risk exposure of the company, and the follow-up and control procedures, it has not been deemed warranted to establish a specific internal audit function. Each year, the question of establishing a specific internal audit function is to be addressed by the Board.

Information and communication

The Board has adopted a communication policy that specifies procedures and systems designed to ensure that Probi provides the market with relevant, reliable, correct and current information concerning the company's development and financial position.