

ASX ANNOUNCEMENT

4 December 2025

Biome appoints Lauren Dwyer as incoming Chief Financial Officer

- Chartered Accountant with 15 years' post-qualified experience across SaaS, healthcare and complementary medicine sectors
- Experience leading finance functions in listed companies in Australia and the United Kingdom (ASX, Smith & Nephew, Swisse Wellness and Amcor) and for PE-backed high-growth businesses (Juno Pharmaceuticals and vintrace)
- Proven track record executing international expansion, systems transformation and M&A integration
- Outgoing CFO Douglas Loh to retire following comprehensive handover, retaining advisory role

Microbiome health company *Biome Australia Limited* (ASX: BIO) ('*Biome*' or '*the Company*') is pleased to announce the appointment of Lauren Dwyer as incoming Chief Financial Officer, effective 2 February 2026.

Ms Dwyer is a Chartered Accountant with a Big Four foundation (KPMG) and brings 15 years of post-qualified experience across SaaS, healthcare, pharmaceutical and complementary medicine sectors. She joins *Biome* from vintrace, a private equity-backed SaaS business providing cloud technology solutions to wineries globally, where she served as Director of Finance.

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At vintrace, Ms Dwyer was tasked with establishing the finance function from scratch following a US private equity acquisition, successfully leading multiple concurrent software migrations including transitions to NetSuite and Rippling while supporting the integration with US-based Encompass Technologies. Ms Dwyer's experience driving subscription pricing optimisation and Annual Recurring Revenue growth is directly relevant to *Biome's* international expansion and Vision 27 objectives.

Prior to vintrace, Ms Dwyer held the role of Chief Financial Officer at Juno Pharmaceuticals, a generic pharmaceuticals business, where she was a member of the Executive Leadership Team with responsibility for board reporting, investor relations, M&A activity and operational leadership of five direct reports across management accounting, accounts payable and accounts receivable functions.

Ms Dwyer's earlier career includes senior finance leadership roles at Swisse Wellness (HKSE-listed), where she managed the Australian finance function during global expansion across five international markets, and Lotte Duty Free, where she project-managed the successful sale of JR Duty Free to the Lotte Group, including development of the Transitional Services Agreement and post-acquisition integration activities. She has also held statutory reporting roles at the Australian Securities Exchange (ASX), Smith & Nephew (FTSE100) and Amcor (ASX100), bringing deep experience in public company reporting, compliance and investor communications.

Ms Dwyer holds a Bachelor of Commerce (Major in Accounting) from Queensland University of Technology and is a member of the Australian Institute of Company Directors.

CFO Transition

The Board initiated a Chief Financial Officer succession process approximately six months ago as part of its ongoing executive planning. Following a comprehensive search, the Board is pleased to appoint Ms Dwyer, an experienced and highly qualified finance executive.



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Mr Loh will retire in 2026 following a structured handover period and will continue to support the Company in a limited advisory capacity to ensure a smooth transition. The Board extends its sincere gratitude to Mr Loh for his significant contribution to Biome's growth, including seven consecutive quarters of positive EBITDA and the Company's first full year of net profit.

Biome Australia Managing Director and Founder Blair Norfolk said:

"Lauren brings exactly the sophistication and scale capability we need as Biome executes on our international expansion strategy. Lauren's experience building finance functions for PE-backed SaaS businesses, combined with her track record in listed company reporting and M&A integration, positions her perfectly to support our next phase of growth.

Her experience at Swisse Wellness during their global expansion is particularly relevant as we scale our operations across Canada, Ireland, New Zealand and the US. Lauren's background in healthcare and complementary medicine means she understands our sector intimately.

I would also like to thank Douglas for his significant contribution to Biome over his tenure. Douglas has been instrumental in building the financial foundations that have enabled us to achieve profitability, and I'm pleased he will remain connected to the Company in an advisory capacity."

-ENDS-

This announcement has been authorised for release by the Board of Biome Australia Limited.



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About Biome Australia Limited

Biome Australia develops, licenses, commercializes and markets innovative, evidence-based live biotherapeutics (probiotics) and complementary medicines supported by clinical research. Biome aims to improve health outcomes and quality of life, making products accessible through professional health channels.

Incorporated in Australia in 2018, Biome distributes locally and internationally. In partnership with leading microbiome research organizations, Biome produces unique live biotherapeutic products with innovative delivery technologies improving stability and efficacy for its flagship Activated Probiotics® range.

Supported by randomized double-blind placebo-controlled clinical trials, Activated Probiotics® and Activated Therapeutics® help prevent and support management of various health concerns including low mood and sleep, bone health, iron malabsorption, mild eczema and IBS. Through practitioner-recommended distribution, Biome educates health professionals on gut microbiota's systemic health effects, providing evidence-based natural medicines for prevalent chronic health concerns.

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Forward Looking Statements

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