

Making the World a Healthier Place

PEOPLE



1.1B
number of people reached per year¹

PLANET



10.0B
number of animals reached per year

PROFIT



17.6%
revenue from products developed in the past five years²



1.39
total recordable injury rate ("TRIR")



5.0 GJ/ton
energy intensity³



\$922.4M
total revenue

GHG emissions⁴:

Scope 1 - 46,981
Scope 2 - 23,719 (location-based)
5,571 (market-based)
Scope 3⁵ - 448,610



28.6%
hourly employee turnover



16.31 cubic meters ("CBM")
water intensity⁶



\$230.9M
adjusted EBITDA⁷

10.7%
salaried employee turnover

3.73M CBM
total water withdrawn

0.08%
water withdrawal from regions with high or extremely high baseline water stress



74.0% males
26.0% females
employee diversity



98.6%
hazardous waste⁸ reused or recycled



\$108.5M
GAAP net earnings

71.0%
hazardous material suppliers audited in the last three years

\$3.35
GAAP earnings per share



82.7%
R&D focused on health and nutrition



100%
of palm oil sourced and certified through the RSPO⁹



139.2%
free cash flow conversion

34.2%
raw materials from renewable resources



100%
manufacturing sites with local community engagement efforts



0
product recalls



33.9%
five-year total shareholder return ("TSR") vs. Russell 2000 Index

Note: Scorecard metrics represent priority focus areas, but additional metrics may be disclosed to satisfy analyst needs.

1. The number of people reached is calculated by measuring the daily recommended consumption of protein and the daily recommended doses of minerals, essential nutrients, and vitamins.

2. Our revenue from products developed metric has been updated to reflect refined data availability in 2023.

3. GJ of energy per ton of product produced.

4. Greenhouse gas emissions in CO₂e metric tons ("MT").

5. Scope 3 emissions are calculated based on the following categories: purchased goods and services, fuel and energy related activities, business travel, and employee commuting.

6. CBM of water withdrawal per MT of product produced.

7. Adjusted EBITDA is defined as earnings before income taxes, interest, other expense, depreciation, amortization, expense related to a flash flood event, inventory valuation adjustments, transaction and integration costs, ERP implementation costs, unallocated legal fees, certain impairment charges, as well as add backs for the non-cash compensation expense related to equity awards, nonqualified deferred compensation plan expense, and restructuring costs.

8. Balchem defines hazardous materials as ethylene oxide, trimethylamine, hydrochloric acid, anhydrous ammonia, propylene oxide, and carbon disulfide.

9. Roundtable on Sustainable Palm Oil.