



Balchem's Crisis Management Plan

Balchem has a comprehensive Crisis Management Plan (CMP) in place to effectively identify, address, and recover from potential crises that may affect its operations, reputation, stakeholders, or financial performance. The CMP covers a wide range of risks and vulnerabilities and provides a framework for the global and local Crisis Management Teams (CMT) to manage and mitigate potential risks. CMT responsibilities include:

- Coordinating regular reviews and revisions of the CMP
- Conducting regular trainings, tabletop exercises, and preparedness drills to validate plan concepts and build team capabilities
- Activating the crisis management structure, gathering information, assessing situations, and determining levels of risk
- Collaborating with business segment leads, corporate response teams, and local response teams to gather information and assess situations
- Developing and implementing a communications strategy, including proactive communication with local communities and employees
- Monitoring issues and evaluating responses
- Deactivating the crisis management structure once the crisis is resolved
- Provide accurate, timely updates to Senior Leadership and the Board of Directors, as appropriate.

This comprehensive approach ensures that the CMT is prepared to handle various crises effectively. Balchem is committed to protecting its people, environment, assets, and reputation, and the CMP is global in scope, ready to help address any type of crisis event.