

# Making the World a Healthier Place

## PEOPLE



**1.1B**  
number of people reached per year<sup>1</sup>

## PLANET



**10.0B**  
number of animals reached per year

## PROFIT



**17.6%**  
revenue from products developed in the past five years<sup>2</sup>



**1.39**  
total recordable injury rate ("TRIR")



**5.0 GJ/ton**  
energy intensity<sup>3</sup>



**\$922.4M**  
total revenue

### GHG emissions<sup>4</sup>:

Scope 1 - 46,981  
Scope 2 - 23,719 (location-based)  
5,571 (market-based)  
Scope 3<sup>5</sup> - 448,610



**28.6%**  
hourly employee turnover



**16.31 cubic meters ("CBM")**  
water intensity<sup>6</sup>



**\$230.9M**  
adjusted EBITDA<sup>7</sup>

**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total water withdrawn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 waste<sup>8</sup> 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 RSPO<sup>9</sup>



**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 CO<sub>2</sub>e 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.