



Our 2024 Sustainability Report



Making the World a Healthier Place.

Our Vision

We are committed to making the world a healthier place.

Balchem is dedicated to improving global health and nutrition by providing trusted, innovative, and science-driven solutions that address the nutritional needs of the world. We have established a strong reputation for delivering meaningful results to all our stakeholders.

Looking ahead, our two primary sustainability objectives remain unchanged:

- Provide innovative solutions for the health and nutritional needs of the world
- Operate as strong stewards of our employees, customers, shareholders, and communities (our stakeholders) with excellence

Our Sustainability Framework focuses on the most critical environmental, social, and governance topics relevant to our business and stakeholders. This report highlights our efforts within three pillars: People, Planet, and Profit. We invite you to join our sustainability journey as we help make the world a healthier place.

Our Sustainability Framework



1.2 Billion People Reached in 2024

We calculate the total number of people we have reached by estimating the annual consumption of protein and the daily recommended doses of minerals, essential nutrients, and vitamins.

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Message from Our Chairman, President and CEO

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Sustainability is integral to our company's vision of making the world a healthier place.

To our employees, customers, shareholders, and communities:

For more than 57 years, Balchem has delivered trusted, innovative, and science-based solutions for the health and nutritional needs of the world. We achieve this while operating our facilities and businesses to meet the expectations of our employees, customers, shareholders, and communities.

In this 2024 Sustainability Report, you will find updates on a wide variety of our existing and new sustainability initiatives. We are proud of the progress we continue to make and hope you will see from this report how sustainability plays an important role in our efforts to make the world a healthier place.

Overall, 2024 was another successful year for Balchem, marked by significant advancements in our growth strategies, business performance, and sustainability initiatives. We delivered record consolidated sales and adjusted EBITDA as well as strong free cash flow, allowing us to increase our dividend once again by double digits and significantly strengthen our balance sheet by paying down \$119.6 million of debt. We made excellent progress on our growth strategies, with several important new product launches and nutrient awareness campaigns to drive market penetration. And at the same time, we made significant progress on our 2030 environmental goals, our employee well-being and safety programs, and our other sustainability initiatives.

We remain focused on our 2030 goals of reducing our Scope 1 and Scope 2 greenhouse gas ("GHG") emissions and water usage by 25%, on an absolute basis, from a 2020 baseline. Building on the success we had in 2023, Balchem is pleased to announce that we exceeded our GHG emissions goal again in 2024 with a 32% absolute reduction from our 2020 baseline. This positions us well to effectively execute our strategic growth plans and our sustainability road map.

We are committed to reducing our environmental impact by working collaboratively with our supply chain partners, stakeholders, and industry peers to drive meaningful reductions in Scope 3 GHG emissions. Through engagement, innovation, and responsible sourcing, we aim to enhance sustainability across our value chain. We will continue to explore opportunities for improved efficiency, low-carbon alternatives, and best practices that contribute to a more sustainable future. In 2024, Balchem successfully reduced water withdrawal by approximately 15% compared with our 2020 baseline, signifying substantial progress toward our water use reduction objective. We continue to implement water-use reduction initiatives at several of our manufacturing sites and are confident that we will achieve our 2030 water use reduction goal.

Balchem is well positioned within the markets we serve. We are making good progress on our broad-based sustainability efforts, and we look forward to another strong year for the company in 2025. We are appreciative of the support we receive from all of our stakeholders as, together, we strive to make the world a healthier place.



Ted Harris

Ted Harris
Chairman, President and CEO

Our Three Business Segments



Human Nutrition and Health:

Provides chelated minerals, the essential nutrient choline, vitamins, microencapsulation, and food ingredients for the supplement, beverage, dairy, cereal, and bakery markets



Animal Nutrition and Health:

Supplies science-based animal feed nutritional ingredients and solutions for better animal productivity and wellness



Specialty Products:

Promotes human health by ensuring the safe and timely supply of critical sterilization technology to the medical and food industries and supplies chelated minerals to the micronutrient agricultural market

About Our Report: Sustainability Simplified

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This year, we streamlined our sustainability report to focus on the areas in which we can have a meaningful impact and to provide a clearer, more actionable view of our sustainability journey. The priority topics we discuss within this report have emerged from a continual process of engaging with a diverse group of internal and external stakeholders to understand their sustainability interests and concerns. In late 2024, we engaged with our key stakeholders and completed a review of our priority topics, allowing us to strategically focus our reporting on the most relevant topics to meet evolving stakeholder needs.

Sustainability plays an important role in our strategies and in long-term value creation for our stakeholders. Our sustainability framework, which focuses on the topics most relevant to our business and stakeholders, has been fully integrated into our governance structure and everyday operations. We have strong oversight of our sustainability program through our Corporate Social Responsibility Management Team; the Chairman, President and Chief Executive Officer; the Sustainability Steering Committee; and the Global Head of Sustainability. The Corporate Governance & Nominating Committee of our Board of Directors ("Board") oversees our sustainability-related practices and monitors the company's progress in this area. The Audit Committee monitors the sustainability reporting process and reviews the annual sustainability report.

Balchem is committed to providing high-quality data as we continually enhance our data collection processes with technology and internal controls. Our systems reduce manual efforts, improve data consistency, and allow us to manage emissions at a product-line level. We believe that our access to this detailed information and our ongoing collaboration with our stakeholders will help us meet our sustainability goals and strengthen our future partnerships.

This report has been prepared with reference to the GRI Standards. The scope of the metrics and information presented in this report is equivalent to those considered in our Annual Financial Report and includes the operations of all subsidiaries. These metrics reflect the results of 12 months of operations ending on December 31, 2024.

Priority ESG Topics

People

Human Capital	4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH
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Planet

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Profit

Our Foundation	Icon of a building with a cross
Our Governance	Icon of a classical building
Risk Management	Icon of a gear with a warning triangle



Our priority topics and the content of this report are aligned with our sustainability framework pillars: **People, Planet, and Profit**. The next several pages provide various details about our efforts. Below is a summary of our performance in these areas for 2024.

People

Guided by our core value of “always doing the right thing,” we strive to positively affect people by finding innovative solutions for global nutrition, health, and food markets. We remain committed to doing what is in the best interest of our employees, customers, shareholders, and the communities in which we operate.

- Balchem has a significant impact on people, reaching approximately 1.2 billion individuals per year through our products.
- We are steadfastly focused on employee well-being and safety, with a total recordable injury rate (“TRIR”) of 0.57 and a lost time injury rate (“LTIR”) of 0.21.
- We monitor employee satisfaction through our turnover rates and other available data. Our 2024 turnover rate was 21% for hourly employees and 9% for salaried employees.
- Finally, 100% of our manufacturing facilities actively engage with and contribute to the communities they operate in.

Planet

Our sustainability efforts include initiatives to improve energy and water efficiency, reduce emissions, and lower water use. These efforts are underpinned by our 2030 goals to reduce Scope 1 and Scope 2 GHG emissions and water withdrawal by 25% from our 2020 baseline, on an absolute basis.

- Our GHG emissions are tracked globally. We concluded the year with Scope 1 emissions of 48,714 metric tons of CO₂e (location-based); Scope 2 emissions of 22,941 metric tons of CO₂e (market-based); Scope 3 emissions of 470,777 metric tons of CO₂e; and an estimated energy intensity of 5.2 gigajoules per metric ton of product.* Our performance on Scopes 1 and 2 is well ahead of our 2030 emissions reduction goal.

*Estimated energy intensity includes only Scope 1 and Scope 2 market-based emissions.

- In line with our goal to reduce water withdrawal by 25% by 2030, we ended the year with an estimated water intensity of 15.1 cubic meters (“CBM”) per ton of product produced and a total water withdrawal of 3.4 million CBM. This represents a reduction of approximately 8% year over year.
- Our strong supply chain management processes allowed us to continue obtaining 100% of our palm oil from sources certified through the Roundtable on Sustainable Palm Oil (“RSPO”) and to source 35% of the raw materials used in production from renewable resources. Furthermore, we had no product recalls.
- As we continuously seek to minimize our environmental impact, we were able to reuse or recycle 92% of our hazardous waste and increase the percentage of hazardous material suppliers audited in the past three years to 82%.

Profit

In 2024, Balchem earned \$182.9 million from operations — a 14.9% rise from the previous year — and an adjusted EBITDA of \$250.3 million, up 8.4%. These results show our business model's strength in a dynamic environment.

We actively research minerals, nutrients, and vitamins for human and animal nutrition, aiming to create innovative health and nutritional solutions for people and animals worldwide. As a result, approximately 70% of our revenue supports United Nations Sustainable Development Goals (“UN SDGs”) — SDG 2 (zero hunger), SDG 3 (good health and well-being), and SDG 12 (responsible consumption and production) — which underscores our dedication to sustainability.

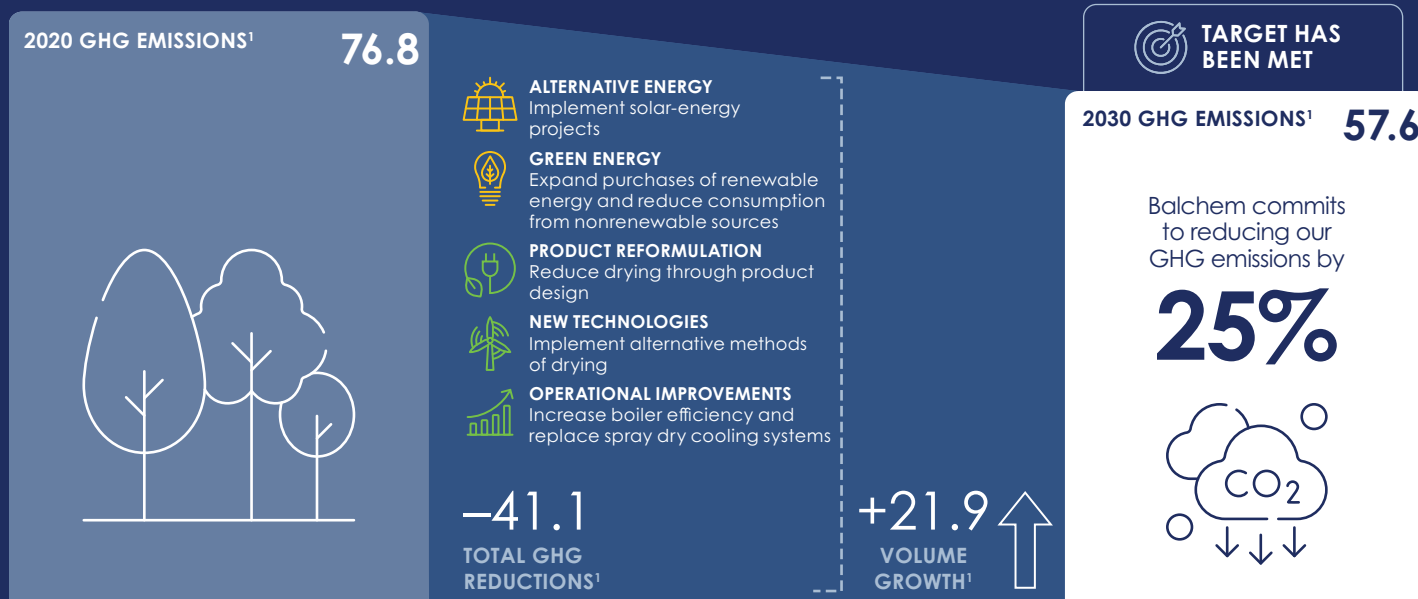
Our 2024 financial achievements reflect our corporate social responsibility efforts and the dedication of our employees, partners, and other stakeholders. We are excited for the future and remain focused on making the world a healthier place.

“At our core, we are a health and nutrition company.”

— Ted Harris, Chairman, President and Chief Executive Officer

Our 2030 Goals

Emissions Reduction



Water Conservation



1. Includes Scope 1 and Scope 2 market-based GHG emissions. All GHG emissions values are measured in thousand metric tons of CO₂e. Absolute targets are based on assumed growth rates.
2. All water withdrawal values are measured in thousand CBM of water. Absolute targets are based on assumed growth rates.

Human Capital

At Balchem, we prioritize our employees' development and well-being by fostering a supportive and inclusive workplace where the diversity of our employee base drives innovation. Through continuous learning and maintaining a culture of belonging at Balchem, our employees are empowered to grow, excel, and make meaningful contributions every day while feeling welcomed, valued, and appreciated.

Our comprehensive training platform enhances skills in technical expertise and leadership while providing training on regulations and company policies such as our [Code of Conduct](#) ("Code"), anti-harassment, foreign corrupt practices, antitrust, cybersecurity, and other compliance areas. In addition, our annual performance review process promotes continuous growth and development through goal setting and feedback.

We support our employees' well-being by offering a flexible work model that balances in-office and remote work options. Additionally, we support employee-led resource groups for mentorship and career advancement. Examples include the Balchem Women's Impact Network, which empowers women for professional and personal growth, and Belonging at Balchem, an initiative designed to foster a culture of belonging.

Balchem offers competitive salaries, part-time positions, and comprehensive benefits, including medical, dental, and vision coverage; 401(k) plans; paid time off; parental leave; Wellness Center discounts; mental and physical health resources; debt management; and online education and well-being services.



Environmental, Health, Safety & Security



Our workforce is our most valuable asset, and we prioritize our employees' health and safety. Balchem's commitments to Environmental, Health, Safety, and Security ("EHS&S") are further detailed in our [EHS&S Policy](#), which is approved by the Chairman, President and CEO. Our leadership team has established a solid foundation for safety. Our Global EHS&S team manages safety and compliance across all of our facilities, providing regular updates through biweekly meetings with employees. Quarterly town halls led by our Chairman, President and CEO emphasize workplace safety to all employees. The Global EHS&S Director reports to the Chief Supply Chain Officer and updates the EHS&S Steering Committee, which includes senior management and the Chairman, President and CEO.

In 2024, we improved our TRIR to 0.57 (from 1.39 in 2023) and our LTIR to 0.21 (from 0.29 in 2023) by furthering hazard identification efforts, improving reviews of near-misses, providing additional employee safety training, and maintaining an unwavering focus on injury prevention. By integrating robust EHS&S programs and safety measures into every aspect of our operations, we are promoting a culture that prioritizes protecting our workforce and the communities we serve.

Our Core Values

Always Doing the *Right Thing* *Thinking Big* and Acting Small Collaborating and Growing *Together* Playing to *Win* Staying Focused on the *Customer*



"Balchem is committed to a culture of belonging where everyone feels welcomed, valued, and appreciated."

— **Brent Tignor**, Senior Vice President and Chief Human Resources Officer



Product Quality & Safety



Balchem ensures quality products for customers through our rigorous quality assurance processes. Our team sources raw materials that meet strict quality standards and sustainability initiatives, such as ethical sourcing and minimizing carbon footprints. Key control measures include sampling and testing to ensure consistent compliance to specification, prevent recalls, and minimize waste. Regular Board updates, leadership review, and Good Manufacturing Practice audits provide comprehensive oversight. Our zero-recall record in 2024 highlights the effectiveness of our preventive measures.

Central to these efforts is our robust quality management system ("QMS"), which serves as the foundation for maintaining compliance, ensuring product safety, and optimizing resource use. The QMS at Balchem enables our team to streamline processes, reduce waste, and improve operational efficiency across all manufacturing sites. By embedding sustainability into the QMS framework, we ensure that quality assurance efforts are aligned with broader environmental and social objectives. For more information on our QMS and site certifications, please see our [website](#).

For more information on our People pillar, please visit the [Responsibility](#) and [Careers](#) pages of our website.

Raw Materials Suppliers



Success in managing today's turbulent markets requires close monitoring, ongoing interaction, and strong partnerships with raw materials suppliers that are committed to sustainability. Our [Supplier Code of Conduct](#) (our "Supplier Code"), based on OECD guidelines and International Labour Organization conventions, guides our supplier quality review and audit program. All suppliers are expected to adhere to our Supplier Code. In 2024, Balchem continued strengthening supplier engagement through two key initiatives. We reengaged with our key supply chain stakeholders to ensure we remain focused on the most impactful sustainability topics and priorities for Balchem. Second, as part of our Scope 3 management process, we initiated discussions to share information with suppliers on Scope 3 GHG emissions. This collaboration is intended to refine our emissions inventory and align on potential reduction opportunities while enabling us to provide further transparency to our customers.

As a member of the Supplier Ethical Data Exchange ("Sedex"), Balchem adheres to Sedex Members Ethical Trade Audit ("SMETA") best practices in labor standards, health and safety, environment, and business ethics. We also recently expanded our compliance program to include independent SMETA audits of our key suppliers to ensure adherence to our requirements within our supply chain. Currently, 36% of our raw materials suppliers are members of Sedex and audited through their own membership. We aim to increase this annually.



Energy Management

Effective energy management is an important area of our sustainability road map. We remain focused on lowering our emissions, seeking energy-efficient improvements, and reducing our overall environmental impact. Our goal is to reduce Scope 1 and Scope 2 market-based GHG emissions by 25% by 2030. In 2024, our Scope 1 and 2 emissions totaled 52,057 metric tons of CO₂e, achieving a 32% absolute reduction compared with our 2020 baseline, exceeding our 2030 goal.

We are building on our ongoing strategy of using renewable energy across our manufacturing base to continue reducing these emissions. In 2024, we expanded our purchase of renewable energy credits used to support wind farms to offset more than 40,000 megawatt-hours of electrical usage. This represents an increase in our reliance on renewable energy by 5% year over year.

In 2024, our Scope 3 emissions were 470,777 metric tons of CO₂e, an increase of 5% from 2023, primarily due to an increase in purchases from our supplier base. Purchased goods and services are the most significant category within our Scope 3 emissions. We have developed a proactive Scope 3 emissions management strategy, focusing on refining data and collaborating with key suppliers on management initiatives to drive emissions reductions.



Water Management

We believe access to clean and abundant water is a fundamental human right. We are committed to managing water responsibly by continuously looking for ways to conserve, reuse, and protect this vital resource. Balchem has set a goal to reduce our water withdrawal by 25% from our baseline year of 2020 by 2030. In 2024, Balchem's total water withdrawal was 3.4 million CBM, marking an approximate 15% reduction from our 2020 baseline and an 8% reduction from 2023.

To meet our water withdrawal goal, we continue to implement water reuse and recycling practices wherever feasible, such as the recapture of steam within our heating systems. For example, in 2024, our Marano Ticino facility completed a project to recirculate water for cooling multiple processes. From these improvements, we expect a 20% improvement in water withdrawal. With our efforts, we are now on track to achieve our 2030 water withdrawal reduction goal ahead of schedule.



"We are committed to protecting the environment and ensuring the health, safety, and security of our employees and the communities we serve."

— **Martin Reid**, Senior Vice President and Chief Supply Chain Officer

Waste Management

Waste Disposal and Recycling

Balchem's commitment to our customers includes a focus on producing the highest-quality material, made right the first time. Eliminating waste and preventing out-of-specification material is a key component of this focus.

Balchem maintains various recycling programs, including the recycling of packaging materials, paper, cardboard, drums, pallets, and plastics. In numerous facilities, our pallet suppliers deliver and collect containers for on-site collection of used or damaged pallets to be refurbished or recycled. This approach minimizes waste, reduces transportation-related emissions, and supports our commitment to environmental responsibility.

An example of our efforts to reduce business waste is our continued participation in Keurig's K-Cycle™ program. Through this program, used K-Cup® components — including coffee grounds, plastic, and aluminum — are diverted from landfills and responsibly recycled or composted. In another great example of our continuous efforts to minimize our environmental impact, we earned a gold rating for our reusable exhibition booths at the 2024 Vitafoods Europe trade show in partnership with Informa's Better Stands program. This initiative promotes sustainable, reusable booth designs aimed at reducing trade show waste.

Finally, Balchem's Performance Gases business is licensed to treat various waste gases. We inventory, package, transport, and recycle hazardous waste according to applicable regulations. Select recycled gases can be regenerated for reuse, such as reclaimed cooling gases, which we consolidate and send to facilities equipped for regeneration.



Materials Sourcing

Sourcing local and responsible raw materials is key to help reduce our environmental impact and further enhance the resilience of our supply chain. We are dedicated to increasing our use of renewable raw materials, ensuring that all materials are manufactured within an ethically responsible framework, and building a strong and diverse supply chain that supports our customers' needs.

Balchem is a member of the RSPO, ensuring our palm and palm kernel ingredients are 100% renewable and mass-balance sourced. We are committed to making our supply chain 100% RSPO-certified. Additionally, we increased the share of our raw cocoa that is certified by the Rainforest Alliance to 47.7% in 2024, supporting sustainable farming and fair labor practices.



For more information on our Planet pillar, please refer to the [Sustainability page](#) of our website.

Our Foundation

Since Balchem's inception in 1967, we have focused on creating long-term value to ensure our financial sustainability. This foundation enables our organization to meaningfully contribute toward our vision of making the world a healthier place. We accomplish this through our relentless focus on delivering trusted, innovative, and science-based solutions to the nutrition, health, and food markets — and through a reliance on our core values, which are the foundation and the very essence of who we are and how we do business. By staying true to these core values, Balchem has evolved into a global company that has an impact on the health and well-being of people and animals around the world.

Approximately 70% of Balchem's product revenue aligns with at least one UN SDG. Our product lines directly support three of the 17 SDGs — SDG 2 (zero hunger), SDG 3 (good health and well-being), and SDG 12 (responsible consumption and production) — underscoring our commitment to advancing crucial societal and environmental objectives outlined by the UN and demonstrating our proactive approach toward sustainability. For more information on our product revenue alignment, please visit our [website](#).

Our Governance

Our commitment to sustainability and governance is ingrained in our business practices as we strive to make the world a healthier place. We believe that a sound governance structure and clear lines of responsibility enable us to continue to deliver on our commitments. As an organization, we employ leading corporate governance practices that are built on the foundation of our [Code](#) and our [Corporate Governance Guidelines](#). All employees are trained annually on our Code, which sets clear expectations concerning ethical behavior and compliance with laws and regulations.

Balchem promotes an environment in which all employees are encouraged to speak up if they observe something of concern in our business or workplace. Our anonymous 24/7 [Ethics and Compliance Hotline](#) is accessible by phone, internet, or mobile device and is available in multiple languages so that all employees and other stakeholders can report their concerns. We do not tolerate retaliation against employees who, in good faith, report concerns or potential breaches or who participate in investigations.

Balchem ensures safe work environments and protects human rights throughout its supply chain, starting with our employees. As outlined in our [Modern Slavery and Human Trafficking Statement](#) and [Human Rights Policy](#), we reject involuntary labor, child labor, and human trafficking.

Risk Management

Balchem recognizes that risk is inherent to any business activity and that managing risk effectively is critical to the immediate and future success of the company. Exposure to risks is managed through our Enterprise Risk Management ("ERM") program, with the aim of enhancing the company's risk awareness so that decisions balancing value and risk are made after thorough consideration and align with the company's long-term strategy. Our ERM program offers a framework to identify, assess, and manage potential risks and opportunities. The program provides enterprise-level risk guidelines that cover key risk categories across the organization. Internal Audit facilitates the risk planning, assessment, and management reporting process.

The Audit Committee of our Board oversees Balchem's ERM program, with our Chairman, President and Chief Executive Officer serving as Chief Risk Officer. The Board uses the ERM program to understand the company's risks and evaluate management's mitigation efforts. Annually, the Audit Committee receives updates from management on various risks including business, operational, reputational, financial, legal, regulatory, information security, climate-related, sustainability reporting, and cybersecurity.

Balchem's Information Security Program includes policies, best practices, infrastructure, systems, and measures designed to protect the company's digital estate. As the cyberthreat landscape evolves, Balchem remains committed to investing in our Information Security Program and to implementing and improving appropriate safeguards for IT networks, devices, and applications. We are also committed to protecting our intellectual property, as well as employee, customer, and other shareholder data, from unauthorized access, disclosure, or compromise. To address cybersecurity threats more effectively, our company subscribes to a "least permissive" approach, which includes several layers of security measures.

"By fostering a culture where every voice matters and by empowering our employees to speak up, we promote transparency and accountability, driving governance and excellence throughout our organization."



— **Hatsuki Miyata**, Executive Vice President, Chief Legal Officer and Secretary

For more information on our Profit pillar, please refer to the [Investors](#) section of our website.

Conclusion

Thank you for taking the time to learn about the work Balchem has done to integrate sustainability into our strategy, operations, and business decisions. We hope our 2024 Sustainability Report provides a clear understanding of our progress over the past year and our future ambitions. Moving forward, we will continue to foster these fundamental sustainability principles across all of Balchem to continue progressing toward our 2030 goals and making the world a healthier place.

For more information about Balchem Corporation, please visit [balchem.com](https://www.balchem.com).

Caution Concerning Forward-Looking Statements

This report contains forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, and Section 21E of the Securities Exchange Act of 1934, as amended, which reflect our expectation or belief concerning future events that involve risks and uncertainties. These forward-looking statements generally are identified by the words “believe,” “project,” “expect,” “anticipate,” “likely,” “estimate,” “forecast,” “outlook,” “intend,” “strategy,” “future,” “opportunity,” “plan,” “may,” “should,” “will,” “would,” “will be,” “will continue,” “will likely result,” or the negative thereof or variations thereon or similar expressions generally intended to identify forward-looking statements. Actions and performance,

including the achievements of our targets, goals, or commitments, could differ materially from what is contemplated by the forward-looking statements contained in this report. Factors that might cause differences from the forward-looking statements include those referred to or identified in Balchem’s Annual Report on Form 10-K for the year ended December 31, 2024, and other factors that may be identified in our other filings with the Securities and Exchange Commission. Reference should be made to such factors, and all forward-looking statements are qualified in their entirety by the above cautionary statements. We undertake no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.

Appendix: GRI Index

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GRI Index

Statement of Use: Balchem has reported the information cited in this GRI content index for the January 1, 2024 – December 31, 2024, period with reference to the GRI Standards. The issues addressed in this report were identified and prioritized by engaging a wide range of stakeholders internally and externally (see Chapter 2, “About Our Report”). Through this process, we identified ESG topics that are material to our company, some of which are covered by the GRI Standards. Those topics are included in this GRI content index. Based on data availability, not all GRI disclosures are fully reported. For more information about GRI standards, visit <https://www.globalreporting.org/standards>.

GRI 1 Used: GRI 1: Foundation 2021

General Disclosures

GRI 2: General Disclosures 2021

Disclosure Number	Description	Location and Notes
2-1	Organizational details	Our Vision
2-2	Entities included in the organization's sustainability reporting	2024 Annual Report , About Our Report
2-3	Reporting period, frequency, and contact points	About Our Report , sustainability@balchem.com
2-4	Restatements of information	There have been no changes in reporting from the previous year.
2-5	External assurance	No external assurance is obtained over the People and Planet pillars. Profit financial data listed in Form 10-K has been audited.
2-6	Activities, value chain, and other business relationships	2024 Annual Report ; Message from Our Chairman, President and CEO ; About Our Report ; People ; Planet
2-7	Employees	2024 Annual Report , People – Human Capital Gender diversity: Female: 28% Male: 72%
2-8	Workers who are not employees	People – Human Capital
2-9	Governance structure and composition	Profit – Our Governance
2-13	Delegation of responsibility for managing impacts	Profit – Our Governance
2-17	Collective knowledge of the highest governance body	Profit – Our Governance
2-22	Statement of sustainable development strategy	Message from Our Chairman, President and CEO
2-23	Policy commitments	For a list of relevant policies, please see the sustainability and governance sections of our website.

General Disclosures

GRI 2: General Disclosures 2021

Disclosure Number	Description	Location and Notes
2-25	Processes to remediate negative impacts	Planet – Materials Sourcing <p>Balchem offers various channels through which employees can express concerns in a safe and secure environment, with ensured protection against retaliation. Employees can raise issues through Human Resources, designated compliance officers, and our hotline. The hotline, operated by an independent third-party vendor, is accessible 24/7 online or via phone so employees, suppliers, customers, and other stakeholders can report human rights or other concerns with the option to remain anonymous. Concerns can also be reported directly to the company.</p>
2-26	Mechanisms for seeking advice and raising concerns	Profit – Our Governance Balchem Corporation Code of Business Conduct and Ethics Balchem's Ethics and Reporting Hotline
2-28	Membership associations	<p>Management includes officers, members, or support of the following associations:</p> <ul style="list-style-type: none"> • Associate members of the Advanced Medical Technology Association ("AdvaMed") • Association of American Feed Control Officials ("AAFCO") • American Association of Bovine Practitioners ("AABP") • American Association of Veterinary Nutritionists ("AAVN") • American Canine Sports Medicine Association ("ASCM") • American Chemistry Council ("ACC"): Ethylene Oxide Safety Task Group • ACC: Ethylene Oxide/Ethylene Glycols Management • ACC: Toxicology Research Task Group • American College of Theriogenology • American Dairy Science Association ("ADSA") • American Feed Industry Association ("AFIA") • American Meat Science Association ("AMSA") • American Registry of Professional Animal Scientists ("ARPAS") • American Institute of Certified Public Accountants ("AICPA") • American Society for Mass Spectrometry ("ASMS") • American Society for Quality ("ASQ") • American Society of Animal Science ("ASAS") • American Spice Trade Association ("ASTA") • Ethylene Oxide Sterilization Association ("EOSA") • EU Association of Specialty Feed Ingredients and their Mixtures ("FEFANA") • National Animal Supplement Council ("NASC") • Pet Food Institute ("PFI") • Poultry Science Association ("PSA") • Professional Animal Auditor Certification Organization ("PAACO") • World Aquaculture Society ("WAS") • Roundtable on Sustainable Palm Oil ("RSPO") • Supplier Ethical Data Exchange ("Sedex") • United Nations Global Compact ("UNGC")

General Disclosures

GRI 2: General Disclosures 2021

Disclosure Number	Description	Location and Notes
2-29	Approach to stakeholder engagement	Message from Our Chairman, President and CEO ; About Our Report ; Planet – Energy Management
2-30	Collective bargaining agreements	Balchem has established good working relationships at the Verona, MO; Marano Ticino, Italy; and Bertinoro, Italy, sites. In 2024, approximately 17% of our employees were represented by collective bargaining agreements.

Material Topics

GRI 3: Material topics 2021

3-1	Process to determine material topics	About Our Report
3-2	List of material topics	About Our Report While the format of reported disclosures has been updated for the current reporting period to align with updated GRI disclosure guidelines, there have been no changes in selected disclosures from the previous year.

Materials

3-3	Management of material topics	About Our Report , Planet – Materials Sourcing Materials used by weight or volume: <ul style="list-style-type: none"> Planet – Materials Sourcing Total volume of materials in pounds: Renewable: 183.5 million Nonrenewable: 346.2 million
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Energy

3-3	Management of material topics	About Our Report , Planet – Energy Management Energy intensity: <ul style="list-style-type: none"> Planet – Energy Management Energy intensity includes all energy resources (gigajoules ["GJ"]/metric ton): Electric only: 1.0 Gas only: 4.2 Combined: 5.2
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Material Topics

Energy

Disclosure Number	Description	Location and Notes
3-3	Management of material topics	<p>Reduction of energy consumption:</p> <p>As part of our project approval process, our site and corporate engineering teams consider the climate impact of all capital projects. In 2024, we completed several projects that contributed to our results.</p> <ul style="list-style-type: none"> • Our Marshfield, WI, facility replaced triple-tube heat exchangers that are used in our production process. New and more efficient heat exchangers will yield an estimated 1,224 therms of natural gas savings per year. • The HVAC system in our Faribault, MN, facility was replaced. The new system provides energy efficiency improvements that are expected to result in significant improvements in electricity usage. • Balchem's facility in Marano Ticino, Italy, completed a project that will result in additional reductions in natural gas usage. A dehydration column reboiler was installed that will have a direct impact on the amount of steam needed in distillation columns. • Our facility in Bertinoro, Italy, replaced an inefficient and oversized steam boiler. The new boiler is anticipated to reduce the facility's natural gas consumption by 580 therms per year. • Our Verona, MO, facility increased the size of a boiler feed tank, allowing the steam system to use more returned steam condensate. This change allows the boilers to run more efficiently, and it will save an estimated 5,000 therms of natural gas per year.

Water and Effluents

3-3	Management of material topics	<p>About Our Report, Planet – Water Management</p> <p>Interactions with water as a shared resource:</p> <p>Balchem's primary use of water is withdrawal for cooling during various production processes. We use Aqueduct, a data platform developed by the World Resources Institute, to assess water risks at our manufacturing sites. According to this assessment, in 2024, 4 out of 22 of our manufacturing sites were in areas classified as having a high overall water risk, and 2.1% of our water withdrawal comes from regions with high or extremely high baseline water stress.</p>
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Material Topics

Water and Effluents

Disclosure Number	Description	Location and Notes
3-3	Management of material topics	<p>Management of water discharge-related impacts: With the exception of one location, which is tightly controlled, Balchem works with local municipalities as facilities discharge water into municipal sources. The results of the water stress analysis (see Planet – Water Management) were shared with the Steering Committee, which oversees water management stewardship.</p> <p>Water withdrawal:</p> <ul style="list-style-type: none"> Planet – Water Management Total water withdrawn in cubic meters ("CBM"): <ul style="list-style-type: none"> 2024: 3,440,000 2023: 3,730,000 2022: 3,995,000 <p>Water intensity:</p> <ul style="list-style-type: none"> CBM withdrawn per metric ton of products produced: <ul style="list-style-type: none"> 2024: 15.05 2023: 16.31 2022: 16.00

Emissions

3-3	Management of material topics	<p>About Our Report, Planet – Energy Management</p> <p>Direct (Scope 1) GHG emissions:</p> <ul style="list-style-type: none"> Planet – Energy Management <p>Energy indirect (Scope 2) GHG emissions:</p> <ul style="list-style-type: none"> Planet – Energy Management <p>Other indirect (Scope 3) GHG emissions:</p> <ul style="list-style-type: none"> Planet – Energy Management <p>GHG emissions intensity:</p> <ul style="list-style-type: none"> Total GHG emissions intensity (million metric tons per million dollars of revenue)*: <ul style="list-style-type: none"> 2024: 54.59 2023: 56.97 2022: 59.68 <p>*Intensity metrics include Scope 1 and Scope 2 market-based emissions</p>
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Material Topics

Effluents and Waste

Disclosure Number	Description	Location and Notes
3-3	Management of material topics	About Our Report, Planet – Waste Waste type and disposal method: <ul style="list-style-type: none"> Planet – Waste Total weight of hazardous waste (metric tons): 2024: 571 2023: 748 2022: 631

Supplier Environmental Assessment

3-3	Management of material topics	About Our Report, People – Product Quality & Safety Negative environmental impacts in the supply chain and actions taken: <ul style="list-style-type: none"> People – Product Quality & Safety Approximately 82% of total hazardous-waste suppliers have been audited in the past three years.
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Occupational Health & Safety

3-3	Management of material topics	About Our Report, People – Environmental, Health, Safety & Security ("EHS&S") Occupational health and safety management system: <ul style="list-style-type: none"> People – EHS&S EHS&S Policy Balchem developed and updated several technical standards in 2023 and 2024, including standards around lockout/tagout, confined spaces, line breaking, and management of change. The effort will continue in 2025, with a strong focus on our process safety management ("PSM") programs and risk management. Balchem uses ISNetworld ("ISN") as a third-party contractor management platform to ensure the highest standards of safety, compliance, and performance. This system enables us to verify that contractors and vendors meet our safety and operational requirements through prequalification, safety program verification, performance tracking, and audit management. Moving forward, we will continue to expand our ISN program to our global facilities.
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Material Topics

Occupational Health & Safety

Disclosure Number	Description	Location and Notes
3-3	Management of material topics	<p>Hazard identification, risk assessment, and incident investigation:</p> <ul style="list-style-type: none">• People – EHS&S• EHS&S Policy• Process Safety Management: We utilize process hazards analysis for powder handling process operations.• We continue to focus on minimizing overall critical-to-life risks across the organization, thereby reducing our serious injury/fatality exposures. This year, line breaking was introduced as a new program, with full compliance efforts set to be implemented in 2025. <p>Occupational health services:</p> <ul style="list-style-type: none">• People – EHS&S• EHS&S Policy• North America operations are covered by an injury management service where injured employees are provided with telemed care 24/7. Also, through human resources, should any global employee require assistance related to mental health and well-being, they can contact our EAP anytime. <p>Worker participation, consultation, and communication regarding occupational health and safety:</p> <ul style="list-style-type: none">• People – EHS&S• EHS&S Policy• Our global EHS&S team oversees safety and compliance matters at all our facilities and provides regular communications on EHS&S topics, metrics, and events through biweekly meetings with all employees. Additionally, quarterly company-wide town halls held by the Chairman, President and CEO reinforce the importance of safety in the workplace and recognize sites that exemplify the highest safety standards. These meetings allow us to regularly report to and consult with our internal stakeholders. The trainings and lessons learned cascade down to all employees, resulting in EHS&S awareness and actions throughout the company.

Material Topics

Occupational Health & Safety

Disclosure Number	Description	Location and Notes
3-3	Management of material topics	<p>Worker training on occupational health and safety:</p> <ul style="list-style-type: none"> • People – EHS&S • EHS&S Policy • Corporate EHS&S and Site Management collaborate on EHS&S training needs for all job classifications, including onboarding, based on applicable compliance obligations, job-specific tasks, and responsibilities. In addition, safety talks and monthly stand-down materials are provided and discussed in an effort to educate and to reduce injuries. <p>Worker health promotion:</p> <ul style="list-style-type: none"> • People – Human Capital <p>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships:</p> <ul style="list-style-type: none"> • People – EHS&S • EHS&S Policy <p>Worker-related injuries:</p> <ul style="list-style-type: none"> • People – EHS&S • EHS&S Policy • Total recordable injury rates (for employees and contractors,* respectively) calculated based on 200,000 hours worked: <ul style="list-style-type: none"> 2024: 0.57 and 1.30 2023: 1.39 and 0.40 2022: 1.17 and 1.14 • Total number of occupational health and safety fatalities (employees and contractors): <ul style="list-style-type: none"> 2024: 0 2023: 0 2022: 0 • Lost-time injury rate calculated based on 200,000 hours worked: <ul style="list-style-type: none"> 2024: 0.21 2023: 0.29 2022: 0.21 <p>*U.S. contractors only</p>

Material Topics

Diversity and Equal Opportunity

Disclosure Number	Description	Location and Notes
3-3	Management of material topics	About Our Report , People – Human Capital Diversity of governance bodies and employees: <ul style="list-style-type: none"> • 2024 Proxy Statement, Appendix

Local Communities

3-3	Management of material topics	About Our Report Operations with local community engagement, impact assessments, and development programs: <ul style="list-style-type: none"> • Measuring Our Progress • At Balchem, we continuously pride ourselves on being members of the communities in which we work and supporting our local communities in a variety of ways. Our Balchem Helping Hands initiative includes Balchem's philanthropic partnerships, a matching donation program, and an employee volunteering program. By harnessing the collective efforts of our employees, Balchem gives back to the local communities where we operate and provides a helping hand to those in need.
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Employment

3-3	Management of material topics	New employee hires and employee turnover: <ul style="list-style-type: none"> • Measuring Our Progress Parental leave: <ul style="list-style-type: none"> • Balchem offers eight weeks of paid maternity leave and two weeks of paid paternity leave.
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Material Topics

Training and Education

Disclosure Number	Description	Location and Notes
3-3	Management of material topics	<p>Average hours of training per year per employee:</p> <ul style="list-style-type: none">In 2024, the average hours of training on LinkedIn Learning and eCornell were 5.5 hours per employee. <p>Programs for upgrading employee skills and transition assistance programs:</p> <ul style="list-style-type: none">We provide continuous learning programs through eCornell and LinkedIn Learning. These platforms offer self-paced modules to enhance employees' skills for career development. Our leadership programs with eCornell include courses on diversity and inclusion and senior leadership certificates in technology, innovation, and project management. Additionally, we have partnered with Performex for specialized training to improve skills, leadership, and performance. <p>Share of employees receiving regular performance and career development reviews:</p> <ul style="list-style-type: none">All nonunion employees undergo an annual performance review process that promotes continuous growth and development through goal setting and feedback. Balchem's leadership team and Board of Directors review performance assessments, talent evaluations, and succession planning initiatives annually, ensuring a strategic approach to talent management and organizational growth.

SASB Index

GHG Emissions

Code	Description	Location and Notes
RT-CH-110A.1	Gross global Scope 1 emissions; percentage covered under emissions-limiting regulations	Measuring Our Progress, Appendix
RT-CH-110A.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those metrics	Planet – Energy Management

Energy Management

RT-CH-130A.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, and (4) total self-generated energy	<ul style="list-style-type: none"> Total energy consumed within the organization: 1,188,369.47 GJ Grid electricity share of total energy: 17.17% Renewable energy share of total energy: 14.95% Total self-generated energy: 24,125.02 GJ
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Water Management

RT-CH-140A.1	(1) Total water withdrawn, (2) total water consumed, and (3) percentage of each in regions with high or extremely high baseline water stress	Measuring Our Progress, Appendix
RT-CH-140A.3	Description of water management risks and discussion of strategies	Planet – Water Management, Appendix

Hazardous Waste Management

RT-CH-150A.1	Amount of hazardous waste generated and percentage recycled	Measuring Our Progress, Appendix
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Community Relations

RT-CH-210A.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	Appendix
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Workforce Health and Safety

RT-CH-320A.1	(1) Total recordable incident rate and (2) facility rate for (a) direct employees and (b) contract employees	Measuring Our Progress, People – EHS&S, Appendix
RT-CH-320A.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	People – EHS&S, EHS&S Policy, Appendix

Management of the Legal and Regulatory Environment

RT-CH-530A.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Profit – Our Governance
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Appendix: SDG Index

7

Sustainable Development Goals ("SDG") Index

All UN member states adopted the 2030 Agenda for Sustainable Development in 2015, providing a path for peace and prosperity for people and the planet. The 17 SDGs are "an urgent call for action by all countries," and support from the private sector is an important part of achieving these goals. This report reviewed the SDGs as one of the key inputs for our priority ESG topics. Our priority ESG topics relate to the following SDGs. For more information about our SDGs, visit <https://sustainabledevelopment.un.org/sdgs>.

SDG Index

People



Human Nutrition & Health
Animal Nutrition & Health
Specialty Products



Human Nutrition & Health
Specialty Products



Human Capital



Environmental, Health, Safety & Security
Human Capital

Planet



Water Management



Energy Management



Animal Nutrition & Health
Product Quality & Safety
Raw Materials Suppliers
Materials Sourcing
Waste Management
Water Management



Energy Management



UN Global Compact Participant