



Our 2025 Sustainability Report



Making the World a Healthier Place.

Our Vision

We are committed to making the world a healthier place.

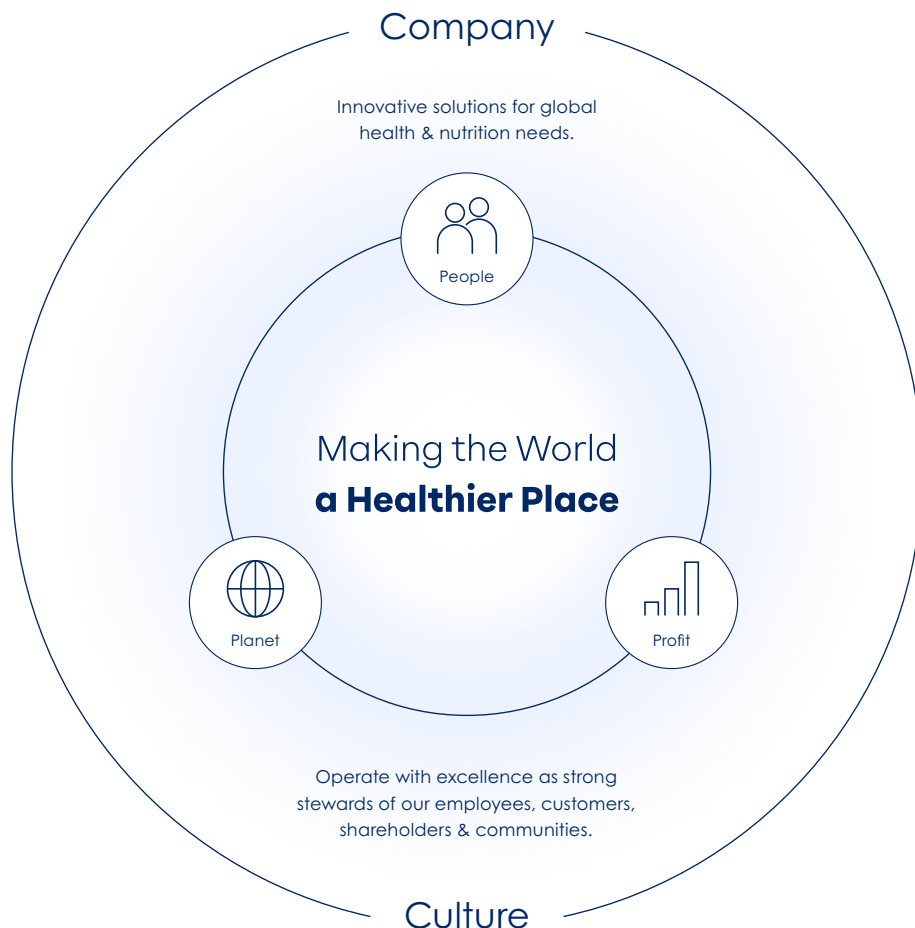
Balchem remains committed to advancing global health and nutrition by delivering trusted, innovative, and science-based solutions that address the world's evolving nutritional needs. We have built a strong reputation for generating meaningful outcomes for all our stakeholders.

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 centers on the most material environmental, social, and governance topics for our business and stakeholders. This report outlines our progress and initiatives across three core pillars: People, Planet, and Profit. We invite you to continue with us on this sustainability journey as we help make the world a healthier place.

Our Sustainability Framework



1.4 Billion People Reached in 2025

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.

Table of Contents

1

Page 4
Message from Our
Chairman, President and
Chief Executive Officer

5

Page 11
Planet

2

Page 5
About Our
Report

6

Page 13
Profit

3

Page 6
Measuring Our
Progress and
Our 2030 Goals

7

Page 16
Appendix

4

Page 9
People

1 Message from Our Chairman, President and CEO

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

To our employees, customers, shareholders, and communities:

Balchem is committed to making the world a healthier place by delivering trusted, innovative, and science-based solutions that address global health and nutritional needs. We achieve this while operating our facilities and businesses in a manner that meets the expectations of our employees, customers, shareholders, and communities we serve.

Our 2025 Sustainability Report provides an update on a wide range of existing and new sustainability initiatives across our company. We are proud of the progress we continue to make and believe this report clearly demonstrates how sustainability remains integral to our strategy and our vision of making the world a healthier place.

Overall, 2025 was another highly successful year for Balchem, marked by meaningful advancements in our growth strategies, strong business performance, and continued progress on our sustainability priorities. For the full year 2025, Balchem delivered record net sales, adjusted EBITDA, and free cash flow, allowing us to increase our dividend once again by a double-digit percentage while further strengthening our balance sheet.

We made excellent progress executing our growth strategies — driving growth through innovation and geographic expansion, accelerating growth through M&A, and delivering on our winning business and functional strategies while also strengthening our culture and capabilities. At the same time, we advanced our sustainability efforts, making meaningful strides toward our 2030 environmental goals, strengthening employee well-being and safety programs, and continuing to embed sustainability across our operations.

We remain firmly committed to our 2030 sustainability goals, which include reducing Scope 1 and Scope 2 greenhouse gas ("GHG")

emissions and water withdrawal by 25% on an absolute basis from our 2020 baseline.

Following our accomplishments in 2024, Balchem is proud to share that in 2025, we again surpassed our 2030 GHG emissions reduction goal, achieving a 31% absolute decrease since 2020. This progress supports the successful execution of our strategic growth initiatives and sustainability road map.

We remain dedicated to lowering our environmental footprint by collaborating with our supply chain partners, stakeholders, and industry colleagues to drive significant reductions in Scope 3 GHG emissions. Through active engagement, innovative approaches, and responsible sourcing, we seek to advance sustainability throughout our entire value chain. We will keep pursuing opportunities for greater efficiency, low-carbon solutions, and best practices that foster a more sustainable future. In 2025, Balchem reduced water withdrawal by approximately 16% compared with our 2020 baseline, marking substantial progress toward our water reduction goal. We are actively implementing water withdrawal reduction programs at several manufacturing sites and are confident in our ability to reach our 2030 water withdrawal reduction target.

Balchem is well positioned within the markets we serve, and we are encouraged by the progress we are making across our broad-based sustainability efforts. We look forward to another strong year in 2026 and are grateful for the continued support 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

2 About Our Report: Sustainability Simplified

Our 2025 Sustainability Report centers on the areas where Balchem can create the most meaningful impact and offers a clear, actionable view of our ongoing sustainability journey. The priority topics addressed in this report were identified through continuous engagement with a broad range of internal and external stakeholders, enabling us to understand their sustainability interests and concerns. In early 2025, Balchem conducted a double materiality assessment (“DMA”) using EU Corporate Sustainability Reporting Directive (“CSRD”) and European Sustainability Reporting Standards (“ESRS”) concepts as a reference framework. Although Balchem is not currently subject to CSRD requirements, the DMA supported management’s identification and prioritization of sustainability topics relevant to our operations and stakeholders. The risks and impacts identified through the DMA are well reflected in Balchem’s priority ESG topics. This assessment validated that the company’s prioritized areas appropriately address the most significant risks and opportunities, particularly workforce practices, climate and energy, and water stewardship.

Sustainability remains integral to our strategic direction and to the long-term value we create for our stakeholders. Our sustainability framework is designed around the issues most relevant to our business and stakeholder groups. It is fully embedded within our governance structure and daily operations.

Balchem is committed to providing high-quality, reliable data and continues to strengthen its data collection processes through enhanced technology and internal controls. These systems reduce manual effort, improve data consistency, and enable emissions management at the product-line level. We believe that access to this level of detail, combined with ongoing collaboration with our stakeholders, will support the achievement of our sustainability goals and reinforce future partnerships.

This annual sustainability report has been prepared with reference to the Global Reporting Initiative (“GRI”) Standards and the Sustainable Accounting Standards Board (“SASB”), as indicated in the Appendix of this report. The scope of the metrics and information presented aligns with those included in our Annual Financial Report and encompasses the operations of all subsidiaries. Unless otherwise noted, data in this report is based on calendar year 2025 (January 1, 2025, through December 31, 2025), or provided as of December 31, 2025, as applicable.

Priority ESG Topics

People

Human Capital	4 QUALITY EDUCATION	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH
Product Quality & Safety	12 RESPONSIBLE CONSUMPTION AND PRODUCTION		
Environmental, Health, Safety & Security	8 DECENT WORK AND ECONOMIC GROWTH		
Raw Materials Suppliers	12 RESPONSIBLE CONSUMPTION AND PRODUCTION		

Planet

Energy Management	12 RESPONSIBLE CONSUMPTION AND PRODUCTION		
Water Management	6 CLEAN WATER AND SANITATION	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	
Waste Management	12 RESPONSIBLE CONSUMPTION AND PRODUCTION		
Materials Sourcing	7 AFFORDABLE AND CLEAN ENERGY	13 CLIMATE ACTION	
UN Global Compact Participant	17 PARTNERSHIPS FOR THE GOALS		

Profit

Our Foundation	
Our Governance	
Risk Management	

SUSTAINABLE DEVELOPMENT GOALS



3 Measuring Our Progress

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. The following is a summary of our performance in these areas for 2025.

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

— **Ted Harris**, Chairman, President and Chief Executive Officer

People

Guided by our core value of “always doing the right thing,” we aim to make a meaningful difference in people’s lives by delivering innovative solutions for the global nutrition, health, and food markets. We remain deeply committed to acting in the best interest of our employees, customers, shareholders, and the communities in which we operate.

- Through our products, Balchem has a significant impact on people, reaching approximately 1.4 billion individuals in 2025.
- Employee well-being and safety are foundational to our culture, with a total recordable injury rate (“TRIR”) of 0.63 and a lost time injury rate (“LTIR”) of 0.21.
- We monitor employee engagement and satisfaction through our turnover rates and other workforce indicators. During 2025, turnover was 23% for hourly employees and 8% for salaried employees.
- Finally, community engagement is a priority across our operations. All of our manufacturing facilities actively participate in and contribute to the communities they operate in.



3 Measuring Our Progress

Planet

Our sustainability strategy focuses on improving energy and water efficiency, reducing emissions, and minimizing water withdrawal. These efforts support 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.

- We track our GHG emissions globally and concluded the year with Scope 1 emissions of 50,131 metric tons of CO₂ equivalent ("CO₂e"); Scope 2 emissions of 22,814 metric tons of CO₂e (location-based) or 3,057 metric tons of CO₂e (market-based); and Scope 3 emissions of 442,557 metric tons of CO₂e. We had an estimated energy intensity of 5.2 gigajoules per metric ton of product.* Our progress in reducing Scope 1 and Scope 2 emissions by 31% has again exceeded our 2030 reduction target, which supports the successful execution of our strategic growth initiatives and sustainability road map.
- In support of our water reduction goal, we ended the year with an estimated water intensity of 14.5 cubic meters ("CBM") per ton of product produced and total water withdrawal of 3.4 million CBM, which is a 16% reduction from our 2020 baseline.
- Strong supply chain management enabled us to continue sourcing 100% of our palm oil from suppliers certified through the Roundtable on Sustainable Palm Oil ("RSPO") and to obtain 32% of production raw materials from renewable resources. We also had zero product recalls during the year.
- As part of our ongoing efforts to minimize our environmental impact, we were able to increase the reuse or recycling of our hazardous waste in 2025 to 98%, compared to 92% in 2024.

Additionally, all bulk chemical suppliers are required to maintain robust environmental and occupational safety management systems. Compliance is verified through certifications such as ISO 14001, ISO 45001, or RC14001. Bulk supply includes railcars, ISO containers, and full tank truck volumes.

Profit

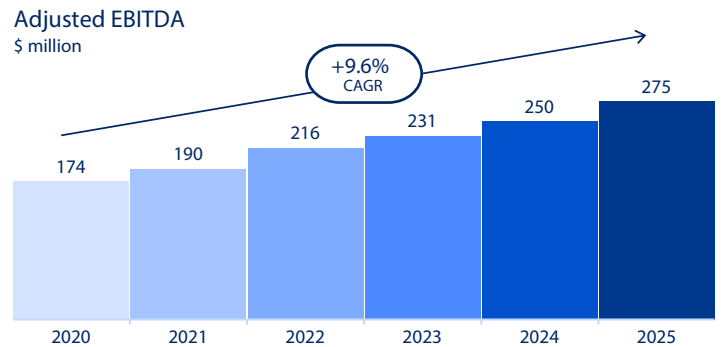
In 2025, Balchem generated \$209.3 million in operating income — a 14.4% increase year over year — and achieved an adjusted EBITDA of \$274.9 million, up 9.8%. These results demonstrate the resilience and strength of our business model in a dynamic operating environment.

We continue to invest in research and development across minerals, nutrients, and vitamins for human and animal nutrition, enabling the creation of innovative health and nutrition solutions worldwide. Approximately 75% of our revenue supports the United Nations Sustainable Development Goals ("UN SDGs"), specifically SDG 2 (zero hunger), SDG 3 (good health and well-being), and SDG 12 (responsible consumption and production), underscoring our commitment to sustainable growth.

Our 2025 financial performance reflects not only disciplined execution but also our broader commitment to corporate responsibility and the dedication of our employees, partners, and stakeholders. We look to the future with confidence as we remain focused on making the world a healthier place.

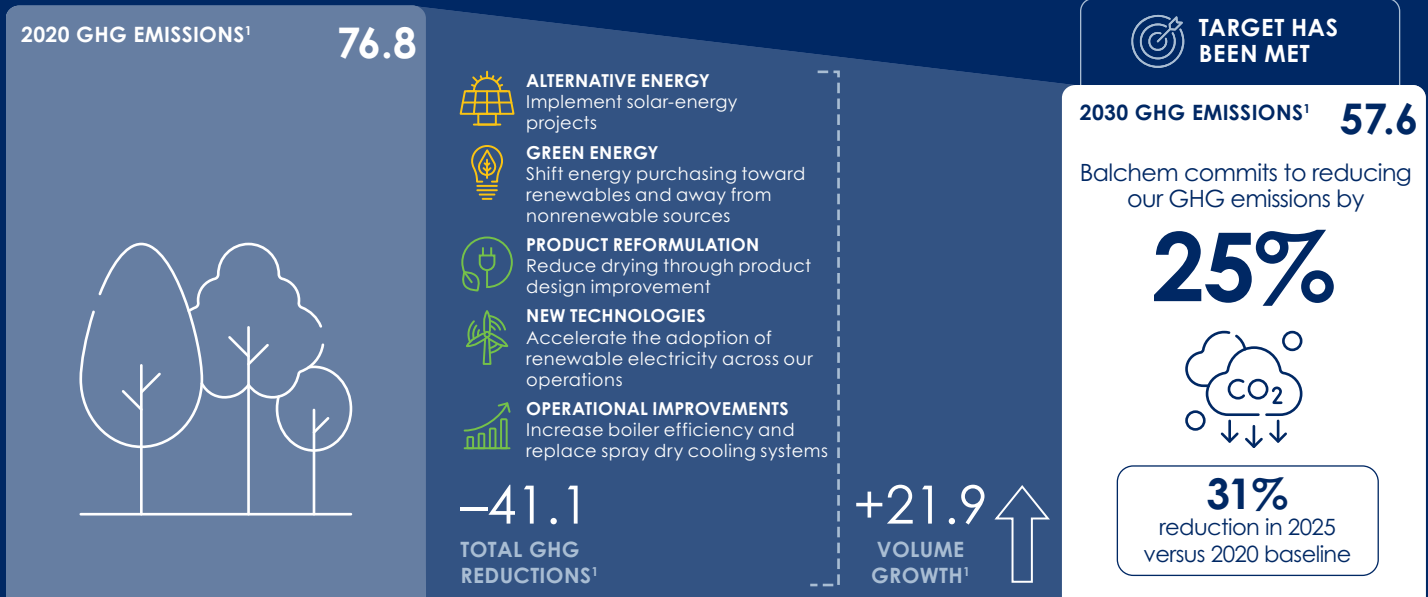
*Estimated energy intensity includes only Scope 1 and Scope 2 market-based emissions.

Historical Financials Consistent performance over the years



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.

4 People

Human Capital

Employee Development & Well-Being Overview

Balchem is committed to fostering the professional growth and well-being of all employees by cultivating a supportive, inclusive, and innovative workplace. We recognize that the diversity of our workforce drives creativity and advancement across the organization. Through continuous learning opportunities and a sustained focus on belonging, employees are empowered to develop, excel, and make meaningful contributions while feeling welcomed, valued, and appreciated.

Our comprehensive training platform strengthens both technical and leadership capabilities and includes mandatory instruction on regulatory requirements and key company policies, such as the [Code of Conduct](#), anti-harassment standards, prevention of foreign corrupt practices, antitrust regulations, cybersecurity guidelines, and other compliance topics. Additionally, our annual performance review process supports ongoing growth through structured goal setting and regular feedback, for all employees.

We promote employee well-being by offering a flexible work model that balances in-office and remote work. We also support employee-led resource groups that encourage mentorship, networking, and career advancement. Examples include the Balchem Women's Impact Network, which fosters professional and personal development for women, and Belonging at Balchem, an initiative dedicated to enhancing our culture of belonging.

Balchem provides competitive compensation, part-time work opportunities, and a comprehensive benefits package that includes medical, dental, and vision coverage; 401(k) plans; paid time off; parental leave; wellness center discounts; mental and physical health resources; debt-management assistance; and access to online education and well-being services.

Human Rights

Balchem is committed to respecting and upholding internationally recognized human rights across our operations. Our approach is aligned with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. Through our [Human Rights Policy](#), we set clear expectations for ethical conduct and affirm our commitment to fostering an inclusive, respectful workplace that protects the rights and dignity of all individuals, including women and underrepresented groups.

Freedom of Association and Collective Bargaining

Balchem supports freedom of association and collective bargaining. Work councils and collective bargaining agreements are in place in some of our international locations. The responsibility for safeguarding labor rights lies with Balchem's Human Resources and Compliance departments, which ensure that no restrictions are imposed on employees' rights under any legislation, whether federal, state, or local.



Environmental, Health, Safety & Security



At Balchem, our workforce is our most valuable asset, and we remain steadfast in prioritizing the health and safety of all employees. Our commitments to Environmental, Health, Safety, and Security ("EHS&S") are formally outlined in our [EHS&S Policy](#), approved by our Chairman, President and CEO.

Balchem's leadership has established a strong foundation for safety excellence across the organization. The Global EHS&S team oversees all corporate safety programs and initiatives to ensure compliance at every facility worldwide. Local site teams are responsible for handling day-to-day execution, driving engagement, and providing regular safety communication to employees. Quarterly company-wide town halls led by our Chairman, President and CEO reinforce the importance of workplace safety and support a culture of shared responsibility.

The Senior Director of Global EHS&S reports to the Chief Supply Chain Officer and provides regular updates to the EHS&S Steering Committee, which includes senior management and the Chairman, President and CEO.



4 People

2025 Safety Performance

In 2025, Balchem achieved a TRIR of 0.63 (compared with 0.57 in 2024) and a LTIR of 0.21 (consistent with 0.21 in 2024). We are proud to share a strong trend of low incident levels across our operations.

This performance was driven by a focused effort to identify and mitigate key hazards as well as prompt reviews of significant near-miss incidents and the rapid development of corrective actions. Comprehensive employee training and sustained emphasis on injury prevention initiatives have played a critical role in our safety culture, performance, and continuous improvement. At the conclusion of 2025, over 50% of our sites have remained recordable injury-free for five years or more.

We integrate robust EHS&S programs and initiatives into every aspect of our operations to protect our workforce and the communities we serve. Through consistent leadership, engagement, and employee participation, as well as disciplined operational practices, we continue to build a resilient, proactive, and prevention-focused safety culture.

Product Quality & Safety



Balchem is committed to delivering products of the highest quality through a comprehensive and proactive quality assurance framework. We source raw materials that meet stringent quality standards while advancing our sustainability initiatives, including ethical sourcing and reducing carbon footprints. Our preventive measures — such as rigorous product sampling and testing — are designed to prevent recalls and minimize waste. In-process testing ensures consistent adherence to our strict product specifications while optimizing energy efficiency.

Oversight is reinforced through regular Board updates, annual mock recall exercises, and Good Manufacturing Practice (“GMP”) audits, among other programs. These efforts contributed to our zero-recall record in 2025, underscoring the effectiveness of our framework.

At the core of these initiatives is our robust Quality Management System (“QMS”), which provides the foundation for quality standard compliance, product safety, and resource optimization. The QMS enables streamlined processes, reduced waste, and improved operational efficiency across all of our manufacturing sites. By integrating sustainability into the QMS framework, we align quality assurance with our broader environmental and social objectives.



Our Core Values

Always Doing the <i>Right Thing</i>	<i>Thinking Big</i> and Acting Small	Collaborating and Growing <i>Together</i>	Playing to <i>Win</i>	Staying <i>Focused</i> on the <i>Customer</i>
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For more information on our People pillar, please visit the [Responsibility](#) and [Careers](#) pages of our website.

5 Planet

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 2025, our Scope 1 and 2 emissions totaled 53,188 metric tons of CO₂e, achieving a 31% absolute reduction compared with our 2020 baseline, again exceeding our 2030 goal.

We are building on our ongoing strategy of increasing our reliance on renewable energy across our manufacturing base to continue reducing these emissions. In 2025, we expanded our purchase of renewable energy credits used to support wind farms to offset more than 41,000 megawatt-hours of electrical usage. This represents an increase in our reliance on renewable energy by 6.5% year over year.

In 2025, our Scope 3 emissions were 442,557 metric tons of CO₂e, a decrease of 6% from 2024, primarily due to a change in product mix, with 2025 having a larger percentage of lower-carbon raw materials than in the prior year. 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 initiatives to drive emissions reductions.

Water Management

We believe that access to clean, reliable water is a fundamental human right. Balchem remains committed to responsible water stewardship and continuously seeks opportunities to conserve, reuse, and protect this essential resource.

Balchem has established a goal to reduce total water withdrawal by 25% from our 2020 baseline by 2030. In 2025, our total water withdrawal was 3.4 million CBM. We were successful in driving a year-over-year reduction of 1% and a 16% reduction from our baseline. These results reflect meaningful, sustained progress toward our long-term target.

Throughout 2025, we continued to expand our water reuse and recycling initiatives across our operations. This includes efforts such as optimizing steam recapture within some of our heating systems and implementing certain closed-loop cooling opportunities. We continued improvements at our Marano Ticino facility, starting the water recirculation system that was installed in 2024. We now have capabilities to reuse water and increase the cooling potential of water at this site with increased accuracy in our water usage measurements.

With these advancements and our ongoing investment in efficient water-management technologies, Balchem remains ahead of schedule to achieve its 2030 water-withdrawal reduction goal.



Waste Management

Balchem's commitment to our customers includes producing the highest-quality products, made right the first time. Preventing waste, eliminating out-of-specification product, and strengthening our recycling practices continue to be essential components of this commitment.

In 2025, Balchem advanced several key initiatives to reduce waste and improve operational efficiency across the organization. As part of our continuous sustainability strategy update, we strengthened our waste management program by setting new internal objectives and beginning foundational work toward a global, standardized approach. This includes designing a centralized non-hazardous-waste tracking system, standardizing our waste categories, and preparing pilot implementations in our high-volume facilities. These steps support our long-term aspiration to develop formal recycling programs in 100% of our global locations by 2030.

At the site level, several operations delivered measurable waste-reduction progress. Most notably, our Defiance, OH, facility implemented its Greenfield Solutions Waste & Recycle program in March 2025. This initiative diverts food waste, cardboard, and other packaging materials from landfills. The program is designed with the goal of eliminating all landfill-directed waste from the site.

These improvements reflect our continued focus on reducing waste at the source, expanding recycling infrastructure, and investing in systems that enhance consistency and transparency. For additional information, please reference the metrics within our Appendix.



“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

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

5 Planet

Materials Sourcing and Supplier Engagement



In 2025, Balchem operated within an increasingly complex global sourcing environment shaped by rapidly changing tariffs, ongoing geopolitical uncertainty, and evolving regulatory requirements. These dynamics contributed to heightened volatility in commodity markets and affected the availability and cost of critical raw materials. Against this backdrop, the importance of disciplined, transparent sourcing practices and strong supplier partnerships became even more pronounced.

Balchem remained focused on securing reliable raw materials while upholding high standards for ethical conduct, environmental stewardship, and supply chain resilience. The company emphasized long-term supplier relationships and disciplined risk management. Close collaboration with our suppliers enabled us to navigate disruptions, explore alternative sourcing options where appropriate, and maintain continuity of supply without compromising our values. Our efforts are grounded by our commitment to transparency, integrity, and accountability across the supply chain.

Responsible sourcing remained a cornerstone of our sustainability strategy in 2025. The company continued to advance its responsible sourcing program to strengthen supply chain resilience and improve visibility into supplier practices. 30% of Balchem's suppliers are now fully linked in the Supplier Ethical Data Exchange ("Sedex"), enhancing transparency and providing deeper insight into labor practices,

environmental performance, health and safety, and business ethics. Sedex engagement facilitates the identification of potential risks, allows for effective prioritization of engagement areas, and promotes ongoing improvement through collaboration with suppliers.

Balchem's Supplier Code plays a central role in communicating our expectations related to ethics, human rights, labor standards, environmental responsibility, and legal compliance. All suppliers are required to adhere to the Supplier Code or demonstrate alignment through equivalent policies and practices, reinforcing a responsibly managed supply base. Suppliers must comply with all anti-corruption laws, including the Foreign Corrupt Practices ACT (FCPA), and are forbidden from offering kickbacks.

We also made measurable progress in advancing our sustainable sourcing outcomes for key commodities. For example, in 2025, 43% of all cocoa purchased was sourced from Rainforest Alliance-certified suppliers, supporting programs that promote sustainable farming practices, protect ecosystems, and reinforce fair labor standards. Similarly, Balchem continued its commitment as a member of the Roundtable on Sustainable Palm Oil ("RSPO"), sourcing 100% of its palm- and palm-kernel-based ingredients from RSPO-certified material.

Together, these efforts reflect our integrated approach to responsible materials sourcing, globally; one that balances environmental stewardship, ethical supply chain management, and long-term business resilience amid a dynamic global operating environment.



Our Foundation

Since Balchem's inception in 1967, we have focused on creating long-term value to support our financial sustainability. This foundation enables our organization to meaningfully advance our vision of making the world a healthier place. We do this through a relentless focus on delivering trusted, innovative, and science-based solutions to the nutrition, health, and food markets — and by relying on our core values, which are the foundation and essence of who we are and how we do business. By staying true to these core values, Balchem continues to evolve its global reach with a meaningful impact on the health and well-being of people and animals around the world.

Approximately 75% 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) — reaffirming our commitment to advancing key societal and environmental objectives outlined by the UN and demonstrating our commitment to sustainability. For more information on our product revenue alignment with the UN SDGs, please visit our [website](#).

Our Governance

Our commitment to sustainability and governance is embedded in the way we conduct our business as we strive to make the world a healthier place. We believe that a robust governance framework and clear lines of responsibility enable us to continue to deliver on our commitments. As an organization, we apply leading corporate governance practices that are built on the foundation of our [Code of Conduct](#) and our [Corporate Governance Guidelines](#). Our code establishes clear expectations regarding ethical business conduct and compliance with laws and regulations, including strict prohibitions against bribery and corruption. These standards apply to all Balchem employees as well as third parties acting on the company's behalf. Balchem supports this commitment through ongoing compliance oversight and mandatory annual employee training, including content related to conflicts of interest.

Balchem fosters an environment in which all employees are encouraged to speak up if they observe or have potential concerns regarding 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 anyone who, in good faith, reports concerns or possible violations or who participates in investigations.

We are committed to providing safe work environments and protecting human rights throughout our supply chain, beginning with our own workforce. As outlined in our [Modern Slavery and Human Trafficking Statement](#) and [Human Rights Policy](#), we reject involuntary labor, child labor, and human trafficking. In addition, [Balchem does not have any political party affiliations and we do not support political parties, directly or indirectly](#). Balchem does not make any financial contributions to political parties, political candidates, or public officials.

Oversight of our sustainability program is supported by the Corporate Social Responsibility Management Team; the Chairman, President and CEO; the Sustainability Steering Committee; and the Global Head of Sustainability.

In addition, the Corporate Governance & Nominating Committee of our Board of Directors oversees our sustainability-related practices and monitors progress in this area, while the Audit Committee reviews the sustainability reporting process and the annual report.

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, which is designed to enhance 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. ESG and sustainability-related risks and opportunities are directly incorporated into this ERM framework, embedded within the enterprise-wide risk identification, assessment, and management processes and reflected in the key risk categories and reporting used to inform management and the Board.

Oversight of the ERM program is provided by the Audit Committee of our Board, with our Chairman, President and CEO serving as Chief Risk Officer. The Board leverages the ERM program to gain visibility into the company's risk profile and to evaluate management's mitigation efforts. Each year, the Audit Committee receives updates from management on a broad range of risks, including business, operational, reputational, financial, legal, regulatory, information security, artificial intelligence ("AI"), climate-related, sustainability reporting, and cybersecurity.

Balchem's information security program encompasses policies, best practices, infrastructure, systems, and controls designed to protect the company's digital estate. As the cyberthreat landscape continues to evolve, Balchem remains committed to investing in our information security program and to implementing and improving appropriate safeguards for IT networks, devices, and

6 Profit

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 risks (including AI-related cyber risks) more effectively, our company applies a “least permissive” approach supported by multiple layers of security measures. Accordingly, the company has not experienced a material security breach, including in the last three years.

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



Climate Scenario Analysis

Balchem conducted a qualitative climate scenario analysis aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework to assess the resilience of its strategy under different potential climate futures. The analysis identified Balchem’s three most significant climate-related risks and opportunities and considered both a lower-emissions transition scenario consistent with global decarbonization efforts and a higher-emissions scenario characterized by increased physical climate risks.

The scenario analysis informed management’s understanding of how climate-related developments could affect operations, costs, and strategic priorities over the short, medium, and long term. Insights from this analysis support Balchem’s climate strategy, enterprise risk management processes, and ongoing efforts to reduce greenhouse gas emissions and strengthen operational resilience.

Additional detail regarding Balchem’s climate-related risks, scenario assumptions, and methodology is provided in the company’s Climate-Related Financial Risk Report, which is available on Balchem’s website.

“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

Conclusion

Thank you for taking the time to review Balchem's efforts to integrate sustainability into our strategic planning, operational practices, and overall business decision-making. We remain firmly committed to conducting our business responsibly and to advancing a sustainable future for our customers, suppliers, employees, communities, and shareholders.

We trust that our [2025 Sustainability Report](#) provides a clear and comprehensive overview of our progress over the past year, as well as our long-term aspirations. Looking ahead, we will continue to embed core sustainability principles throughout the organization while pursuing innovative technologies that support our initiatives, enable us to achieve our 2030 objectives, and contribute to the United Nations 2030 Agenda for Sustainable Development.

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, 2025, 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.



7 Appendix: GRI Index

GRI Index

Statement of Use: Balchem has reported the information cited in this GRI content index for the January 1, 2025 – December 31, 2025, 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	2025 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	External assurance via limited assurance review is provided on our Scope 1 and Scope 2 GHG emission amounts. No external assurance is obtained over the People pillar and other figures outside of our GHG emissions within the Planet pillar. Profit financial data listed in Form 10-K has been audited.
2-6	Activities, value chain, and other business relationships	2025 Annual Report ; Message from Our Chairman, President and CEO ; About Our Report ; People ; Planet
2-7	Employees	2025 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.

7 Appendix: GRI Index

General Disclosures

GRI 2: General Disclosures 2021

Disclosure Number	Description	Location and Notes
2-25	Processes to remediate negative impacts	<p>Profit – Our Governance</p> <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	<p>Profit – Our Governance</p> <p>Balchem Corporation Code of Business Conduct and Ethics</p> <p>Balchem's Ethics and Reporting Hotline</p>
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") • Council of Responsible Nutrition ("CRN") • 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")

7 Appendix: GRI Index

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 2025, approximately 16% 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 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: 166.9 million Nonrenewable: 349.8 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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7 Appendix: GRI Index

Material Topics

Energy

Disclosure Number	Description	Location and Notes
3-3	Management of material topics	<p>Reduction of energy consumption:</p> <ul style="list-style-type: none"> • Our corporate and site engineering resources are continually considering efficiency when scoping and executing projects. In 2025, we completed several projects that have a direct and meaningful impact on our emissions and water usage. • Our Marano Ticino, Italy, facility replaced a heat shrinking machine that is used to wrap pallets of finished goods. The new unit significantly reduces the amount of steam used in the process, saving approximately 3,000 metric tons of steam annually. • In Grimbergen, Belgium, we demonstrated that we could use Blue Diesel (from hydrotreated vegetable oil) as a fuel in our fork trucks. By using this green alternative, we reduce our carbon impact in this activity by 90%. • Our facility in Verona, Missouri, installed a temperature activated switch that stops the operation of cooling fans when they are not needed. Previously the fans were in constant operation. This improvement represents a reduction of 64,000 kWh of electricity. • Our production facility in Marshfield, Wisconsin, replaced two outdated air compressors and an air dryer that were set for continuous operation. The updated system is more efficient and consumes energy only when needed, resulting in compressor energy savings of roughly 20%. • In Albert Lea, Minnesota, we completed a project to upgrade the condensate return lines on our steam kettles. This project resulted in energy savings of approximately 50 therms 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: 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 2025, five out of 24 of our manufacturing sites were in areas classified as having a high overall water risk, and 2.6% of our water withdrawal comes from regions with high or extremely high baseline water stress.</p>
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7 Appendix: GRI Index

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 CBM: <ul style="list-style-type: none"> 2025: 3,404,000 2024: 3,440,000 2023: 3,730,000 <p>Water intensity:</p> <ul style="list-style-type: none"> • CBM withdrawn per metric ton of products produced: <ul style="list-style-type: none"> 2025: 14.54 2024: 15.05 2023: 16.31

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"> • 50,131 metric tons of CO₂e <p>Energy indirect (Scope 2) GHG emissions:</p> <ul style="list-style-type: none"> • 22,814 metric tons of CO₂e <p>Other indirect (Scope 3) GHG emissions:</p> <ul style="list-style-type: none"> • 442,557 metric tons of CO₂e <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"> 2025: 51.28 2024: 54.59 2023: 56.97 <p>*Intensity metrics include Scope 1 and Scope 2 market-based emissions.</p>
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7 Appendix: GRI Index

Material Topics

Effluents and Waste

Disclosure Number	Description	Location and Notes
3-3	Management of material topics	About Our Report, Planet – Waste Management Waste type and disposal method: <ul style="list-style-type: none"> • Planet – Waste Management • Total weight of hazardous waste (metric tons): 2025: 831 2024: 571 2023: 748

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 • All bulk chemical suppliers are required to maintain robust environmental and occupational safety management systems. Compliance is verified through certifications such as ISO 14001, ISO 45001, or RC14001. Bulk supply includes railcars, ISO containers, and full tank truck volumes.
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Occupational Health & Safety

3-3	Management of material topics	About Our Report, People – 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 has continued 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 safety initiatives and programs across all sites around the globe.
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7 Appendix: GRI Index

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, we have maintained the focus across sites on the deployment of our critical to life standards, as well as all associated hazard mitigation measures for preventing incidents. We have reinforced Risk Management and Job Hazard Analysis policies across our operations, as well. <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.

7 Appendix: GRI Index

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 <p>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 reduce injuries.</p> <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: 2025: 0.63 and 1.24 2024: 0.57 and 1.30 2023: 1.39 and 1.23 • Total number of occupational health and safety fatalities (employees and contractors): 2025: 0 2024: 0 2023: 0 • Lost time injury rate calculated based on 200,000 hours worked: 2025: 0.21 2024: 0.21 2023: 0.29 <p>*US contractors only; contractor TRIR reflects aggregate injury and hour data across multiple client sites and is not Balchem-specific.</p>

7 Appendix: GRI Index

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"> • 2025 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 are committed to being active and responsible members of the communities in which we operate. Through our Balchem Helping Hands initiative, we support local communities via philanthropic partnerships, an employee matching donation program, and organized volunteer opportunities. By harnessing the collective efforts of our employees, Balchem contributes meaningful time, resources, and support to help address community needs and advance our purpose of making the world a healthier place.
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Employment

3-3	Management of material topics	Employee turnover: <ul style="list-style-type: none"> • Measuring Our Progress Parental leave: <ul style="list-style-type: none"> • As of January 1st, 2026, Balchem offers eight weeks of paid maternity leave and four weeks of paid paternity leave.
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7 Appendix: GRI Index

Material Topics

Training and Education

<i>Disclosure Number</i>	<i>Description</i>	<i>Location and Notes</i>
3-3	Management of material topics	<p>Average hours of training per year per employee:</p> <ul style="list-style-type: none"> In 2025, the average hours of training on LinkedIn Learning and eCornell were six 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.

7 Appendix: SASB Index

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: 1,224,939 GJ Grid electricity share of total energy: 17.7% Renewable energy share of total energy: 15.6% Total self-generated energy: 19,827 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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7 Appendix: SDG Index

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



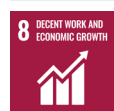
Human Nutrition & Health
Animal Nutrition & Health
Specialty Products



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

7 Appendix: Independent Accountant's Report



Independent Accountant's Report

Martin Bengtsson, Chief Financial Officer
Denis Sangulin, Senior Director Internal Audit and Global Head of Sustainability
Balchem Corporation and Subsidiaries

RSM US LLP

Within the accompanying *Our 2025 Sustainability Report*, we have reviewed the *Greenhouse Gas (GHG) Emissions Inventory* (the Subject Matter) of Balchem Corporation and Subsidiaries (the Company) for the year ended December 31, 2025. The Company's management is responsible for preparing and presenting the Subject Matter in accordance with the criteria established in the *Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*¹ (the Criteria). Our responsibility is to express a conclusion on the reported *Greenhouse Gas Emissions Inventory* based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) and International Standard on Assurance Engagements 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board (IAASB). Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with (or based on) the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with (or based on) the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements relating to the engagement.

We have also applied the Statements on Quality Management Standards established by the AICPA, the International Standards on Quality Management issued by the IAASB and, accordingly, maintained a comprehensive system of quality management.

The performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

¹ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard is available at <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>.

7 Appendix: Independent Accountant's Report

GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and methods used for measuring such data. The selection by management of a different but acceptable measurement method, input data or model assumptions, or a different point value within the range of reasonable values produced by the model, could have resulted in materially different amounts or metrics being reported.

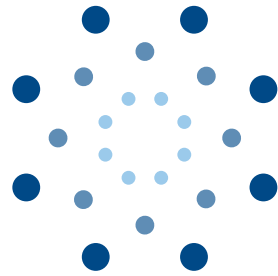
Subject Matter Details:

Scope of GHG emissions	Metric Tons CO2e
Scope 1: Stationary combustion	50,131
Scope 1: Mobile combustion	-
Scope 1: Fugitive	-
Scope 2: Location Based	22,814
Scope 2: Market Based	3,057

Based on our review, we are not aware of any material modifications that should be made to the Subject Matter, in order for it be in accordance with (or based on) the Criteria.

RSM US LLP

Irvine, California
April 15, 2026



balchem[®]

Solve Today. Shape Tomorrow.