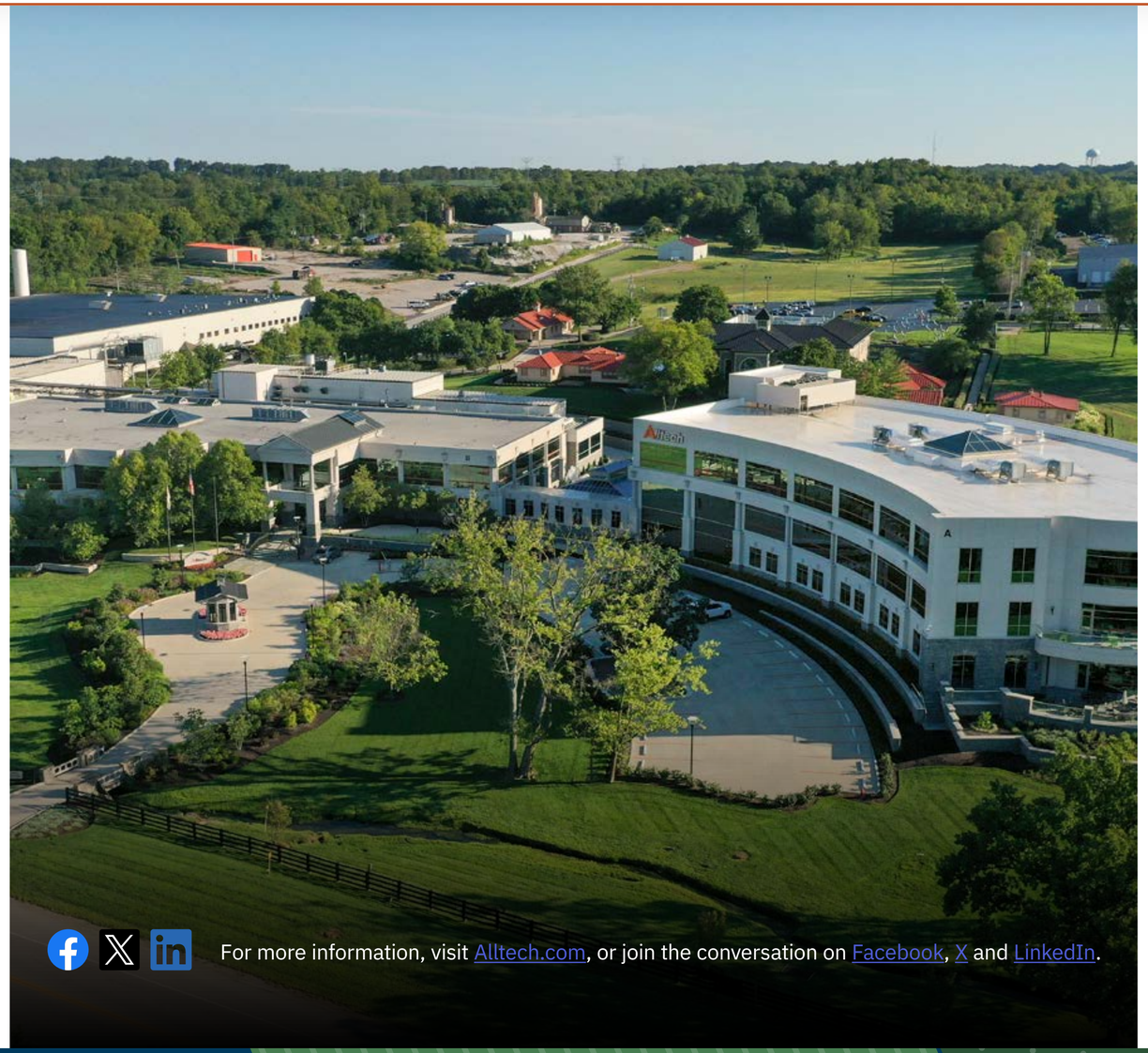
Alltech®

Sustainability Report | 2025



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Dr. Mark Lyons
President and CEO, Alltech

A future fueled by possibility

Dear friends,

Agriculture has always carried a profound responsibility to nourish people, to care for the land and to support the communities that depend on it. Today, that responsibility feels greater than ever. We are being asked to produce more, while using fewer resources, and to do so in a way that is both transparent and trusted.

At Alltech, we see this as an opportunity for agriculture to lead.

We believe our industry has the capacity not only to meet today's challenges, but to help shape a healthier, more abundant future for the planet we all share.

That belief is captured in our purpose of **Working Together for a Planet of Plenty™**. This purpose reflects how we think about progress — not as a single outcome, but as a balance of three interconnected priorities: providing nutrition for all, replenishing our planet's natural resources and revitalizing local economies. Progress in one depends on progress in all.

In this report, you'll see how we continued to move forward in 2025 within Alltech and alongside our customers and partners across the global agri-food chain, and how we are building on that momentum for the years ahead.

From purpose to practical action

In 2025, our focus remained on turning ambition into action.

To provide nutrition for all, we advanced technologies that help protect the safety, quality and reliability of food and feed. The launch of **Mycosorb™ A+ Evo and Mycosorb™ Evo** represents the next step in our mycotoxin management platform, helping producers navigate increasingly complex feed safety challenges while safeguarding animal health and performance. This work is critical to strengthening nutrition security from farm to fork.

To replenish the planet's natural resources, we invested in energy efficiency and renewable energy projects across our global footprint. These efforts reduced emissions by more than 3,000 metric tons of CO_2 equivalent annually while also strengthening our operations and improving efficiency. It's a clear example of how sustainability and profitability can, and should, go hand in hand.

To revitalize local economies, we continued to invest in the regions where we live and work. One example is **a $2.34 million grant from the U.S. Department of Agriculture to support the development of a biofertilizer production facility at our Kentucky headquarters** that will help reduce growers' reliance on chemical inputs. Alongside this, we supported initiatives in education, job creation, training and disaster relief.

Across all these efforts, one principle remains constant: Sustainability must work in practice. When we focus not only on global goals, but also on the realities of productivity and profitability on-farm, we see meaningful, lasting progress.

The power of storytelling

On this journey, one lesson has become increasingly clear: Progress in agriculture depends on listening.

- **Listening to farmers.**
- **Listening to producers.**
- **Understanding their challenges, their goals and their perspectives.**

Just as importantly, it depends on sharing those stories more openly.

That belief was the inspiration behind our documentary **World Without Cows**, completed in 2023. The film explores the complex role of livestock in our world — across food security, culture and the environment — and invites a more balanced, informed global conversation.

In 2025, the **World Without Cows** conversation continued to grow. With more than 250 screenings worldwide, including film festival appearances, we saw strong engagement from farmers, academics, policymakers and consumers alike. What stood out most was the willingness of people to engage — and their enthusiasm to help carry the story forward within their own communities. We look forward to the broad release of the documentary in 2026, accompanied by educational materials that will tell the story to a new generation.

Sustainability is not a destination. It's a commitment we renew every day, driven by curiosity, strengthened through collaboration and grounded in the belief that agriculture's best days are still ahead of us. As you move through this report on Alltech's sustainability progress in 2025, you'll see a story of progress, learning, and new possibilities taking shape.

Thank you for taking the time to be part of this conversation — and for the role you play in building a better future for us all.

All the best,
Dr. Mark Lyons
President and CEO, Alltech

Finding clarity amid complexity

Dear friends,

2025 was a pivotal year in global sustainability efforts, marked by both uncertainty and renewed ambition. Many in the agri-food sector have felt hesitation, driven in large part by legislative ambiguity and shifting regulatory landscapes.

This pause has at times been misinterpreted as a loss of momentum. In reality, the lack of clear policy direction — particularly across the European Union and North America — simply created a moment of recalibration as stakeholders waited for clarity on the rules that will shape long-term decision-making.

At the same time, artificial intelligence is reshaping the sustainability landscape, bringing both opportunity and complexity. AI offers powerful opportunities to accelerate progress by improving measurement, traceability and decision-making across the value chain, but it also introduces new challenges around data quality, transparency, governance and the environmental footprint of digital infrastructure. We had front-line experience with this process in 2025, resulting in improved accuracy and more robust data. Realizing AI's full potential while managing these risks will be essential to building trust and delivering credible, measurable outcomes.

Moving forward with courage and collaboration

At the heart of this moment lies the need for strategic courage: the willingness and resolve to make visionary decisions and execute ambitious plans, even in the face of uncertainty.

This is where Alltech continues to lead.

We recognize that legislation is only one lever for progress. While regulatory frameworks provide structure and accountability, meaningful transformation depends on action across the entire agri-food value chain. From farmers and agri-businesses to input suppliers, processors, investors, customers and communities, sustainability is built through collaboration, shared responsibility and trust.

As stewards of the land, farmers remain central to this effort, combining tradition with innovation. Alltech is proud to partner with producers in optimizing productivity, profitability and resilience while advancing sustainability. This balance is critical if we are to deliver impact at scale, and the 2025 Alltech Sustainability Report shares examples of how Alltech is working with farmers and others across the agri-food chain to achieve it.

Tara McCarthy
Vice President of ESG, Alltech

Investing in our people and our communities

Sustainability expectations continue to evolve as investors, customers and consumers are calling for greater transparency and measurable impact. For Alltech, meeting these expectations means reducing our environmental impact, but it also means investing in our team members, contributing to strong and resilient communities in the more than 140 countries in which we live and work, and operating with integrity at every level of our business. We know that strong social advocacy and governance — rooted in ethical decision-making, robust policies and clear accountability — are foundational to earning trust and delivering long-term value.

Grounded in purpose, focused on impact

As Alltech navigates shifting policies and competing priorities, we remain grounded in our purpose of Working Together for a Planet of Plenty™. Our responsibility is clear: to help produce nutritious food efficiently, support thriving farms and food businesses, strengthen local economies, and replenish the natural resources on which we all depend. These priorities are deeply interconnected and must be pursued together.

Looking ahead, there is reason for optimism. The challenges are real, but so too is our collective capacity to innovate, adapt and collaborate. Read on to learn how Alltech used these strengths to drive environmental, social and governance (ESG) initiatives in 2025 and how we plan to build on this progress in 2026 and beyond.

Here's to practical progress — on farms, in communities and across our value chain.

Best regards,
Tara McCarthy
Vice President of ESG

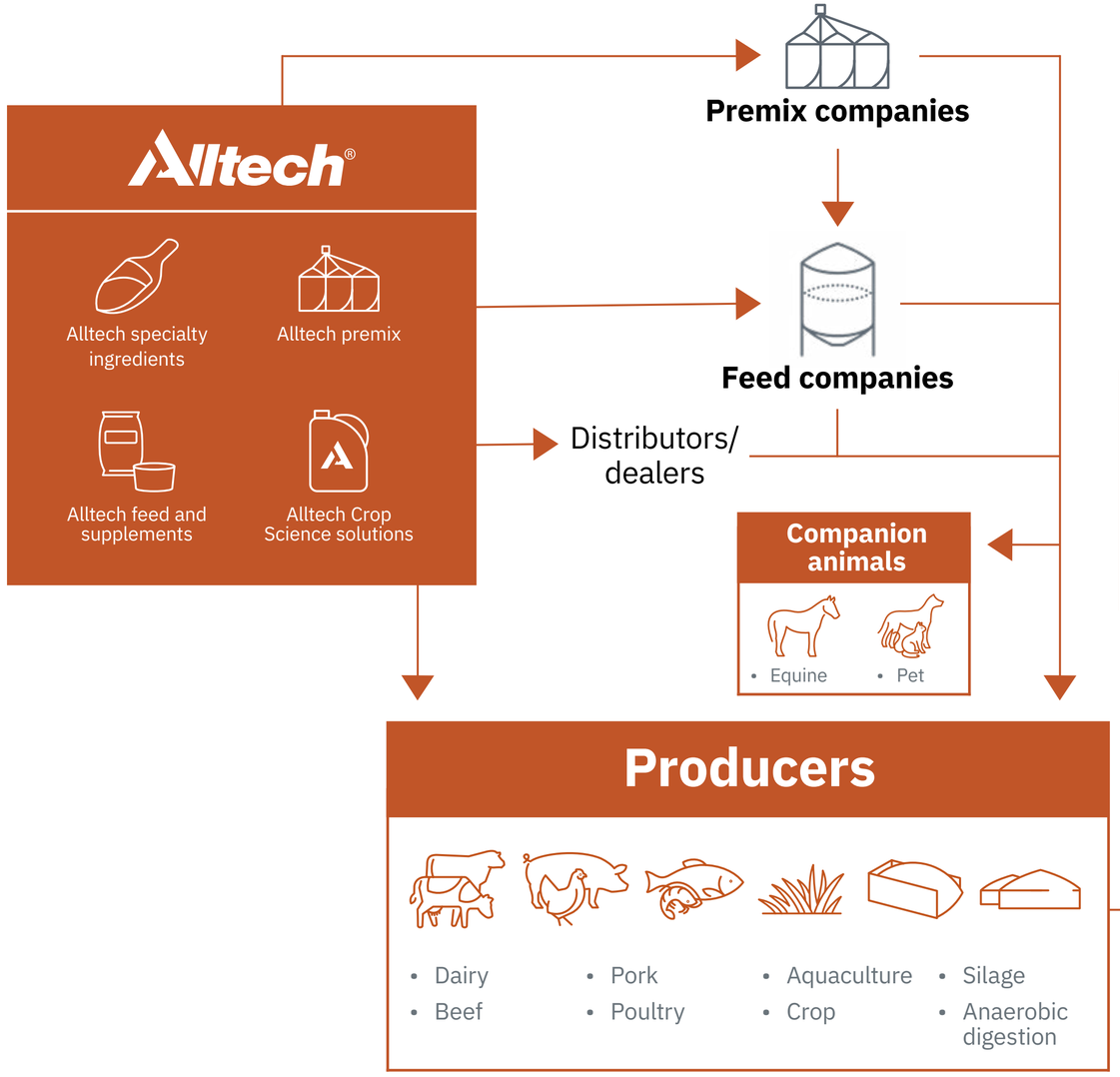
A global leader with local presence

Alltech supports agri-food producers globally with smarter, more sustainable nutritional technologies that optimize animal and plant health, maximize crop yields, drive economic performance and foster a more resilient future.

Our solutions, built on more than 40 years of industry-leading research, include specialty ingredients, premixes, supplements and feed for animal agriculture, as well as biological solutions that promote soil health and crop performance.

We also offer services featuring advanced laboratory testing and expert analysis, helping agri-food producers and feed manufacturers optimize nutrition, safeguard quality and safety, and make informed, data-driven decisions that enhance performance and operational efficiency.

Where we sit in the value chain



Alltech produces specialty ingredients that are used in its acquired premix and feed businesses, as well as sold to other premix and feed companies

Alltech services generate proof points throughout the chain

- Carbon footprinting models for all the major species
- Mycotoxin analyses to protect health and performance
- Forage audits and feed testing for improved digestibility and performance
- On-farm analytics to improve farm profitability and sustainability

Powered by people, connected across continents

Nutrition for all requires more than innovative technologies; it requires the ability to deliver them reliably, responsively and wherever they are needed.

Alltech supports producers in more than 140 countries through an international network of regional teams and 75+ strategically located manufacturing facilities. This global footprint enables us to respond quickly to changing conditions — from weather disruptions to supply chain challenges — while maintaining consistent quality and safety standards.

From advancing biological solutions to improving environmental outcomes, agricultural science requires sustained investment and collaboration over time. Our status as a privately held, family-owned company contributes to this. Across five state-of-the-art bioscience centers and with more than 100 research partnerships, we are building on a strong scientific foundation to promote productivity, profitability and sustainability across the food system.

For more than 45 years, Alltech has helped farmers, ranchers and producers worldwide provide nutritious food — profitably and sustainably.

5,300+
team members

40,000+
customers in **140+** countries

100+
research partnerships

5
bioscience centers

75+
manufacturing facilities located around the world

Working Together for a Planet of Plenty™

At Alltech, we are inspired by the immense challenge of producing enough nutrition for a growing population while also caring for animals and sustaining land, air and water resources for future generations. We believe agriculture is uniquely positioned to meet this challenge and has the greatest potential to positively shape the future of our planet.

This belief is reflected in our shared purpose of Working Together for a Planet of Plenty™, which provides not only inspiration, but a framework for practical action. This purpose is the driving force behind everything we do at Alltech.

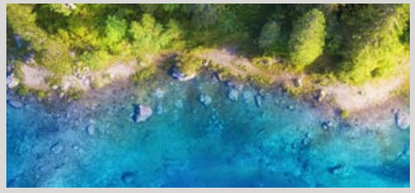
Dr. Mark Lyons launched Working Together for a Planet of Plenty in 2019. It was, and is, a bold call for collaboration and innovation to create a more abundant future for all.

In this report, we'll outline how Alltech teams worked throughout 2025 to advance our industry-leading research and development, agriculture solutions and services, leadership and advocacy in global sustainability, and proactive approach to ethical business practices. We'll also share concrete details of our progress on key performance indicators (KPIs).

Alltech's purpose of Working Together for a Planet of Plenty extends beyond our own efforts. It is built on partnerships and collaboration with others in agri-food and the sustainability community. In sharing this **2025 Alltech Sustainability Report**, we invite you to join us in creating a better world for humans, animals and the planet we all share.

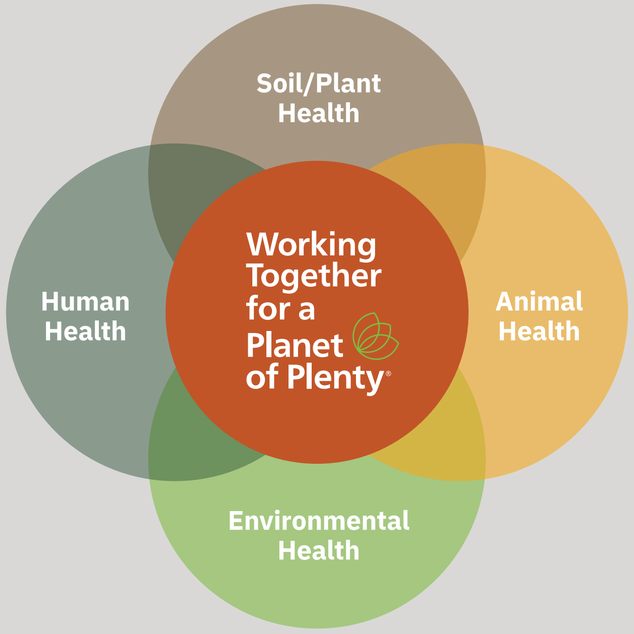
Our Planet of Plenty pillars

Provide nutrition for all



Replenish the planet's natural resources

Revitalize local economies



Planet of Plenty partnership: Noble Foods

As one of the U.K.'s leading egg producers, Noble Foods operates at scale in an environment shaped by cost pressures, regulatory change and growing expectations around animal welfare and environmental impact.

Like Alltech, Noble Foods has taken a people-centered approach to sustainability, involving colleagues across sites and roles, recognizing that progress depends on everyday decisions and actions throughout the business. Noble Foods is also a family-owned company, with many shared values to ours.

For all these reasons, Noble Foods has become a natural, and much valued, fit as a Planet of Plenty partner. Over the past few years, they've participated in and been highlighted at major Alltech events such as Presidents Club and the Mini-MBA Program, and they've worked alongside us to support engagement around our documentary World Without Cows, including hosting an exceptionally impactful screening in London.

Alltech is also working with Noble Foods to trial new poultry solutions. In 2025, we initiated a comprehensive trial with our Enviro-Pak technology that yielded measurable results in maximizing bird performance and minimizing harmful waste. We have also been working with Noble Foods' sustainability team to ensure their producers can utilize these findings to bolster their sustainability strategies.

Our commitment to the U.N. Sustainable Development Goals

Since becoming a signatory to the **United Nations Global Compact** in 2019, Alltech has aligned its business with globally recognized principles for responsible growth grounded in human rights, labor standards, environmental stewardship and anti-corruption.

Guided by our purpose of Working Together for a Planet of Plenty, we've identified the nine **U.N. Sustainable Development Goals (SDGs)** that align most closely with our business, values and areas of influence. These goals are intentionally high-level and complement our KPIs and interim milestones; they also align well with our continuing innovation, research and development.

In addition, we've chosen high-impact target horizons that align with the **U.N. 2030 Agenda and our Planet of Plenty pillars**.

Since Alltech has many such initiatives — some of which are described later in this report — we'd like to spotlight just one of many case studies that exemplify meaningful progress related to a specific SDG. This year, we turn our focus to **SDG 14: Life Below Water**, highlighting the work of **Alltech Coppens** as an example of how our teams are translating global ambition into tangible action.

Throughout this report, the U.N.'s SDG symbols will serve as signposts to identify Alltech initiatives that support one or more of these crucial goals.

Alltech® Planet of Plenty™

SUSTAINABLE DEVELOPMENT GOALS

Provide nutrition for all	2 ZERO HUNGER · 3 GOOD HEALTH AND WELL-BEING · 4 QUALITY EDUCATION · 13 CLIMATE ACTION · 17 PARTNERSHIPS FOR THE GOALS
Replenish the planet's natural resources	13 CLIMATE ACTION · 14 LIFE BELOW WATER · 15 LIFE ON LAND · 17 PARTNERSHIPS FOR THE GOALS
Revitalize local communities	2 ZERO HUNGER · 3 GOOD HEALTH AND WELL-BEING · 4 QUALITY EDUCATION · 5 GENDER EQUALITY · 8 DECENT WORK AND ECONOMIC GROWTH · 13 CLIMATE ACTION · 17 PARTNERSHIPS FOR THE GOALS

Alltech Coppens and SDG 14: Life Below Water

Protecting oceans and aquatic ecosystems is central to SDG 14: Life Below Water, particularly as aquaculture becomes an increasingly important source of global food production. Alltech Coppens supports this goal by developing sustainable aquafeeds that promote fish health while reducing environmental impacts. Through research, innovation and efficient production systems, the company works to reduce nutrient waste, improve feed efficiency and minimize the environmental footprint of fish farming.

In 2025, 28 research trials were conducted at the Alltech Coppens Aqua Centre (ACAC) to develop new feed formulations that improve fish performance while supporting environmental sustainability. **These efforts contributed to a 6.7% reduction in the global warming impact of feed recipes compared to 2024**.

Across the supply chain, Alltech Coppens is working to reduce the carbon footprint of its aquaculture feeds. In 2025, the company's feed production generated 43,991,940 kg of CO_2 equivalent, or 0.970 kg CO_2e per kilogram of feed. That's a **13.24%** reduction compared to the 2021 baseline.

Alltech Coppens increasingly relies on circular raw materials and certified sources to uphold both quality and sustainability in its feeds. In 2025:

- 71.7% of all marine ingredients came from fish trimmings
- 100% of marine oils came from trimmings
- 85.91% of fishmeal was sourced from trimmings or certified sustainable fisheries

Overall, 89.62% of marine raw materials used by Alltech Coppens were either certified or derived from trimmings, helping reduce reliance on whole wild-caught fish and supporting a circular seafood economy.

Ongoing Alltech Coppens research projects aim to further reduce reliance on marine resources, including an EU-supported initiative to develop eel feeds that reduce the forage fish dependency ratio by half.

SECTION 1: NUTRITION

Provide nutrition for all

At Alltech, we recognize that nutrition is fundamental to the well-being of people and communities everywhere. Through science, innovation and collaboration, we maximize the production of high-quality food while helping to make it more accessible and affordable to people around the world.

Science-based solutions and services for nutrition

Alltech solutions help producers around the world meet a growing demand for safe, nutritious food while navigating increasingly complex production environments.

In animal nutrition, our technologies are designed to support health, performance and well-being by improving how nutrients are absorbed, stored and utilized. Across multiple species and production systems, these solutions focus on areas such as feed efficiency, gut health, immune function and resilience during periods of stress.

Of course, nutrition for both animals and humans begins with healthy plants and productive soils. Our solutions for crop farming, largely through the **Alltech Crop Science** portfolio, focus on biological solutions that reduce reduce chemical inputs and support soil health, nutrient uptake and plant vitality, helping crops perform more consistently under real-world conditions.

Delivering nutrition with agility, at global scale

Nutrition for all requires more than innovative technologies; it requires the ability to deliver them reliably, responsively and at speed. Alltech supports producers in more than 140 countries through a global network of manufacturing facilities, scientific experts and on-farm teams.

This global footprint, combined with localized expertise, enables Alltech to respond quickly to changing conditions — from weather disruptions to supply chain challenges — while maintaining consistent quality and safety standards. By pairing global science with local presence, Alltech helps ensure that nutrition reaches producers efficiently, safely and when it matters most.

We were excited to augment these capabilities with two acquisitions in 2025. In June, we became majority owner of what's now **Alltech Fennoaqua**, Finland's only fish feed producer, with expertise in cold-weather aqua nutrition. In August, we became its full owners. Also in August, we acquired full ownership of the Swiss biotech firm **Agolin**, a pioneer in the use of essential oils in animal nutrition.

New technologies launched in 2025

The **Mycosorb™ Evo** range, our next evolution in mycotoxin management solutions, was launched in several major markets globally.

Acid-Aid™, which offers added support for gut health and feed efficiency, had its U.S. launch at World Pork Expo.

Blueprint™ Regulator™ was introduced as a next-generation feed solution, offering producers greater control and flexibility in feeding programs while supporting performance goals aligned with responsible production.

Sustaining food supply in a changing climate

As climate change intensifies the problem of heat stress, Alltech solutions and services are key to helping dairy farmers protect their animals' health and productivity.

For example, many of Alltech's dairy-farming customers in the Parmigiano Reggiano region of northern Italy have been facing declines in milk production due to conditions of severe heat stress. The Alltech Italy team has worked alongside them to implement a holistic approach, including:

- Alltech solutions such as **Yea-Sacc™** to reinforce rumen function, **Sel-Plex™** to maximize immune response and **Bio-Mos™** to support overall animal health
- On-farm assessment and advice on combining time-tested heat management strategies with new innovations
- Close monitoring of herd data to carefully track how the cows are responding to these changes

This approach has empowered the farmers to stabilize production, protecting their profitability and keeping the world supplied with the high-quality, distinctive cheeses this region has produced for centuries.

Industry-leading testing and analysis

Alltech's advanced laboratory testing and expert analysis help agri-food producers and feed manufacturers optimize nutrition, safeguard quality and safety, and make informed, data-driven decisions that enhance performance and operational efficiency.

Helping producers promote feed efficiency

Our forage auditing and feed testing services help producers maximize feed quality, minimize waste and promote animal health. For instance, the **Alltech IFM™ (In Vitro Fermentation Model)** is used by farmers, nutritionists and feed manufacturers to evaluate how feeds and total mixed rations perform before they are fed. By simulating rumen fermentation, IFM helps troubleshoot ration challenges, test new feeding strategies and improve feed efficiency, promoting productivity while reducing waste and environmental impact.

Beyond the lab: Alltech On-Farm Support

From feeding strategies to forage management and from veterinary science to worker training, the **Alltech On-Farm Support** program offers tailored analytical services, science-backed insights and practical solutions that help to optimize performance, protect quality and support confident decision-making.

Working with nutritionists, producers and laborers, and equipped with industry-leading research and field-proven products, **Alltech's on-farm specialists are dedicated to addressing the issues most important to our customers today — and helping them lay a foundation for a profitable and sustainable future.**

"Our role goes beyond technical service," said one Alltech On-Farm Support specialist in 2025. "We aim to build trust, provide hands-on guidance and contribute to a positive farm culture. When team members feel valued, engaged and supported, it drives better on-farm practices and long-term success."

Safeguarding food systems in a time of challenges

Alltech® Quality System

Established in 2005, the **Alltech® Quality System (AQS)** is a rigorous, science-based framework ensuring consistency, safety and accountability across each stage of our operations, from supplier approval and raw material intake through to production, packaging and shipping. Every batch is assessed for compliance with formulation standards, and all products are fully traceable from raw material to final delivery.

We hold numerous certifications to help ensure that our processes align with internationally recognized standards and best practices. These include:

- **FAMI-QS**
- **AFIA Safe Feed/Safe Food**
- **ISO 22000**
- **HACCP**
- **AIC FEMAS**

Our commitment to quality extends beyond our facility walls. Each supplier and every raw material is vetted via a thorough approval process, including risk-based audits conducted by Alltech's global quality team. Across the globe, raw materials are individually assessed against precise specifications, and finished products are evaluated through the same keen lens.

By holding ourselves and our partners to the highest global standards, we protect the integrity of our products and support a more transparent, resilient agri-food system.

> **"Quality is bigger than the lab. It's really a culture."**
>
> – Taryn Pitman, Global Quality Manager

Safeguarding against toxic heavy metal contamination

Heavy metals in the feed industry pose growing concerns for animal and human health. While many trace metals — such as zinc, iron and copper — are naturally occurring and essential for bodily function, they can become toxic at elevated levels.

Across our global production facilities, the **Alltech Q+™** program addresses this risk by focusing on product safety, consistency and traceability for high-risk materials such as mineral sources, reducing the risk of heavy metal contaminants entering the food chain.

Genetically modified organisms (GMOs)

Alltech acknowledges the use of genetically modified (GM) material in cereals and grains that are part of our supply chain. In non-GMO requirements and applications, we separate those raw materials from GM materials. GM testing is part of our contaminant risk analysis schedule based upon risk assessment for each raw material.

Our production schedules are also rigorously designed to prevent cross-contamination, and finished goods are tested for GM based on risk assessment and regulatory requirements.

Mycotoxin mitigation

Alltech® 37+ testing shows that **95% of global feed samples are mycotoxin contaminated**, with an average of 5–8 mycotoxins per sample. This constant, multi-toxin exposure creates complex challenges that traditional single-toxin mitigation approaches are no longer equipped to handle. As contamination patterns evolve and multi-toxin exposure becomes the norm, mitigation strategies must also advance.

In 2025, Alltech expanded its rapid mycotoxin testing capabilities through a formal partnership with Waters | VICAM, enhancing the **Alltech® RAPIREAD™** program. Over the course of the year, more than **17,000 samples** were submitted through Alltech RAPIREAD, helping producers make faster, more informed decisions to protect animal health, productivity and food safety across diverse production systems.

We also launched the **Mycosorb™ Evo** range — the next evolution in mycotoxin mitigation. Its two breakthrough, patent-pending technologies, **Mycosorb™ A+ Evo and Mycosorb™ Evo**, combine decades of mycotoxin expertise with cutting-edge innovation. The result is broader-spectrum coverage, stronger binding efficacy and proven protection to help safeguard animal health and performance in today's high-risk feed environment.

Advancing agri-food through partnerships and research initiatives

Alltech's infrastructure investment and external partnerships create value that strengthens agri-food systems while promoting long-term regional benefits.

One outstanding example is our ongoing **CIMA project**, through which **Alltech Crop Science** and **Ideagro** have been working with regional partners to conduct in-depth research on crop growth and translate it into real-world applications that add productivity and resilience to local agri-food value chains.

During 2025, the CIMA project continued to expand its reach and generate measurable impact across key agricultural systems. **The initiative covered more than 30,000 hectares across over 18 crops, supported by more than 9,000 soil, plant and biological analyses**, reinforcing a data-driven approach to soil health, biodiversity and resource efficiency. Across CIMA sites in the Iberian Peninsula, the results demonstrated tangible agronomic and environmental benefits.

These improvements were consistently associated with enhanced plant uptake efficiency, as reflected in **foliar nutrient assimilation gains of up to 28%**, supporting crop resilience and enabling a more efficient and targeted use of fertilizers and other inputs.

CIMA also extended its geographical footprint in 2025 with activities established in Peru, focused on grape, avocado and pomegranate crops.

+19%
average increase of soil enzymatic activity

+31%
improved availability of phosphorus

+14%
improved availability of potassium

reduction of up to
23%
in soil-borne pathogens

SECTION 2: ENVIRONMENT

Replenish the planet's natural resources

Producing enough safe, nutritious food for a growing population while also promoting environmental sustainability is a delicate global balancing act for the agriculture industry — and Alltech is dedicated to helping achieve and advance that balance.

2025 environmental sustainability highlights

Creating a world of abundance for future generations

Certifications and recognitions

In 2025, Alltech earned several new EcoVadis medals globally.

EcoVadis once again recognized Alltech's commitment to producing nutritious food efficiently while minimizing environmental impact, supporting fair labor practices and upholding strong ethical standards.

Platinum

- **Alltech Coppens,** Netherlands — PLATINUM Top 1% ecovadis Sustainability Rating JAN 2025
- **Alltech Woolfox,** U.K. — PLATINUM Top 1% ecovadis Sustainability Rating FEB 2025
- **Alltech Dunboyne,** Ireland — PLATINUM Top 1% ecovadis Sustainability Rating MAY 2025

Silver

- **Alltech Inc.,** Global — SILVER | Top 15% ecovadis Sustainability Rating FEB 2025
- **Alltech PDMM,** Vietnam — SILVER | Top 15% ecovadis Sustainability Rating JUL 2025

Also, our **Serdán** facility in Mexico achieved **FAMI-QS** accreditation for product safety for De-Odorase™ and Allzyme™ SSF, and **Alltech Coppens** and **Alltech Fennoaqua** achieved **Aquaculture Stewardship Council (ASC) Feed Standard** certifications.

By the numbers

22% Scope 1 and Scope 2 emissions reduction from 2021 baseline

8% Scope 1 and 2 emissions reduction in 2025

$2.72M invested in energy efficiency and renewable energy projects in 2025

13 energy efficiency and renewable energy projects completed in 2025, resulting in reductions of **3,000+ mt CO_2e**

73 life cycle analysis certificates processed for businesses requesting them

7 zero-waste-to-landfill facilities

55% increase in water recycled or reused

Bringing clarity to future climate risks

In 2025, Alltech conducted a comprehensive climate risk assessment across our value chain to identify how physical and transition risks could affect our business and the natural systems we depend on. Together, these assessments have given us the clarity we needed to strategically build long-term resilience across our operations and our supply chain.

Alltech partnered with **Risilience**, a leading climate analytics provider, to conduct these assessments. Each assessment followed a three-step process involving data collection, evaluation and analysis, and financial quantification. Each risk category was assessed across short-, medium- and long-term horizons (3, 5 and 10 years) to inform strategic long-term planning.

Physical climate risks

Data collection

Data was collected across 107 Alltech sites, covering key operational facilities and upstream sourcing locations. This data included location, building characteristics, and key financial information on assets and business activities.

For raw materials, the physical climate risk assessment focused on five climate-exposed agricultural commodities — **wheat, maize, soybeans, barley and sugar beets** — using both country-level information and global production data layers.

Hazard screening

Alltech selected the IPCC-developed SSP1-2.6, SSP2-4.5 and SSP5-8.5 scenarios to evaluate potential climate futures. These scenarios encompass a range of greenhouse gas emissions and socioeconomic pathways aligned with the transition risk models. Underlying data for the analysis was derived from CMIP6 climate models.

Financial quantification

Together with Risilience, we used this data to calculate expected financial losses from potential property asset damage, operational disruption and reduced availability of critical raw materials.

Nine distinct perils were considered for the physical climate risk assessment, including:

- **Heat wave**
- **Drought**
- **Riverine flood**
- **Coastal flood**
- **Flash flood**
- **Wildfire**
- **Freeze**
- **Tropical windstorm**
- **Temperate windstorm**

- *Property risk:* We looked at how often different climate events might occur at each location and how severe they might be. Using engineering studies and real-world case examples, we then estimated how these events could damage facilities, disrupt operations or reduce capacity.
- *Raw material risk:* We examined how changes in temperature and precipitation could affect crop yields for the key ingredients our production most relies on. Research-based models that mapped climate variables to yield helped us estimate the impact of possible shortages due to climate change.

Transition climate risks

Data collection

For our transition climate risk assessment, Alltech compiled core financial data such as cash-flow forecasts, asset values and sales information and combined it with updated emissions data. By using industry decarbonization trends to project how emissions could change over time, we were able to assess possible future emissions under a range of climate scenarios.

To fully explore these transition risks, we strategically utilized scenarios derived from the **Network for Greening the Financial System (NGFS)**.

Transition risk focuses

Our transition risk focuses included:

- *Net Zero 2050:* A scenario where global warming is limited to 1.5°C through more stringent climate policies and innovation, with a goal of net-zero emissions by 2050.
- *Current policies:* A scenario that includes only policies that are currently implemented, excluding pledges that are not yet made or fulfilled.
- *Nationally determined contributions (NDCs)*: A scenario in which all currently pledged country targets are included, even where policies to deliver them are not yet in place.

Risilience supplemented NGFS core carbon price projections with additional critical data on consumer trends and liability risk, enhancing the robustness of the underlying data set.

Financial quantification

Scenario-based adjustments were applied to Alltech's forecasted cash flows, modifying anticipated revenues and operational expenses under each climate scenario to estimate the potential financial impact of transition risks. For optimal accuracy, the results were discounted to net present day value, ensuring comparability across time frames.

Reducing our impact and restoring natural resources

Scope 1 and 2 reductions

Our 2025 GHG inventory is our most robust to date, and we remain on track to meet our 2030 Scope 1 and 2 greenhouse gas reduction targets.

Each year we strive to strengthen our data collection and GHG measurement practices. While preparing our 2025 GHG inventory, we identified that a portion of our 2024 energy data had been incorrectly recorded, due to a data handling error in our utility management program.

These figures have now been thoroughly reviewed and corrected, and the 2024 Scope 1 and 2 totals have been adjusted accordingly.

Our energy efficiency journey

Since setting our GHG reduction targets, Alltech has completed a total of 47 energy efficiency and renewable energy projects, driving reductions of **15,837 mt CO_2e** per year.

In 2025 alone, we invested **$2.72 million** in energy efficiency and renewable energy projects. Thirteen renewable energy projects were completed, reducing our annual emissions by more than **3,000 mt CO_2e**.

GHG Scope (metric tons CO_2e)	2021	2022	2023	2024	2025	Change from 2024 to 2025 (%)	Total change from 2021 to 2025 (%)
Scope 1: Direct emissions	108,894	85,318	83,864	86,349	78,223	-9%	-28%
Scope 2: Purchased electricity, steam, heat and cooling	47,525	44,636	41,527	45,580	43,728	-4%	-8%
Scope 1 & 2 total	**156,419**	**129,954**	**125,391**	**131,929**	**121,950**	-8%	-22%

Capturing sunlight for sustainability: Pune, India

In 2025, Alltech's production facility in Pune, India, commissioned a 1,000-kW photovoltaic (PV) solar installation, the largest solar project implemented across Alltech's global operations to date.

This project was designed to significantly reduce on-site emissions while strengthening energy resilience for a rapidly growing operation. It now supplies a substantial share of the site's electricity demand, supporting both environmental performance and long-term operational efficiency.

Beyond its climate benefits, the Pune solar project reflected strong cross-regional collaboration, drawing on expertise from our global team.

In 2025, state-of-the-art photovoltaic panels were installed at these Alltech facilities:

- **Pune, India:** 1,000 kW PV, saving 1,100 mt CO_2e/year
- **Tianjin, China:** 640 kW PV, saving 700 mt CO_2e/year
- **PDMM, Vietnam:** 503 kW PV, saving 500 mt CO_2e/year
- **Lienert, Australia:** 183 kW PV, saving 136 mt CO_2e/year
- **De Ster, Belgium:** 450 kW PV, saving 64 mt CO_2e/year

Total renewable GHG reduction in 2025 from these projects equaled **2,500 mt CO_2e**.

Scope 3 emissions

In 2025, Alltech adopted a more granular set of emission factors to calculate the greenhouse gas footprint of its raw materials. Previously, many ingredients were grouped into broad categories, which resulted in an overstatement of emissions.

The updated emission factors improve accuracy and should not be interpreted as a reduction in actual emissions. It also gives us a clearer picture of our highest-emitting ingredients, which will be essential as we continue to reduce our Scope 3 footprint.

Scope 3 category	2023 GHG emissions: market-based mt CO_2e	2024 GHG emissions: market-based mt CO_2e	2025 GHG emissions: market-based mt CO_2e	Change from 2024 to 2025 (%)	Key contributors
3.1 Purchased goods and services	4,685,937	4,795,782	2,101,408*		In 2025, a more granular set of emission factors for our raw materials became available. When we adopted these emission factors, this category decreased dramatically. This decrease is not a reduction in our footprint but an improvement in the measurement of emissions related to our raw materials.
3.2 Capital goods	19,035	17,172	27,187	58%	In 2025, Alltech invested significantly in new equipment and upgrades to improve its efficiency. While this led to higher emissions in the short term, these improvements are expected to deliver efficiency gains and support future emissions reductions.
3.3 Fuel- and energy-related activities	40,882	35,274	32,881	-7%	
3.4 Upstream transportation and distribution	61,403	53,894	51,322	-5%	
3.5 Waste generated in operations	754	11,056	13,561*		This increase reflects better data collection for waste in production facilities.
3.6 Business travel	10,777	9,856	13,352	35%	While business travel did increase in 2025, some of this change is due to a shift in our fleet management as leased or owned vehicles were replaced with employee-owned vehicles in some regions.
3.7 Employee commuting	8,879	9,135	8,815	-4%	
3.11 Use of sold products	241,463	232,098	235,010	1%	
3.12 End-of-life treatment of sold products	14,791	11,388	13,135	15%	This increase for 2025 is related to an increase in feed materials sold.
Scope 3 Total	**5,083,921**	**5,175,656**	**2,496,671**		**Our 2025 Scope 3 total is not comparable to previous years due to the adoption of more granular emission factors for Category 3.1 above. We will incorporate these emission factors into our 2026 GHG inventory, which will become our new baseline.**

*Reflects better data and measurement

Forestry, land and agriculture (FLAG) emissions

This is the first year that we have reported our FLAG (forestry, land use and agriculture) emissions. This set of emissions is especially important for companies in the agriculture industry.

FLAG emissions: 3.1 Purchased goods and services	2025 GHG emissions: market-based (mt CO_2e)
Land use change	299,534
Land management	188,204

Next steps and baseline reset

Our 2025 GHG inventory represents a meaningful step forward in data quality and measurement methodology. While we have restated our 2024 Scope 1 and 2 totals, we have not made retroactive adjustments to Scope 3 or to earlier inventory years.

Notably, **Alltech and ADM** entered a joint venture in 2026 to establish **Akralos**, a new feed company that incorporates the majority of our North American feed division. This represents a significant structural change to our business and will substantially reshape our 2026 GHG inventory. Looking forward, given the scale of this transformation, we will use our 2026 inventory as the new baseline for our greenhouse gas reduction targets.

Alltech family of companies: KEENAN

Ireland-based KEENAN, which has been part of the Alltech family of companies since 2016, has long been synonymous with engineering cutting-edge diet feeders that provide a consistent mix, optimizing rumen function and overall animal performance.

This same quality also makes KEENAN feeders exceptionally environmentally friendly by maximizing feed efficiency and minimizing waste. In fact, KEENAN's flagship MechFiber™ machine was the first diet feeder to be validated by the Carbon Trust.

Today, with Irish dairy farmers facing unprecedented challenges due to climate-related impacts on the grass-based systems they rely on, KEENAN is uniquely positioned to help, not only through its mixer technologies but through the complementary InTouch controller system. The expertise of KEENAN's on-farm specialists — who conducted multiple trainings and open day events across 2025, both for Irish farmers and international visitors — is also providing strong support for dairy farming during a critical time.

Waste and water management

Waste and water management are central to environmental sustainability in agricultural and manufacturing operations.
In 2025, Alltech focused on building a stronger foundation for long-term progress by enhancing data accuracy, increasing transparency and advancing initiatives that support more responsible use of resources.

Putting the 2025 numbers in context

As shown below, reported waste and water volumes were higher in 2025 than in 2024. Rather than an actual decline in environmental performance, these changes reflect Alltech's continued investment in stronger data collection, broader reporting coverage and improved accuracy.

Improved data collection processes have enhanced our understanding of resource use, helping us identify more opportunities to reduce environmental impact and operational costs. Also, by expanding the number of facilities and resource streams included in our reporting, Alltech is building a more complete and transparent view of our environmental footprint. This approach strengthens accountability and provides a more reliable baseline for long-term reductions, even when it results in higher reported volumes in the near term.

Alltech's global business growth, including a 10% increase in sales in 2025, also contributed to higher overall waste and water volumes.

Waste management

In 2025, Alltech made progress in improving waste segregation, recycling and diversion pathways across its global footprint. **52% of Alltech facilities recycled and/or reused their waste**, demonstrating growing adoption of circular waste practices across regions and business units.

Total recycled waste reached close to **2,940 mt, representing a 22.5% increase compared to 2024**. In addition, **more than 4,860 mt of general waste was sent to renewable energy recovery**, reflecting improved visibility of waste-to-energy streams that were not captured in the 2024 consolidated totals.

Reported **waste to landfill** increased year-on-year by **35% compared to 2024**. As detailed above, this is primarily explained by expanded reporting coverage: Ten sites that did not submit data in 2024 did submit it in 2025. When factors such as these are taken into account, the remainder of the portfolio shows an increase of just over 6% — broadly consistent with Alltech's 10% growth in sales activity during 2025.

Despite these higher reported waste volumes, **total waste-related costs** decreased significantly. In 2024, costs were estimated at **$3.6 million**, while 2025 tracked costs totaled **$2.4 million** — coming in substantially below the prior year's estimate. While this comparison reflects a shift from estimated to actual data, the outcome still exceeds our 2025 cost reduction target of 25%. **Recycling rebates of over $150,600** further offset disposal costs.

Several facilities also demonstrated significant waste diversion progress, with some **achieving reductions of approximately 80–97% in landfill waste** through improved segregation and diversion practices.

Waste performance summary

Metric	2024	2025	Year-on-year change	Key contributors
Waste sent to landfill (mt)	13,600	**18,455**	+35%	We had 10 more facilities submit waste data in 2025.
Waste sent to renewable energy (mt)	Not tracked	**4,860**	—	
Total recycled waste (mt)	2,400	**2,940**	+22%	
Facilities recycling and/or reusing waste (% of total)	Not tracked	**52%**	—	
Total waste costs ($US)	3,600,000 (est.)	**2,444,000**	-32%	This reflects a shift from 2024 estimated cost to 2025 actual cost.
Recycling rebates ($US)	Not tracked	**150,600**	—	

Zero waste to landfill

In 2024, four Alltech facilities were sending **zero waste to landfill**, establishing a strong benchmark for waste diversion across the organization.

By the end of 2025, **seven Alltech facilities had reached this goal.**

Water stewardship

In 2025, Alltech also advanced water stewardship worldwide through increased recycling, reuse, and water efficiency tracking across our sites. **Water recycled or reused increased by more than 55%**, reflecting improved data reporting and data accuracy. Notably, some facilities reported reductions in water use linked to production process changes, demonstrating the potential to decouple water consumption from operational growth as efficiency initiatives scale.

As with waste, our total reported water consumption rose year-on-year as reporting coverage expanded and data accuracy improved. For example, detailed facility-level analysis in water consumption reveals that two sites reported figures in 2024 that were a small fraction of their actual consumption. This was due to incomplete meter coverage and data capture. A third site contributed over 111,000 m³ to the 2025 water consumption total because it was submitting data for the first time.

These findings — and similar ones regarding waste management — underscore that **Alltech's progress on waste and water reduction is best measured from the 2025 baseline**, where data integrity has been materially strengthened.

Water performance summary

Metric	2024	2025	Year-on-year change	Key contributors
Water recycled/ reused (m³)	6,410	**10,022**	+56.3%	Improved data accuracy and tracking
Total water consumed (m³)	1,215,080	**2,270,800**	+86.8%	Improved data accuracy and tracking
Total water costs ($US)	Not tracked	**2,714,010**	—	Expanded data recording and reporting

**Total water costs were tracked for the first time in 2025.*

How 2025 data is driving 2026 action

One water-efficiency project currently underway at an Alltech facility in China is turning 2025's data and analysis into measurable real-world improvement.

In reviewing 2025 site-level water use, the team identified an opportunity to recover and reuse hot condensate from boiler and steam operations rather than discharging it. The resulting condensate recovery system is now saving approximately **1,900 mt of water** per year, while also reducing wastewater discharge.

This project is part of a broader set of water efficiency pilots being implemented at selected sites across Asia-Pacific, all designed to translate improved data into operational solutions.

Sustainable packaging and circularity

Packaging plays a critical role in protecting product quality and safety — but it must also protect the planet. At Alltech, we are working on reducing the environmental footprint of our packaging across its full life cycle, from design and material selection through to end-of-life recovery. This supports circular material flows and the responsible use of natural resources.

We are also engaging with suppliers to better understand evolving chemical and material considerations within our packaging supply chain in support of product safety, regulatory compliance, responsible sourcing and responsible packaging objectives, recognizing that requirements, standards and practices are evolving over time.

Designing for circularity

We are optimizing our primary packaging to use fewer materials, reduce dimensions and weight, and simplify material composition wherever possible. By redesigning packaging structures and reducing unnecessary components, we're cutting resource consumption, reducing transportation emissions and boosting recyclability.

Where feasible, Alltech strongly prioritizes:

- Lightweighting
- Recyclable materials
- Simplified material mixes
- Biodegradable or compostable alternatives

Circular packaging spotlights

Alltech Coppens

Alltech Coppens is committed to feeding the world responsibly and to making the benefits of the circular economy for business clear. As a result, all Alltech Coppens product packaging is 100% recyclable.

Ridley Block Operations (RBO)

RBO, an Alltech company, is the industry leader in self-fed supplements. RBO uses three types of containers for tub-based products:

- **BioBarrel™** (100% biodegradable)
- Steel containers (can be returned and reconditioned)
- Plastic tubs

Eliminating hazardous substances

To ensure that our packaging materials are free from intentionally added toxic chemicals that could pose risks to human health, animal health or the environment, Alltech works closely with suppliers and oversees procurement to verify compliance with applicable regulations and industry standards. We also expect alignment with our Responsible Sourcing Policy (see p. 45) and Business Partner Code of Conduct (see p. 45).

End-of-life responsibility

Advancing circularity requires collaboration beyond our own operations. We include clear recycling and disposal guidance on our packaging labels, and we provide technical documentation where appropriate. These actions help our customers make responsible disposal decisions that reduce unnecessary landfill waste.

The regulatory landscape governing packaging end-of-life is also evolving rapidly, and we are monitoring these developments closely. In the United States, a new era of corporate environmental accountability is emerging through **Extended Producer Responsibility (EPR)** packaging legislation. Maine, Oregon, Colorado, California, Minnesota, Maryland and Washington have now enacted comprehensive packaging EPR laws, and more states are expected to follow. For Alltech, this shifting regulatory environment reinforces our existing commitment to packaging.

Continuous improvement

As part of our broader environmental objectives, including waste reduction, emissions reduction and responsible procurement, Alltech will continue to:

- Assess packaging life cycle impacts
- Integrate sustainability criteria into procurement requirements
- Collaborate across the value chain to accelerate circular solutions

A platform for sustainability progress: **Microsoft D365**

Technology modernization remained a priority in 2025, with Alltech continuing its global rollout of **Microsoft Dynamics 365 (D365)**. By the end of the year, **nearly 90% of company revenue was operating on the D365 platform**, promoting sustainability in multiple ways:

- Optimizing resource use by reducing waste, energy and water consumption through real-time tracking and analytics.
- Minimizing carbon footprint by streamlining logistics and supply chains to cut emissions.
- Bolstering circular economy practices by supporting recycling, reuse and smarter inventory management.
- Improving ESG reporting and compliance by automating data collection and providing transparent, accurate sustainability metrics.
- Supporting sustainable decision-making by using AI and analytics to guide environmentally responsible choices across operations.

Driving sustainability progress across our value chain

Alltech's sustainability strategy has a double focus: reducing impact from across our value chain while also helping our customers reduce theirs.

Some of the initiatives described here directly reduce our Scope 3 emissions, while others support emissions reduction across agriculture more broadly. Together, they reflect Alltech's practical, data-driven approach to long-term global sustainability.

Evaluating our purchased goods and services

Most of Alltech's climate impact sits within our supply chain. In 2025, we continued evaluating sourcing options across key raw materials, identifying opportunities to reduce upstream emissions and strengthen the sustainability performance of our ingredient portfolio.

Our analysis confirmed that purchased goods and services remain the largest contributor to Alltech's Scope 3 emissions. **Commodities derived from wheat, soy and corn are our highest-volume purchases, comprising about 40% of this category.**

Alltech has now identified lower-emitting sourcing options for these primary commodities, including ingredients produced through regenerative practices that deliver soil, biodiversity and water co-benefits alongside reduced emissions. We are modeling the potential impact of transitioning to these alternatives.

Strengthening responsible sourcing and land use

Forests are vital to climate stability, biodiversity and local communities, making deforestation- and land-conversion-free sourcing a core element of responsible supply chain management.

An internal review in 2025 found that **more than 90% of Alltech's soy- and palm-derived raw materials were classified as low risk for deforestation or land conversion, with less than 10% considered moderate or high risk.** Alltech also approved a robust internal policy addressing deforestation and land conversion, and this policy is now being embedded into our quality and control procedures to ensure clear accountability.

In 2026, Alltech will focus on training across the business and on supporting our suppliers in providing credible, verifiable evidence that their materials are deforestation- and conversion-free. This will further strengthen transparency and integrity across our supply chain.

The power and potential of regenerative agriculture

Alltech strongly promotes regenerative agriculture as a pathway to healthier, more resilient farming systems, improving soil health, protecting water resources, increasing biodiversity and supporting climate action. These priorities align closely with widely used frameworks such as the SAI Platform, which guides sustainable sourcing and farm-level improvement across the agri-food sector.

Unlocking regenerative solutions across our value chain

Crop production and inputs

- Alltech Crop Science delivers plant nutrition and crop input solutions that improve soil health, enhance nutrient use efficiency and reduce reliance on synthetic chemical inputs.
- These technologies also offer support for crop producers transitioning to regenerative agriculture and for those operating within conventional production systems.

Regenerative raw material sourcing

- Alltech works with suppliers of regenerative raw materials, including soy, wheat and corn, to explore the integration of lower-impact ingredients into our supply chain.
- We are currently exploring offtake models to support the scaling and commercial viability of these ingredients.

Livestock and feed systems

- Within livestock systems, Alltech's specialty ingredients improve mineral and feed efficiency, reduce nutrient losses, protect biodiversity in waterways and help lower emissions intensity at farm level.

Manure and nutrient cycling

- Alltech's manure additives improve handling efficiency and reduce nutrient losses, thus cutting GHG emissions, supporting farm labor and operational efficiency, and promoting soil health and forage productivity.

Forage preservation and feed quality

- Alltech's silage inoculants promote forage preservation and feed quality, delivering more consistent, safer and higher-quality feed for use in both livestock systems and anaerobic digestion.

Anaerobic digestion and nutrient circularity

- We offer anaerobic digestion technologies that maximize biogas output and improve digestate quality, enabling nutrients to be returned to land as organic fertilizer.

New frontiers in anaerobic digestion

By applying our fermentation expertise to the evolving science of anaerobic digestion (AD), Alltech is partnering with producers to generate energy from the resources they already have — even from lower-energy materials. This strengthens the role of AD as not just a waste management solution, but a viable and scalable on-farm energy solution. Farms equipped with more efficient digesters can stabilize their own energy needs, reduce reliance on imported inputs, and even supply renewable gas to broader energy networks.

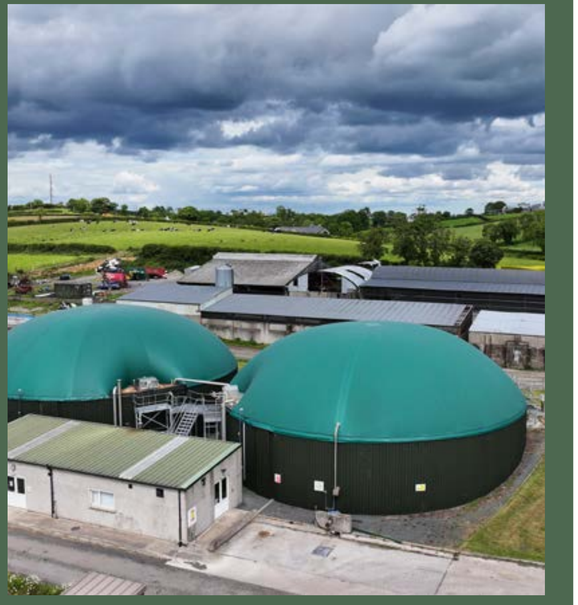
An AD trial conducted in Ireland in 2025 demonstrated the significant performance benefits of a technology developed by the Alltech European Applications Laboratory to enhance biogas production in manure- and slurry-dominant digesters. This technology was specifically formulated to improve digestion efficiency in agricultural AD systems, where lower-energy feedstocks may limit gas yield and plant performance.

During the trial, the participating farm successfully reduced daily substrate input by 50%, from 10 mt to about 5 mt per day, while maintaining optimal digester performance and biogas output. This represents a substantial improvement in feedstock efficiency and highlights this technology's ability to unlock greater energy potential from existing manure and slurry resources.

Another sustainability benefit from this increased efficiency was that the farmer no longer needed to dedicate an estimated 88 acres of land to silage production for the AD plant. This land could now be redirected toward growing food for humans, supporting more efficient agricultural land use and contributing to broader food security objectives.

In addition, reduced reliance on energy crop silage provides the farm with greater resilience against annual harvest variability. Exposure to climate-related challenges such as droughts, flooding and poor harvest conditions is reduced, improving operational flexibility and lowering feedstock supply risk.

Alltech is proud to play a part in advancing technologies like AD as agriculture gradually shifts toward being a net contributor to energy production worldwide.



Empowering producers with precision assessments

Beyond emissions reductions within our own supply chain, Alltech works across the agri-food sector to enable credible measurement, verification and market-based climate action.

To build internal capability and customer confidence in 2025, we delivered structured training on voluntary and compliance carbon markets, baselining, scope accounting and claims integrity. We also continued to assess value-capture opportunities across agricultural systems, with a focus on science-based technologies, robust measurement and practical adoption.

One key Alltech initiative, aimed at reducing emissions in dairy farming, is the **EU Capping Methane** program, delivered by Concord Agricultural Partners. During 2025, Alltech supported baseline data organization for the program, delivered carbon-market training to internal teams, and developed customer-facing resources. These efforts culminated in project validation in Q4 2025.

Our teams also actively examined slurry-based opportunities and explored crop-related carbon credit models to support future innovation across manure management, soil and forage systems.

Alltech E-CO_2 and life cycle assessments

Our **Alltech E-CO_2** assessment service continued to strengthen its role as a global leader in carbon footprinting and environmental assessment, helping producers, feed mills and food companies measure and reduce their environmental impact while supporting growth. To date, over 30,000 on-farm and online assessments have been completed.

In 2025, Alltech E-CO_2 expanded to include pet food assessments and upstream processing facilities, alongside new tiered footprinting services, and began to build biogas assessment offerings. Alltech E-CO_2 also supported multi-country projects across Europe, the U.S., Australia, Latin America and China while continuing to deliver product **life cycle assessments (LCAs)** for Alltech technologies. Alltech completed multiple internal product LCAs in 2025, bringing the total available to **142**.

These trusted assessments — calculated using the Alltech E-CO_2 model, compliant with ISO 14067 and PAS 2050, and independently accredited by the Carbon Trust — provide transparent, verified insights for both internal decision-making and customer use.

Customer requests for LCAs

Alltech's expertise and experience in the process of life cycle assessment is in demand from our customers as well. In 2025, we processed **73 LCA requests** from businesses at various stages of the agri-food supply chain and across different species. There is strong global representation among requests, but the majority of requests came from Europe, and more than one-third came from Latin America.

We plan to further expand our LCA initiatives in 2026, delving into additional Alltech business functions and facility-wide projects.

Product environmental footprint (PEF)

Additionally, in 2025, Alltech completed a **product environmental footprint (PEF)** for a number of our specialty ingredients.

Building upon global standards such as ISO, PEF provides a standardized framework to quantify and communicate the environmental impact of specific products, making sustainability claims more transparent, reliable and comparable. The process focuses on reducing impacts across the supply chain and provides meticulous requirements for modeling material flows, emissions and waste streams.

The level of environmental insight provided by a PEF maximizes our sustainability strategies. It also supports our customers and supply chain partners by:

- Backing sustainability claims with scientific assessment
- Enabling credible, verifiable claims across the supply chain
- Reducing the risk of greenwashing
- Supporting informed, environmentally responsible purchasing decisions
- Ensuring readiness for evolving regulations

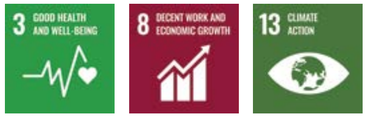
Alltech E-CO_2 conducted this PEF work in accordance with the **Product Environmental Footprint Category Rules (PEFCR) Feed for Food-Producing Animals**, covering 16 impact categories, including climate change, water use, land use and ecotoxicity. The study was independently validated by **Bioagricert**.

SECTION 3: COMMUNITIES

Revitalize local economies

Agriculture is inherently local, yet it has a significant global impact. By bringing our expertise and reach to everything from large-scale initiatives to individual farm operations, Alltech is building stronger economies across the agri-food value chain.

Promoting steady, skilled work through ongoing opportunities



Alltech takes pride in job creation and operational excellence at every one of our facilities worldwide. This commitment not only builds business success but empowers our team members, their families and their communities while protecting the planet we share.

Our **Alltech Serdán facility in Mexico**, which harvests and processes the desert plant *Yucca schidigera* for our De-Odorase™ and Deo Pet™ technologies, offers an ideal illustration.

Environmental:

The yucca is harvested carefully to avoid environmental damage, and Serdán's on-site plant nursery produces enough seedlings to replant three times as much as we harvest.

Our Serdán facility includes a photovoltaic solar energy project, inaugurated in 2022 and enhanced since then. In 2025, solar power supplied approximately 46% of the site's energy needs.

Social:

The harvesting and processing of the yucca provides skilled work and a steady income for local workers, helping support families and sustain the region's economy.

Alltech Serdán team members also devote time and effort to community service, as with their long-term care and support for children and families in crisis. These initiatives include ongoing work with **Casa Hogar**, a local children's home.

Governance:

Workers at Serdán are always compensated fairly for their work, reflecting Alltech's commitment to responsible employment practices.

This commitment is reflected in external recognition: our Serdán facility has received the **Empresa Socialmente Responsable (ESR)** distinction for eight consecutive years through 2025, highlighting its sustained performance in social responsibility, employee engagement, and ethical business practices.

Programs that build valuable new skills

Alltech's training options for farmworkers provide valuable added job skills while supporting farms and farming communities.

For instance, to meet an acute need for workforce development, in 2024 Alltech launched a **bilingual dairy worker training program** in English and Spanish, developed in partnership with the **National Dairy FARM Program**.

In 2025, Alltech on-farm specialist Jorge Delgado, who helped develop the bilingual training course, led hands-on training at several major Alltech dairy events as well as visiting individual operations. In Chile alone, Jorge conducted training for six dairy operations representing more than 9,000 cows, focusing on udder health, calving, milking techniques and herd optimization.

Overall, also including trainings in Dubai and Costa Rica, **1,710 farmworkers were trained through this program, representing 193,070 cows**.

Strengthening communities with ongoing support

At Alltech, service to our communities is not a side activity — it is embedded in our culture and values. In 2025, as always, this commitment was expressed both through the philanthropic work of the Pearse Lyons ACE Foundation and through community initiatives advanced by Alltech teams around the world.

Pearse Lyons ACE Foundation

The Pearse Lyons ACE Foundation is a 501(c)(3) nonprofit organization that supports the philanthropic endeavors of Alltech and the Lyons family. Established to carry forward the legacy of Alltech founder and leading philanthropist Dr. Pearse Lyons, the foundation focuses on practical, needs-based support, mostly in the areas of community well-being, disaster response and education. The Pearse Lyons ACE Foundation prioritizes direct partnerships with trusted local organizations, ensuring that support reaches communities in ways that are timely, relevant and community-led.

The reach of the Pearse Lyons ACE Foundation goes well beyond monetary contributions. Alltech team members, our families, even our customers work tirelessly in support of a wide range of ACE Foundation initiatives. From stocking shelves at local food banks, to repairing and repainting school buildings, to driving hundreds of miles to bring in supplies after a natural disaster — not just in the days and weeks following the disaster, but often for years — this is the passion that powers the ACE Foundation.

The Little Way Cancer Support Centre

In August 2025, working with the Pearse Lyons ACE Foundation, Alltech helped to raise approximately $93,600 for the Little Way Cancer Support Centre in Clane, Co. Kildare, Ireland. The funds were generated through the **Miles and Smiles for Hazel** run/walk event, with Alltech team members, colleagues and families coming together to support.

The event was held in memory of Hazel Lube, daughter of Alltech Dunboyne office manager Mary Lube, and was inspired by Hazel's legacy and her family's long-standing connection to the charity, which offers local access to care and counseling for individuals facing a cancer diagnosis, and for their families.

Miles and Smiles for Hazel built on an earlier Alltech-led community initiative, **A Half for Hazel**, led in Mary's hometown of Kilcock. In total, more than 200 participants took part across both efforts, significantly exceeding the original fundraising goal.

The contribution made to the Little Way Cancer Support Centre by Miles and Smiles for Hazel participants and the Pearse Lyons ACE Foundation actually exceeded the organization's annual budget.

The funding is helping to expand the organization's ability to deliver outreach services, including for individuals who are unable to come to the facility in person, as well as funding additional education and well-being programs.

Hurricane Helene recovery

Recovery efforts following **Hurricane Helene** continued throughout 2025, with sustained support for communities in North Carolina's Broad River Valley, U.S. With funding from the Pearse Lyons ACE Foundation, Alltech volunteers traveled to the region to assist with debris removal, supply delivery and on-the-ground coordination.

One notable initiative included the purchase and donation of a portable sawmill, enabling downed trees to be repurposed into lumber for rebuilding homes and community infrastructure.

As recovery progressed, volunteers identified an ongoing need for access to fresh food, as flooded-out home gardens, limited transportation and delayed grocery access had left many families without reliable produce.

With financial support from the ACE Foundation, Alltech volunteers established and maintained a **1.5-acre community garden that yielded more than 3,000 pounds of fresh produce** during the growing season. Harvested produce was distributed through local food banks, community meal partnerships and free distribution points at public spaces, helping address food insecurity while restoring a sense of normalcy and connection. This work continues today and has expanded to several gardens.

GreenHouse17

The Pearse Lyons ACE Foundation continued its ongoing and significant support of **GreenHouse17**, a Central Kentucky, U.S., nonprofit dedicated to ending intimate partner abuse.

Situated on 40 acres in rural Fayette County, GreenHouse17 provides shelter for hundreds of survivors every year. Portions of those 40 acres have been cultivated to offer nature-based healing, nutritious field-to-table produce and job training. Through these efforts, a thriving social enterprise has been established in which survivors help grow flowers that are sold in the community and also create handcrafted items like soaps, bath salts, candles and lip balms.

A contribution to GreenHouse17 means the continued existence of a home for healing and regeneration, as well as the ability to serve thousands of survivors each year through legal advocacy, affordable housing assistance, children's safe exchange and visitation, and countless other avenues.

A golf fundraiser in August raised $100,000 to benefit GreenHouse17 through the Foundation. Alltech team members also supported GreenHouse17 through **hands-on volunteer efforts**, assisting with organizing donated goods, preparing welcome kits for new residents and supporting daily shelter operations.

2025 Pearse Lyons ACE Foundation initiatives

In 2025, the Foundation provided **$396,199** in funding for worthy causes around the world, including:

- American Heart Association
- Burkmann Nutrition Adopt-a-Farmer Program (Hurricane Helene relief)
- Centre Educatif I'Union des Cœurs (school in Ouanaminthe, Haiti)
- Champions of Change, Inc.
- Children's Museum of Southern Minnesota
- Community gardens (Hurricane Helene relief)
- Department of Agriculture, Environment and Rural Affairs (CAFRE college scholarship)
- Dumas German Shepherd Rescue (providing Christmas meals to unhoused families in Eastern Kentucky)
- Echo Food Shelf
- FoodChain, Inc.
- FOP Lodge #73 (Christmas gifts for children in need)
- GreenHouse17
- God's Pantry Food Bank
- La Unio Llauradora I Ramadera (farmer and rancher organization in Spain)
- The Little Way Cancer Support Centre, Ireland
- Old Friends Thoroughbred Retirement Farm
- Support for Alltech team members during crises
- Susan G. Komen Foundation
- St. Jude Children's Research Hospital
- Uniting Voices
- Woods Humane Society
- Wounded Warrior Project

Alltech Vocal Scholarship Competition

"Do what makes your heart sing," Dr. Pearse Lyons used to advise people. In 2006, he established the **Alltech Vocal Scholarship Competition** to support young people whose hearts — and dreams — are expressed through song.

Over more than two decades, the program has grown into one of the world's largest vocal scholarship competitions. More than $12 million has been awarded so far, with more than $700,000 in 2025 alone, to students pursuing careers in the arts. The winners, known as Alltech Vocal Scholars, also enrich the local arts community through public concerts and outreach, including the annual Alltech Celebration of Song.

"There is no other opportunity like this in the world," said Dr. Everett McCorvey, director of the University of Kentucky Opera Theatre program, where Alltech Vocal Scholars study.

Team-led initiatives

Alltech team members have been central to the major initiatives funded by the Pearse Lyons ACE Foundation. From originating and planning new initiatives to working with other volunteers on-site, they are at the heart of the foundation's mission and central to its success in helping people around the world.

Make a Difference Day

Alltech team members also dedicate themselves to acts of service outside the scope of the Foundation. Many of these locally-focused activities are centered around Make a Difference Day, which is held annually on August 3 in honor of our founder Dr. Pearse Lyons' birthday.

A few of the Make a Difference Day initiatives in 2025 included:

Shelters and safe spaces

Albergue Santa Luzia de Marillac in Brazil is a shelter that welcomes adults in vulnerable situations, including migrants and people experiencing homelessness. In response to colder-than-usual winter temperatures in 2025, the shelter launched a community appeal for essentials. Alltech team members contributed blankets, clothing, food and milk.

The **Alltech Dubai** team generously **supported war refugees** by helping cover their hospital bills, providing direct assistance to individuals facing urgent medical needs during a time of great crisis.

The **Alltech Dominican Republic** team supported **Tres Hermanas Nursing Home**, which serves people who have worked the land. Contributions included the delivery of two wheelchairs provided through the Living Monument Foundation. This gift, along with food donations, helped improve both mobility and quality of life for the home's residents.

Care for children in need

Team members at **Alltech Colombia** gathered donations of clothing and groceries for **Madre Carmelina Gabandella**, which provides housing and care for girls from indigenous and low-income backgrounds. Colleagues also visited to share breakfast and spend time with the children.

The **Alltech Costa Rica** team partnered with the **Association for Children's Smiles (ASONI)**, a network supporting children in at-risk communities. Responding to a specific request, the team donated materials to support a volunteer mural project, with artwork displayed in children's homes. The initiative aimed to create safer, more welcoming spaces while fostering pride, creativity and belonging.

The **Autism Welfare Foundation** provides education, therapy and vocational training for children and adolescents with mild to moderate intellectual challenges. Team members from **Alltech Bangladesh** donated art supplies and spent the day participating in creative activities with students.

Disaster and trauma response

Following a major earthquake in the Jutiapa region, **Alltech Guatemala** partnered with the Bolsa de Vida Foundation to support the **Santiago Monjas Project Children's Home**. The team donated food and essential goods and spent an afternoon with residents, sharing recreational activities and providing a sense of normalcy during recovery from the disaster.

After a series of devastating wildfires, **Alltech Türkiye** and the Alltech company **Efor** joined local partners in supporting **farming families affected by wildfires**. They provided enough Blueprint™ feeds to provide several months of nutrition for nearly 1,000 cattle and sheep being housed in shared barns after losing their own.

The **U.S. Pet team** supported **K9s for Warriors**, an organization that provides service dogs to military veterans living with PTSD and traumatic brain injuries. Team members donated essential items from the organization's wish list, including beds, toys and water bowls, helping support both veterans and the animals trained to assist them on their recovery journeys.

Environmental action

To support habitat restoration, **Alltech Hungary** team members visited **Budakeszi Wildlife Park** to help construct an enclosure for newly arriving badgers. They also cleared storm debris from the petting zoo and surrounding areas, improving conditions for animals and visitors alike.

The **Alltech Pakistan** team worked in partnership with Khan Dairy Farm to plant trees around farm facilities in the Faisalabad region as part of Alltech's **Plant a Tree, Plant a Hope** initiative. Tree planting helps create cooler microclimates, improve air quality and support healthier working conditions for animals and people alike — critical elements in building more resilient dairy systems.

Our team in **Mexico** organized a project to collect used computers, monitors and mobile devices for responsible disposal. Building on prior efforts, this project helped **divert electronic waste from landfills** while raising awareness of proper e-waste management within the local community.

Ongoing commitments

While Make a Difference Day provides a focused moment for collective action, many Alltech teams extend their community commitments far beyond a single day each year. Across regions, colleagues maintain ongoing relationships with local organizations, schools and community partners — returning regularly to support evolving needs through sustained, often multiyear engagement.

Moments of joy and connection, for both the volunteers and the community, drive and sustain these long-term commitments.

Japan: Mizuho Children's Home

Since 2019, Alltech Japan has maintained an ongoing relationship with Mizuho Children's Home, returning year after year with donations, visits and hands-on engagement. The partnership focuses on stability and trust, offering children consistent support and friendship.

Philippines: Channel of Hope Foundation

Since 2023, Alltech Philippines has worked with Channel of Hope on multiple initiatives addressing women's safety and well-being. This sustained partnership allows the team to respond to evolving needs at the DSWD Haven for Women while building long-term local relationships.

New Zealand: IHC Calf & Rural Scheme

Alltech team members in New Zealand continued their long-term support of the IHC Calf & Rural Scheme, which works in rural areas to assist people with intellectual disabilities and to support their families as well.

Arbor Youth Services, Kentucky

Since 2016, the Quality, Applications and Alltech 37+ teams at Alltech HQ have been donating to Arbor Youth Services, the only emergency shelter for unaccompanied minors in Central Kentucky. Those donations have included basic cleaning supplies and toiletries, socks and undergarments, bed frames, food, gift cards for fuel, and funding for resident activities.

Speaking of this project in 2025, Alltech team member Danielle Brown remembered, “When I took the donations to Arbor Youth in 2023, a 14-year-old boy helped me unload them. As we were carrying them inside, he saw a package of socks in one of the boxes. He immediately got excited and asked the shelter director if he could have them. The director told him yes, but to split the package with another boy. The kid got so excited that he ran up the stairs yelling the other boy’s name and that they had gotten socks. Seeing a teenager get so excited over something as simple as socks has fueled our interest in supporting this organization for the past few years.”

As of 2025, the team is also offering **tutoring services in math and science** for Arbor Youth residents.

Alltech family of companies: Guabi

Colleagues from the extended Alltech family of companies are also integral to our ESG work. Guabi, a major Brazilian animal nutrition company that’s been part of the Alltech family since 2017, is just one of many examples.

Cidade dos Meninos is a shelter in Campinas, Brazil, working to transform the lives of vulnerable children and adolescents so they can have a more productive and hopeful future. Through its homes, classrooms, professional training centers and recreational facilities, Cidade dos Meninos has benefited more than 24,000 children over the past 30 years.

For Make a Difference Day in 2025, our colleagues at Guabi donated more than 100 kilograms of food and another 100 kilograms of milk for the children served by Cidade dos Meninos. This initiative reflects Guabi’s local engagement and its focus on meaningful, measurable social impact.

Bringing science to schools

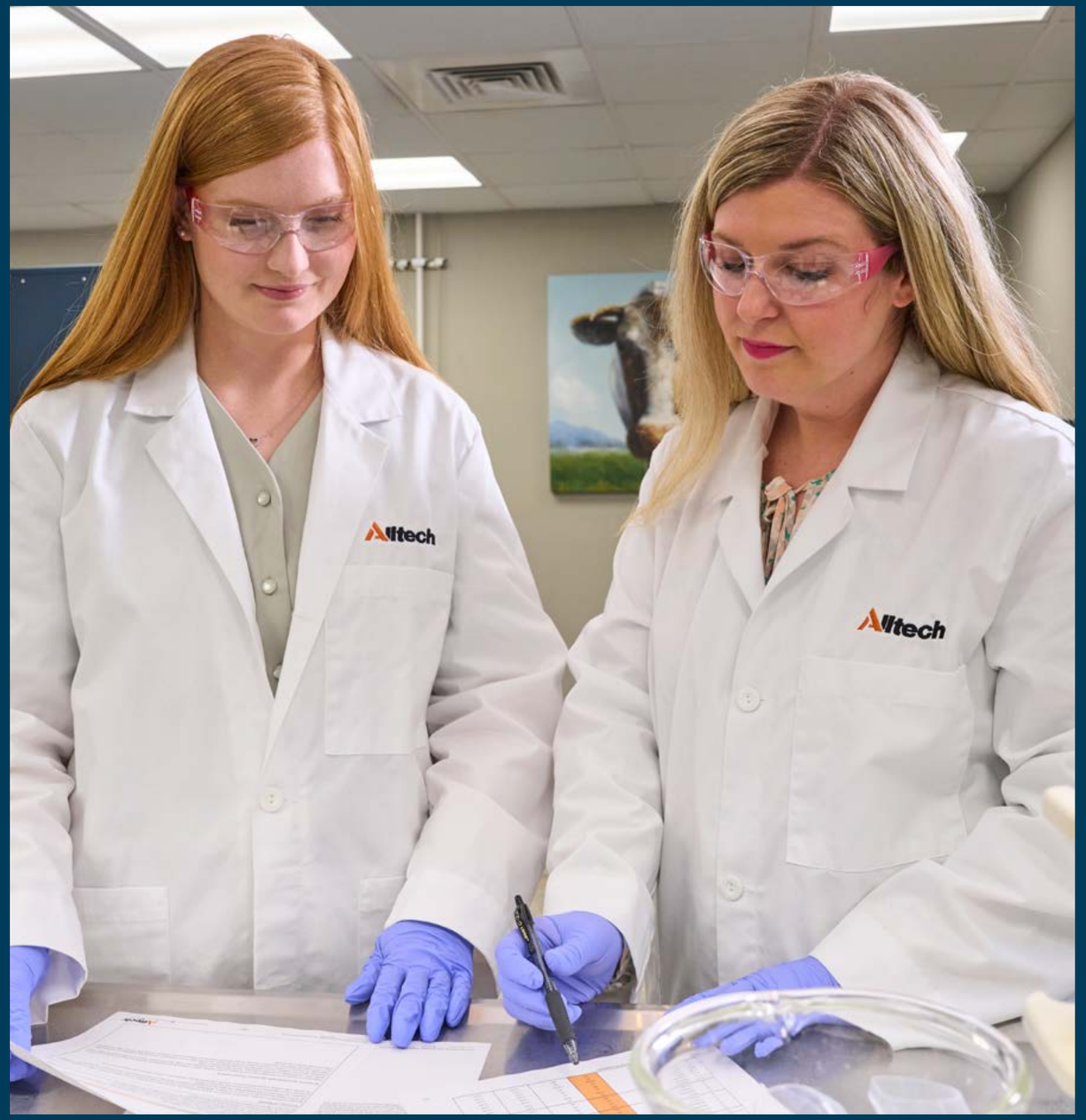
The Pearse Lyons ACE Foundation and Alltech team members around the world regularly support education as part of their broader community engagement. This is certainly true of our team members in Dunboyne, Ireland, and their ongoing support for science education at **Our Lady Immaculate (OLI)** in nearby Darndale.

In 2025, Alltech team members helped students at OLI conduct experiments in a professional laboratory environment and develop a project that was presented at the **Royal Dublin Society’s ESB Science Blast fair**. The initiative combined practical science, mentorship and encouragement, helping students build confidence and curiosity in STEM learning.

SECTION 4: RESEARCH

Research and advocacy

Through scientific discovery, data-driven insights and collaboration, we work to advance knowledge and share practical solutions that support farmers, communities and the environment. We are committed to investing in research and advocating for scientific approaches that strengthen food systems.



Research that supports today's food systems — and tomorrow's

Across 2025, **43 peer-reviewed studies** associated with Alltech platforms consistently showed that improved nutrient utilization, biological resilience, and feed and crop management can deliver substantial benefits in both productivity and sustainability.

These studies focused in such areas as:

Productivity and nutrient efficiency in poultry and swine

Bauer et al.: Supplementing xylanase and phytase in corn-soy diets allowed reductions in metabolizable energy, calcium and available phosphorus while maintaining growth and improving nutrient utilization and bone mineralization. **This supports management of lower nutrient levels in feed, which reduces feed costs and environmental impact.**

Byrne et al.: A meta-analysis showed that replacing inorganic trace minerals with proteinate forms improved feed efficiency and reduced mineral excretion in broilers. **These outcomes are directly relevant to sustainability, as lower mineral losses reduce nutrient loading to soils and water while supporting consistent animal performance.**

Stas et al.: Reducing dietary acid binding capacity and using acidifiers improved gain-to-feed ratio and fecal dry matter in nursery pigs. **Such approaches offer scalable tools to support antibiotic-free production while improving nutrient efficiency at a critical stage of development.**

Animal health output and microbiome resilience

Batista et al.: Under a mycotoxin challenge in cattle, supplementation with a yeast cell wall extract (YCWE) mitigated several negative microbial shifts and partially restored microbial function. **These findings support the use of YCWE technology as a practical tool for protecting gut function and nutrient utilization when mycotoxin contamination is unavoidable.**

Snelling et al.: Higher inclusion of *Yucca schidigera* extract in dairy cow diets changed rumen microbial populations, reduced ammonia concentrations and increased milk fat, without affecting feed intake or milk yield. **These results indicate improved nitrogen utilization and potential improvements in milk quality through targeted dietary interventions.**

Advances in aqua nutrition and sustainability

Toomey et al.: In an organic aquafeed, a significant proportion of fishmeal was replaced with alternative protein sources including fermented soy and peas. **The study reported no negative effects on growth or survival and identified signals of improved innate immune response.**

Nobre et al.: Inclusion of *Schizochytrium* meal significantly increased DHA content and improved the omega-3 to omega-6 ratio in pirarucu fillets without affecting growth. **This offers further evidence that supports customer goals around fish quality, consumer nutrition and responsible sourcing**.

Crops, soils and feed safety

Fealko et al.: Microbial fermentation products performed comparably to copper-based fungicides in controlling powdery mildew in organic tomato systems. **These findings support alternatives that reduce the risk of soil copper accumulation while maintaining disease control.**

Durman et al.: Organic acid treatments improved aerobic stability and reduced dry matter losses in corn silage, with responses influenced by harvest maturity. **Improving silage stability reduces feed waste and improves nutrient availability, delivering both economic and environmental benefits.**

Weaver et al.: Analysis of seven years of European grain and forage samples documented widespread co-occurrence of multiple mycotoxins, with variation by region and feed type. **This data set supports more targeted risk assessments and mitigation strategies, helping to protect animal health and avoid downstream productivity losses.**

By grounding sustainability claims in peer-reviewed evidence, Alltech continues to provide customers with credible, practical, actionable solutions that deliver performance today while supporting long-term environmental and economic resilience.

See end of report for citations.

Supporting science through state-of-the-art laboratories

In 2025, we deepened our collaboration with **CP Group** through the signing of a **strategic memorandum of understanding**. The partnership reflects a shared commitment to advancing science-led solutions for the pig and poultry sectors, with a strong focus on efficiency, resilience and environmental performance.

Alltech and CP Group also established the **Alltech Innovation Lab**, a facility in Thailand that supports collaborative research that addresses region-specific challenges while contributing insights relevant to global production systems. Early work at the lab, which was completed in 2025, had included joint studies exploring antimicrobial resistance, system efficiency and sustainable growth pathways.

By combining Alltech's scientific capabilities with CP Group's scale and regional expertise, this partnership demonstrates how collaboration can accelerate innovation, translating research into practical solutions that support sustainable food production across Asia and beyond.

ACS/Ideagro Safeguard Our Soils initiative

In 2025, the **#SOS—Safeguard Our Soils** initiative, led by **Alltech Crop Science** and **Ideagro**, continued to engage farmers, agri-businesses and consumers with relevant information on improving soil balance, strengthening ecosystems, and adopting more sustainable agricultural practices.

Launched in late 2024, this initiative highlights the vital role of healthy soils in providing food security and protecting the environment. Such "**suppressive soils**," rich in beneficial microbial diversity, naturally fight diseases, improve soil structure, and reduce reliance on chemical inputs.

Annual reports

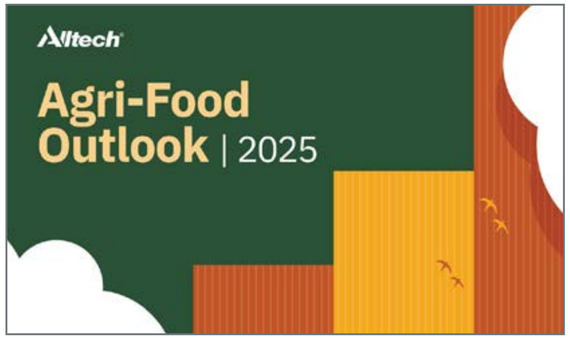
Alltech's commitment to advancing the agri-food industry includes a commitment to share knowledge, insights and best practices. Much of this is done through our annual reports, each of which is supported by activities such as media appearances, interviews, social media posts and webinars.

These widely distributed reports include:

The annual **Alltech Sustainability Report** is a strategic foundation for how we communicate our purpose, priorities and impact. By grounding our storytelling in clear data, defined commitments and year-on-year progress, the report allows us to transparently communicate how sustainability is embedded in our business.

The **Alltech Agri-Food Outlook** draws on data from 142 countries and 28,230 feed mills to deliver a comprehensive snapshot of global compound feed production. These insights serve as a barometer for the livestock industry, highlighting key trends across species, regional challenges and growth opportunities.

For the **Alltech Harvest Analysis**, thousands of grain, forage and new-crop samples are collected from more than 20 countries to assess regional mold and mycotoxin contamination patterns.



Advocacy

World Without Cows: Changing the conversation

Amid misinformation about animal agriculture, Alltech president and CEO Dr. Mark Lyons decided to commission a bold project: a documentary that explores the role of cattle in our food system, environment and economy.

Alltech already had the ideal storytellers in-house: **award-winning journalists and filmmakers Michelle Michael and Brandon Whitworth**. Over three years and in 40 locations around the world, Michelle and Brandon talked with those on the front lines, including farmers and ranchers, ecologists, economists, human nutritionists, historians and other experts.

The documentary they produced, **World Without Cows**, debuted in late 2024.

This groundbreaking film examines humans' dependence on cows in many regions of the world; the challenges of nourishing a rapidly expanding global population; the essential value of animal protein; and the complex relationship between cows and the environment.

In 2025, World Without Cows reached new audiences around the world, with **250 screenings** held across 36 countries, from packed theaters and large venues to smaller private events and meetings. Subtitled in 26 languages, the documentary continued to grow in visibility and impact, with **film festival appearances resulting in 15 laurels**, and with word of mouth driving increased interest globally.

The film was also a highlight of such events as:

- **COP30**
- **FAO Global Conference**
- **World Farmers Summit**
- **VIV Asia**
- **Global Agribusiness Festival**
- **EarthX**

Each screening created an opportunity to share science-based information and support meaningful conversation.

World Without Cows at the European Parliament

In May 2025, the **European Parliament** hosted a screening of World Without Cows at its Brussels headquarters, marking an important milestone for the documentary's visibility in policy circles. This outstanding opportunity was generously arranged by Belgian MEP Benoît Cassart.

The audience was an exclusive gathering of more than 150 attendees, including policymakers and other agri-food leaders.

A panel discussion after the film, moderated by Damien O'Reilly of the Irish Co-operative Organisation Society (ICOS), brought together perspectives from across the agricultural spectrum.

Planet of Plenty LLC

In 2025, Alltech expanded its approach to agricultural advocacy through Planet of Plenty LLC, a dedicated activation platform designed to extend the reach and impact of science-based storytelling initiatives. The platform supports continued engagement around projects such as World Without Cows, enabling partners across the agri-food sector to invest in informed dialogue and public understanding of food systems.

Alltech at conferences and events

Around the world, Alltech's ESG team and others represented our company and industry at major sustainability conferences, including:

- **CLEAR State of the Science Summit**
- **Climate Week NYC and London**
- **U.S. Roundtable for Sustainable Beef**
- **World ESG and Climate Summit**
- **Sustainability Week (U.S.)**
- **FAO Global Conference on Sustainable Livestock Transformation**
- **IFCN Supporter Conference**
- **VIV Asia**

One highlight was the **U.N. Climate Change Conference (COP30)**, held in Belém, Brazil, in November. Here, Alltech provided a strong voice for the agri-food sector in discussions on sustainable livestock systems, regenerative food production and the development of agricultural carbon markets.

Some standout Alltech contributions at COP30 and related events:

- **Alltech president and CEO Dr. Mark Lyons** was prominently featured in a Protein PACT panel, **"From Pasture to Plate: Continuous Improvement Practices, Progress and Pathways in Animal Agriculture."**
- **Tara McCarthy**, global vice president of ESG, was a featured panelist in the Embrapa-sponsored **Sustainable Animal Agriculture of the Americas** event at the Inter-American Institute for Cooperation on Agriculture (IICA) Pavilion.
- **Clodys Menacho**, sustainability lead for Latin America, delivered a presentation highlighting the **role of agriculture in climate solutions** and the **importance of science-based approaches in regional food systems**.
- **Martha Baker**, global director of carbon markets, addressed the **Dairy Vision** conference in Campinas on **carbon markets in the dairy industry**.

Alltech also hosted a screening of **World Without Cows** and several screenings of the new mini-documentary **World Without Cows: The Battle for Balance**, using film as a platform to engage COP30 participants and broaden the conversation around livestock's role in sustainable food systems.

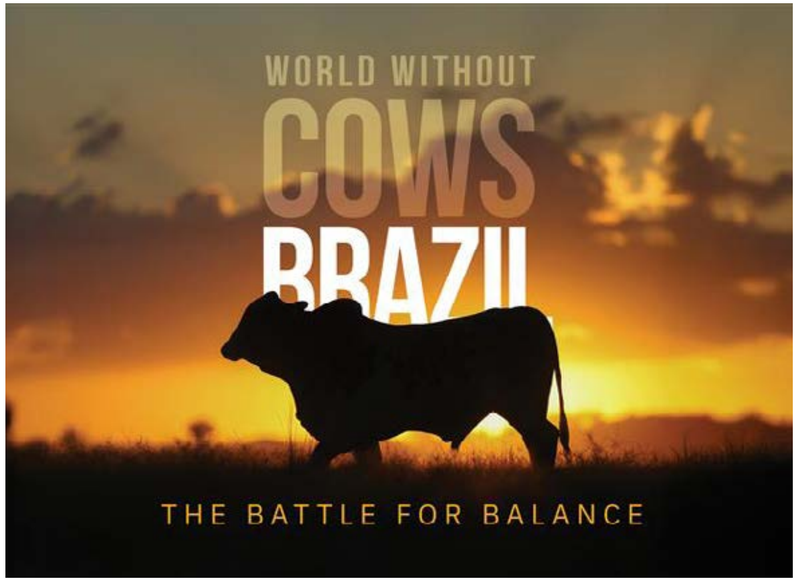
This type of participation in public policy discussions and industry initiatives is vital to Alltech's purpose of Working Together for a Planet of Plenty and to our support of the U.N. Sustainable Development Goals.

World Without Cows: The Battle for Balance

This companion mini-documentary to World Without Cows highlights the ways that Brazilian cattle farmers are working at the intersection of productivity and environmental stewardship. The film challenges commonly held beliefs about Brazil's role in the climate crisis, showcasing how both leading-edge technology and regenerative agriculture practices are reshaping livestock systems in one of the world's most closely watched regions.

Screenings of the mini-documentary at COP30 and related events were supported by informational campaigns in Brazil and globally, designed to extend the conversation beyond COP30 and engage a broader audience in a more nuanced understanding of how cattle production can both reduce their impact and be a vital part of the climate solution.

Click to watch: worldwithoutcows.com/brazil



> **"Agriculture is not just part of the climate conversation — it is central to the solution."**
>
> –Dr. Mark Lyons at COP30, Belém, Brazil

Support for rising agri-food communicators

(IFAJ Young Leaders)

Since 2005, the International Federation of Agricultural Journalists (IFAJ) and Alltech have partnered to support the **IFAJ–Alltech Young Leaders in Agricultural Journalism Award**, which recognizes the leadership potential of young communications professionals from countries belonging to IFAJ.

This year's cohort of ten IFAJ–Alltech Young Leaders were provided with scholarships to attend IFAJ's annual congress in Nairobi in October, with a unique professional development workshop "boot camp" immediately prior.

These experiences provide valuable knowledge and connections that boost not only the Young Leaders, but the world's understanding of today's agriculture community.

SECTION 5: OUR TEAM

Who we are and how we operate

Building a top-level team has been essential to our success. In turn, we support team members through exceptional opportunities for connection, learning and development. We also actively support their well-being with a broad range of robust health and safety initiatives.

Celebrating and cultivating our diversity

At Alltech, we understand that diversity drives innovation and strengthens the agri-food industry. **Our global team of more than 5,300 people spans 72 nationalities and 59 native languages**, bringing a wide range of backgrounds, perspectives and experiences.

Diversity is our strength. Our team members allow us to better understand local challenges and meaningfully connect with customers. Through our diverse global team, we're able to deliver more resilient and sustainable outcomes for the communities we serve.

Notably, **31% of our team has been with Alltech for more than 10 years, and 10% for 20 or more**. Their depth of experience helps shape our culture and guide the next generation of talent.

Over Alltech's global network of administrative and manufacturing facilities, about half of our team members are in production positions, while the other half serve in non-production positions. This balance in roles and experiences provides many opportunities for cross-team learning and connection.

This is Alltech®

49% non-production positions
42% women 58% men

51% production positions
10% women 90% men

11 non-production departments have more women than men

Departments with more than 70% women

include:
Formulation
Marketing
Registration
Customer Service
Culture & Talent

5,300+ global team members

Global workforce:
26% women 74% men

In 16 countries, women are in the majority

Years of service

31% of team members have been with us **more than 10 years**

10% have been with us **more than 20 years**

Alltech across the generations

Boomer	7%
Gen X	28%
Gen Y	47%
Gen Z	18%

72 nationalities

59 native languages

Top 4 languages
English
Portuguese
Spanish
Chinese

*Percentages have been rounded to the nearest full number

Gender equality and inclusion

We recognize equal opportunity as essential to the advancement of both the agri-food industry and society.

Alltech's global workforce of more than 5,300 team members comprises **26% women and 74% men**. There is a meaningful difference between role types, with women making up 42% of non-production positions but just 10% of production positions. This pattern is common across the agri-food industry. Notably, however, 11 of Alltech's non-production departments have more women than men, and in 16 countries, women are in the majority within the local team. **At the senior leadership level, women comprise 23% of the team**.

Alltech is taking an intentional approach to its talent development programs, ensuring that women are afforded equal opportunity to participate in programs such as the four-year Alltech Mini-MBA management training program.

Our gender pay gap reporting reflects both progress made and an ongoing commitment to a fair, inclusive and equitable workplace.

In 2025, Alltech published its first gender pay gap report for its European headquarters in Ireland, reporting a 0.1% mean gender pay gap.

Advocating for gender equality in agri-food

Alltech supports women at all career stages through internal initiatives and external partnerships, including **Women in Food & Agriculture**, **Meat Business Women**, the **Dairy Girl Network** and the **30% Club**. Through these partnerships, we provide access to professional development, leadership workshops, mentoring and networking opportunities.

Women in Food & Agriculture (WFA)

As part of our ongoing work with Women in Food & Agriculture (WFA), each year we bring about 20 colleagues, both male and female, to one of its annual conferences, held in Chicago and Amsterdam.

This has had a clear and measurable impact on engagement and development, bringing in fresh ideas and creating an energizing "outside-in" perspective that strengthens both individual growth and Alltech's culture of curiosity, inclusion and continuous improvement. Each team member returns from the conferences more connected to industry trends, more confident in their own voice, and with expanded global networks that continue well beyond the events.

WFA Mentorship Program

Alltech continued our partnership with Expana's **Women in Food & Agriculture (WFA) Mentorship Program**, which has matched more than 1,500 professionals across the global agri-food sector since its launch in 2021.

In 2025, Patrick Charlton, our vice president for Europe, was named the program's **Mentor of the Year**.

Meat Business Women

In 2024, Alltech began a two-year strategic partnership with **Meat Business Women (MBW)**, the United Nations-recognized global professional network for women across the meat industry. Alltech and MBW collaborate on regional "Community Connect" events across the U.K. and Ireland, providing personal development and networking opportunities. These events feature Alltech and industry speakers who share career experiences and insights on the importance of gender diversity in agriculture.

Dairy Girl Network

The **Dairy Girl Network** connects women across the dairy industry, encouraging ideas and camaraderie to achieve personal and professional development. Alltech is a Sustaining Partner and co-sponsor of DGN's annual "**Forward TogetHER**" conference.

> **"We know that a diverse and inclusive work force isn't just the right thing to do — it's a business imperative."**
>
> –Orla McAleer, Alltech's chief culture officer, on International Women's Day in 2025

Creating a culture of safety, health and well-being

At Alltech, we know that a safe and supportive working environment enables our teams and team members to perform at their best while providing health benefits and social connections that enrich us personally and professionally. In 2025, we continued to build on this foundation by advancing workplace safety performance while expanding our focus on physical, mental and social well-being across regions and roles.

Building on a strong foundation in workplace safety

Workplace safety at Alltech ranges from machine guarding and slip-and-fall prevention to ergonomics and emergency preparedness. Our Health & Safety teams worldwide work closely with operational colleagues in production facilities, warehouses and offices to identify risks, implement preventive measures and strengthen everyday safety culture.

2025 marked Alltech's best year on record for health and safety performance, with global incident indicators showing a decline even as reporting expanded across more facilities and regions.

Alltech reported the following global health and safety metrics for 2025:

- **Lost time incident rate (LTIR): 1.608**
- **Lost time injury severity rate (LTISR): 39.47**
- **Total recordable incident rate (TRIR): 2.064**
- **Lost time injury frequency rate (LTIFR): 8.038**

Continued focus on prevention, early intervention and operational discipline has supported this positive trend.

Safety training and awareness

Training remains a cornerstone of Alltech's workplace safety approach. In 2025, team members at production sites completed an average of **12 hours of safety training** per person, supported by approximately two additional hours of office-based health and safety training per team member. This combination helps ensure consistent standards across regions and roles, reinforcing individual awareness while embedding shared responsibility for safe working environments.

Safety engagement also extends beyond formal training. Initiatives such as near-miss reporting, hands-on leadership participation and site-level safety activities continue to strengthen awareness and accountability in daily operations.

Promoting physical and mental health

Alongside workplace safety, Alltech invests time and resources to support team members' physical and mental health. This includes formal programs, such as our confidential **employee assistance programs (EAPs)**, as well as locally led initiatives.

Around the world, enthusiastic Alltech teams have also implemented team-building activities and regular connection opportunities to support social well-being and inclusion.

2025K Charitable Challenge

One global highlight in 2025 was the **2025K Charitable Challenge**. In January, Dr. Mark Lyons set a "big audacious goal" to complete 25,000 push-ups in 2025 — and to raise $100,000 for the Pearse Lyons ACE Foundation along the way. He issued the 2025K Charitable Challenge to everyone at Alltech, inspiring participants to pursue personal fitness goals tied to the number 25 — from completing 25,000 push-ups to committing to 250 walks or running 2.5 miles a day. Impressively, 40% of those who entered the challenge completed and even exceeded 25,000 push-ups. Other Alltech teams committed to non-physical activities, such as reading 25 books or completing 25 acts of kindness.

At Alltech's offices in Stamford, U.K., team members committed to learning and sharing 25 new skills across the year, ranging from CPR and first aid to cooking, crafting and stress-reduction activities. In total, the team logged 185 hours of shared learning, achieving near full participation and strengthening cross-team relationships.

With a combined 1.3 million push-ups and many other personal goals accomplished, participants met and surpassed the $100,000 fundraising goal. Along the way, friendly rivalry, shared progress updates and new connections — fostered through social media and the initiative's WhatsApp group — helped bring energy, camaraderie and global connection to the challenge.

Health and wellness at Alltech Lienert Australia

As just one example of **Alltech's holistic health and wellness approach** in our offices and facilities around the world, here are some current offerings at **Alltech Lienert Australia**:

- Access to learning, development and professional growth opportunities
- Support for mental health awareness, psychological safety and open communication
- Mental health "first-aiders" available for initial support and guidance
- Up to three sessions of confidential counseling through the employee assistance program (EAP)
- Dedicated quiet area for rest, reflection and stress reduction
- Strong focus on workplace health and safety, including ergonomic supports
- On-site vaccination clinics to support preventive health
- Flexible working hours, where operational requirements allow
- Work-from-home arrangements, where operational requirements allow
- Regular morning teas and team lunches to promote connection and engagement

Cultivating curiosity and lifelong learning

Alltech Learning Hub

The **Alltech Learning Hub** is the central **learning management system (LMS)** for our team members globally. It provides not only in-depth training for new team members — **270 of them in 2025** — but continuous learning on a broad and ever-expanding range of topics including ESG, leadership, technical skills, compliance, marketing and well-being. This robust curriculum comprises both proprietary Alltech content and a wide range of external learning resources.

In 2025, the Learning Hub recorded **3,200 completions of Alltech-specific learning modules and 7,751 external learning modules, for a total of 10,951**. These figures demonstrate strong engagement with continuous learning across our organization.

To bolster engagement and improve accessibility and inclusivity, Learning Hub videos, which have primarily been produced in English and audio-only, are increasingly supported by **subtitles and captions**.

Global Environmental Sustainability Training

One outstanding example of company-wide impact through the Learning Hub is our new Global Environmental Sustainability Training program, launched in 2025. This seven-module program helps establish a broad and consistent understanding of the environmental, regulatory and commercial forces shaping the agri-food sector today, covering ESG and business growth, greenhouse gas emissions in agriculture, life cycle assessments, carbon markets, the Alltech E-CO_2 offering and the evolving regulatory and certification landscape. The final module focuses on embedding sustainability into commercial practice — helping team members translate technical concepts into clear value for customers.

While the Global Environmental Sustainability Training program is also taught through live sessions, the Learning Hub enables any team member, anywhere, to benefit from it.

Global communications, global connections

Providing up-to-date Alltech and industry news is another way we foster learning.

A weekly video town hall meeting, the Global Call, is hosted by Dr. Mark Lyons and features news and presentations from teams around the world.

We also communicate about important initiatives and opportunities in our company magazine, the Alltech Herald. Distributed weekly to thousands of Alltech team members via email, the Herald provides in-depth features about our business initiatives, industry developments and more. One recurring feature is ESG Spotlight, which keeps team members informed on the ESG terms and concepts we need to understand to advance our Planet of Plenty purpose.

Alltech also regularly uses the Global Call and the Herald to highlight the successes of teams and team members.

Leadership and talent development programs

4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH

In 2025, we continued to invest in our people as a key driver of sustainable growth, with a strong focus on learning, leadership development and inclusion.

Back 2 Basics: Starting strong

Back 2 Basics is an immersive induction experience designed to strengthen connections between new team members, deepen understanding of Alltech's culture and values, create opportunities to highlight our shared purpose of Working Together for a Planet of Plenty, and reinforce what it means to be an Alltechian. To encourage full engagement and enjoyment of the program, it is hosted in person at Alltech HQ in Kentucky.

In 2025, this unforgettable experience was hosted at HQ for the first time since COVID-19 interrupted the series in 2019. **116 participants from more than 30 countries took part, with the group comprising 64% men and 36% women**. They enjoyed engaging with senior leadership, learning about Alltech's business and technologies, collaborating on exciting group projects, and building lasting relationships between individuals and across teams and regions.

Alltech Mini-MBA: Advanced business development and lasting connections

Now in its 24th year, the **Alltech Mini-MBA** program continues to develop and encourage future leaders. In 2025, the program welcomed **107 participants from 29 countries and 15 departments**, highlighting its global reach and cross-functional nature, which offer valuable opportunities for ongoing collaboration and lasting friendships.

Those chosen for this four-year program spend two weeks the first year, and one week for the next three years, in an intensive module involving coursework, projects and discussions. Module topics constantly evolve to reflect the most relevant challenges and opportunities facing Alltech and the wider industry, including leadership in disruptive times and understanding the role of artificial intelligence.

Of the 783 team members who have participated in the Mini-MBA since its inception, 71% were men and 29% were women. However, this ratio is swiftly gaining balance: **In 2025, 53% of the incoming Mini-MBA class were men and 47% were women.**

In addition to these internal programs, Alltech continues to sponsor many team members in pursuing their master's and doctoral degrees. **To date, Alltech has sponsored advanced studies for 220 of our colleagues**, promoting not only their careers and achievements, but the future of Alltech and agri-food.

> **"Rarely do you have the opportunity to get 50-some colleagues at all different stages of their careers, and from so many different cultures, together in one space."**
>
> –Mark Hulsebus, general manager of Alltech's U.S. Pork team

Global talent management system (GTMS)

In 2025, we invested in a new global talent management system, rolled out initially in North America. This platform supports our talent strategy by creating a more consistent and transparent experience for team members and leaders across the organization. A single source of team member data strengthens decision-making around development, performance and workforce planning. This enables our leaders to better support, engage and grow their teams.

Talent Development Program

The **Talent Development Program (TDP)** was for many years a cornerstone of Alltech's approach to building technical expertise, commercial agility and advanced sales skills across regions.

In 2025 Alltech reignited the program, having seen a development opportunity for a structured "middle-tier" program aimed at sales professionals with two to four years' tenure. The program focuses on sales processes and technical knowledge, supporting retention and the development of future leaders.

Close to 100 team members from 15 countries across multiple regions, **including Southeast Asia, South Asia, and the Middle East and North Africa, attended the newly updated TDP**.

Powered by people, connected across continents

5,300+
team members

Our global team includes:

North America **2,009**
Latin America **1,592**
Europe **927**
Asia-Pacific **718**
Middle East & Africa **101**

59
native languages

40,000
customers in
140+ countries

"Change is the only constant at Alltech, and if you have the inclination to learn, the openness to accept challenges, and the curiosity to find new paths, there is no stopping you here — time is your only limit. My wonderful colleagues and mentors, and the fantastic Alltech culture, have enabled me to gain recognition and success on this beautiful journey. I have built so many memories over my tenure here, and I hope to build many more."

— Anitha Upadhyaya, Quality Manager for Asia-Pacific, based in Bangalore, India, joined Alltech in 2012

"Every day at Alltech has been a school day for me, as I have learned so much from my managers, colleagues and customers — the best teachers! From day one of my career until now, I've been able to reach out to my managers, VPs, directors and other colleagues in Bangkok, in Asia-Pacific and all over the world to ask questions and get advice. No matter how busy they are, they will always make time and give 1000% support."

— CK Lim, Global Head of Marketing for Health and Productivity, based in Bangkok, Thailand, joined Alltech in 2006

"Coming from a small family farm in a town with 200 people, the connection with colleagues and friends I've made around the world amazes me. The learning experiences I've had throughout my career are the best, bar none. A line that navigated my career and something I learned very early on was, 'Never pass up an opportunity because of lack of experience — you can always learn how to do the job on the go.' I took that to heart with my curiosity and along the way built the camaraderie I have with my peers. I'm honored to work for a fun, exciting company with great people."

— CJ Tanderup, Western U.S. Business Manager, based in Brookings, South Dakota, joined Alltech in 2009

"I frequently lead customer tours of the European Bioscience Centre, and one of the questions I'm sometimes asked is, 'Why have you stayed in one company for so long?' The answer is that I firmly believe the research I'm involved in is making a difference. It makes a difference in improving the health and performance of animals; it makes a difference in improving the lives of our customers; and it makes a difference in achieving a more sustainable future."

— Dr. Laurann Byrne, Research Project Manager, based in Dunboyne, Ireland, joined Alltech in 2004

Follow us on LinkedIn to see more career journeys.

SECTION 6: GOVERNANCE

Ethical standards and accountability

Through strong governance, ethical business practices and clear accountability, Alltech works to build trust and support responsible growth across our global operations. We are committed to the highest standards of conduct and integrity, and this commitment is foundational to the policies, systems and decisions that guide our business.

Governance

Overall accountability for our sustainability performance sits with our president and CEO, Dr. Mark Lyons.

He works closely with our global vice president for ESG, Tara McCarthy, to evaluate and address ESG risks, opportunities and impacts and is further supported by our governance framework, which consists of three pillars:

- **Our board of directors**, which provides oversight on risks, compliance and strategic direction.
- **Internal audits**, which deliver independent, objective assessments of our risk management and internal controls.
- **External audits**, which ensure the accuracy of our financial statements and compliance with regulations.

These mechanisms work together to maximize accountability and risk management.

Our sustainability governance structure is designed to enable the vice president of ESG to report directly to our president and CEO and to maintain direct contact with our **board of directors**, the **audit committee**, and our **reputation oversight committee (ROC)**. This ensures greater accountability and the proper identification of sustainability risks.

Ethics and compliance

As a global leader in agriculture, Alltech understands the impact of our actions, and we are dedicated to conducting business with integrity, transparency and accountability. To this end, we have implemented multiple initiatives to **reinforce compliance and ethical assurance** across all aspects of our business.

Alltech Global Code of Conduct

This policy applies to all team members, the board of directors, agents, distributors and consultants. It highlights our promise to protect the health and safety of everyone who plays a part in our operations, lives in the more than 350 communities in which we live and work, or uses our technologies. The **Alltech Code of Conduct** also ensures that Alltech team members worldwide act with respect and care within both the local and global environments.

Alltech Global Compliance Program

Because our business practices and supply chains reach many parts of the world, it is essential that we enforce effective systems and controls to prevent bribery, corruption, cybercrime, slavery and human trafficking across our global operations.

The **Alltech Global Compliance Program** focuses on our most critical risks, constantly performing client and supplier compliance screening, oversight of government donations, and gift and entertainment monitoring while maintaining open communication with team members, aiming to prevent violations of local and international law.

United Nations Global Compact

Since 2019, Alltech has been a proud signatory of the United Nations Global Compact, aligning our operations with key principles in human rights, labor, the environment and anti-corruption.

Compliance and mandatory training

Mandatory compliance training remains a key component of Alltech's learning strategy. Both globally relevant and region-specific needs are addressed in these trainings.

In 2025:

- **2,049 (82%)** team members completed **Anti-Bribery** and **Anti-Money Laundering** training.
- **2,313 (93%)** team members completed **Cybersecurity: Social Engineering** training.

A pilot **ISO 27001** (cybersecurity) program is being run at Alltech Coppens. Every six weeks, a course is assigned to approximately 80 team members, with an average completion rate of 96% per course.

Policies

Alltech maintains a comprehensive set of policies that guide organizational behavior and support ethical conduct and compliance. As of 2025, these included:

- **Acceptable Use of IT Assets**
- **Alltech Business Partner Code of Conduct**
- **Animal Welfare Policy**
- **Anti-Bribery and Corruption Policy**
- **Anti-Money-Laundering Policy**
- **Conflict of Interest Policy**
- **Fair Competition/Fraud Prevention Policy**
- **Global Information Security Policy**
- **Health, Safety and Environmental Policy**
- **Labor and Human Rights Policy**
- **Non-Discrimination and Anti-Harassment Policy**

- **Non-Retaliation Policy**
- **Reporting Concerns Policy**
- **Responsible Sourcing Policy**
- **Social Media Policy**
- **Workplace Violence Prevention Policy**
- **Global Waste Policy (newly adopted in 2025)**
- **Deforestation and Land-Conversion-Free Policy (newly adopted in 2025)**

Responsible supply chain

We expect our business partners to align with our company's values and Global Code of Conduct by complying with the **Alltech Business Partner Code of Conduct** and the Terms and Conditions applicable to each Purchase Order. By accepting a **Purchase Order**, suppliers confirm their commitment to uphold the highest ethical, social and environmental standards.

To further strengthen this commitment, Alltech has implemented our **Responsible Procurement Program**, a due diligence initiative designed to better manage risks within our supply chain. Key actions outlined by the program include:

Identify risk: We have integrated ethics and sustainability criteria into our business partner qualification process.

Assess: We evaluate each supplier's profile to determine the material risks associated with the products and services procured by Alltech.

Mitigate: For identified risk profiles, we actively implement measures to address and mitigate risks. For example, we request business partners with a higher footprint and risk of deforestation to complete a detailed questionnaire assessing their greenhouse gas policies and their deforestation- and conversion-free initiatives.

Monitor: Through independent assessments, Alltech continually reviews high-risk business partners. Every three years, each partner must submit updated documentation for qualification.

Risk assessment

We regularly assess material risks across our business and our supply chain, and we take appropriate preventive actions against corruption, bribery, cybersecurity breaches and modern slavery.

A **targeted global risk assessment** is performed to identify and document Alltech manufacturing locations that may have a higher risk profile. The findings then guide our selection of locations for on-site audits and inspections.

Audits and inspections

Alltech's audit and inspection program focuses on evaluating high-risk Alltech locations across different risk categories. Inspectors visit selected sites to evaluate procedures, review records and assess compliance based on documented risk assessments. Following each review, a formal report is issued and corrective actions are implemented as appropriate.

In 2025, Alltech conducted assurance audits of third-party partners in Vietnam and Thailand, focusing on child labor risk within the supply chain. These audits are part of our broader due diligence efforts to promote responsible sourcing practices and ensure alignment with Alltech's human rights and ethical standards.

Also in 2025, Alltech partnered with Together for Sustainability (TfS) to conduct external sustainability performance audits at our operations in Brazil and Spain. These audits follow a standardized methodology based on internationally recognized sustainability criteria and assess key areas such as labor practices, health and safety, environmental impact and ethical business conduct. The aim is always to support continuous improvement across our operations.

Disclosure

In 2025, Alltech published disclosures outlining steps taken to **prevent, combat and remediate any form of modern slavery or human trafficking**. This disclosure advances our company's internal governance goals and aligns with legal requirements in the United Kingdom, Canada and the United States.

Speak Up! reporting system

To guarantee compliance across the organization, we use an internal reporting system called Speak Up! We encourage team members to report if they witness unsafe, unethical or potentially harmful behavior.

Speak Up! includes multiple reporting channels that give our team members confidence in the effectiveness and confidentiality of their report. We also strictly prohibit retaliation against individuals who report concerns in good faith or who participate in investigations. Acts of retaliation are considered misconduct and are subject to disciplinary action.

Join us on the journey

At Alltech, we know that sustainability is not just a set of goals or regulations: it's a dynamic, ongoing process of learning, collaboration and improvement. The challenges facing our industry continue to evolve, and so must our approaches.

As we look to 2026 and beyond, we remain focused on finding new ways to build resilience, strengthen transparency, and deliver solutions that replenish natural resources, revitalize communities, and provide nutrition for people around the world.

We thank you for taking the time to learn more about us through this report — and, as always, we invite you all to join us in our dedication to Working Together for a Planet of Plenty.

Key performance indicators

	Focus areas	Our ambitions	2024	2025	2026 goals	SDG alignment
ENVIRONMENT	Reduction of GHG emissions	We are committed to reducing our Scope 1 and 2 GHG emissions by 42% by 2030 from a 2021 base year. To help combat climate change, we have also committed to reducing our Scope 3 GHG emissions by 25% from a 2023 base year.	Scope 1 = 86,349 mt CO_2e. Scope 2 = 45,580 mt CO_2e. Scope 1 and 2 = 131,929 mt CO_2e. This is a nearly 16% reduction from the baseline, which puts us ahead of schedule on our Scope 1 and 2 emissions reduction journey. Scope 3 = 5,175,656 mt CO_2e, a 1.7% increase over 2023. *Note: Our 2023 Scope 3 baseline has been recalculated to match methodology improvements made in 2024.*	In 2025, Scope 1 and 2 GHG emissions were reduced to 121,950 mt CO_2e, representing a 22% reduction from the 2021 baseline, driven primarily by a 28% decrease in Scope 1 direct emissions and continued reductions in Scope 2 purchased energy emissions (–8%). During preparation of the 2025 inventory, previously uncounted 2024 Scope 1 and 2 energy emissions were identified, quantified and incorporated. Performance remains on track to meet 2030 Scope 1 and 2 reduction targets. In 2025, Scope 3 emissions totaled 2,496,671 mt CO_2e, a 51% reduction from the 2023 baseline, driven mainly by a 55% decrease in Category 3.01, Purchased goods and services. In 2025, more granular raw material emissions factors replaced broad categories that had overstated emissions. This should not be interpreted as a reduction in actual emissions, but as an emissions factor improvement that enhances data accuracy and provides clearer visibility of top emitting ingredients.	Due to a significant change in Alltech's North America business structure in 2026, involving the formation of a joint venture incorporating a substantial portion of our feed operations, our goal is to establish 2026 as a new baseline year for Scope 1, 2 and 3 greenhouse gas emissions, providing a robust and comparable basis for future emissions reduction targets.	
	Investment in energy efficiency in our facilities	Alltech is dedicated to conducting energy efficiency feasibility studies across our production facilities to identify opportunities for reducing our environmental footprint.	15 feasibility studies were completed in 2024.	12 feasibility studies were completed in 2025.	Our 2026 goal is to complete 12 feasibility studies.	
		We are committed to completing energy efficiency projects in our production facilities to reduce our environmental impact.	Completed: 16 Underway: 6	Completed: 13 Underway: 6	We expect to complete 7 projects and have another 5 projects underway.	
		We will continue investing significant resources in energy efficiency projects to drive sustainability and operational cost savings as a shared value.	Alltech invested $2.04 million in efficiency and renewable-related projects in 2024.	Alltech invested $2.72 million in efficiency and renewable-related projects in 2025.	Alltech projects to spend $1.66 million in efficiency and renewable-related projects in 2026.	
		To achieve the goals outlined in our 2030 GHG Reduction Plan, we will reduce emissions through targeted energy efficiency projects, thereby sharing value through lower operational costs, contributing to our sustainability goals and minimizing our environmental impact.	We reduced our emissions by 3,602 mt CO_2e in 2024.	We reduced our emissions by 3,116 mt CO_2e in 2025.	We expect to reduce our emissions by 4,669 mt CO_2e in 2026.	
	Investment in renewable energy	We are committed to prioritizing renewable energy opportunities within our operations.	8 project feasibility studies Completed: 5 projects Underway: 1 project	Completed: 5 projects, contributing to a reduction of 1,136 mt CO_2e Underway: 1 project, contributing to a reduction of 155 mt CO_2e Feasibility study: 6 projects, to contribute to a reduction of 1,959 mt CO_2e	We currently plan to complete two projects: a thermal solar project in China and a second solar PV project in Vietnam. Subject to approval, we expect to have another project underway in India and to complete two feasibility studies in Asia.	
		We will explore and support renewable energy opportunities in partnership with our value chain.	We teamed up with Tobermore Concrete, CEMCOR and Road Safety Contracts to help build the Mid-Ulster Biorefinery and Circular Economy Cluster, a sustainable energy hub in Northern Ireland. This project, supported by Queen's University Belfast and other organizations, involves plans to create a 10-megawatt biomethane plant that will turn farm waste into renewable energy.	Within Alltech's Applications Department, anaerobic digestion (AD) projects progress through three phases: product development, pilot and partner. In 2025, a new AD product progressed to the pilot stage and was trialed at two AD plants in Europe. One trial demonstrated a reduction potential of up to 50% in dry matter substrate, and the other demonstrated an increase in biogas and electricity by approximately 20%. Partner phase support continued for a project funded by Northern Ireland's Department of Agriculture, Environment and Rural Affairs (DAERA) Small Business Research Initiative (SBRI). Support from Alltech included phosphorus quantification, providing accurate data for phosphorus partitioning during on-farm slurry separation to support improved nutrient management and water quality in the Lough Neagh catchment.	In 2026, pilot stage priorities will build on positive results achieved to date by completing both European product trials and optimizing performance in manure-based digesters. At the partner stage, Alltech will continue supporting DAERA's SBRI-funded project through advanced analytical capabilities at Alltech's European Applications Lab in Dunboyne, Ireland. In addition, the separated solids from the Lough Neagh catchment area will be used as substrate for a local AD, showing proof of concept and utilization of Alltech's breakthrough AD technologies. Strategic partnerships with organizations across organic waste supply and construction materials will be advanced, with a priority to progress a 10-megawatt biomethane project from feasibility to the next development stage, converting farm and organic wastes into renewable energy for industrial use.	

Key performance indicators

	Focus areas	Our ambitions	2024	2025	2026 goals	SDG alignment
ENVIRONMENT	Sustainable water program	We are committed to developing a comprehensive global water efficiency and recycling program.	2 projects were identified for the global water program, 4 facilities were short-listed for implementation, and a corporate global water policy was drafted.	2025 saw an increase of over 55% in water recycled compared to 2024. Feasibility studies on water reduction were discussed, and categories were analyzed internally, with priority ranking. A global water policy was drafted. This progress continued into 2026.	In 2026, we aim to reduce water consumption and costs globally; pilot new water engineering projects in the APAC region to reduce water consumption and recirculate wastewater; and approve a global water policy. Implementation of the policy will include delivering a targeted training for operational teams, embedding best practices, and defining priority KPIs to support consistent future reporting and performance monitoring.	
	Sustainable waste program	We are committed to developing a global waste and pollution prevention program.	A pilot global waste reduction program was launched at select facilities. Separately, 5 sites independently achieved zero-waste-to-landfill status. A global waste policy was developed and presented to the Risk Committee for sign-off.	7 facilities reported zero waste to landfill in 2025. We over-achieved our 2025 target, reducing costs by over 30% for a saving of approximately US$1,155,000 from 2024 to 2025.	In 2026, we plan to identify and implement waste reduction opportunities that can be scaled across similar sites globally; reduce waste sent to landfill and increase waste sent to renewable energy; and implement the global waste policy via waste audits and LMS training resources (waste curriculum).	
	Product life cycle assessments (LCAs)	We are committed to calculating the environmental impact of our products through a global life cycle assessment (LCA) program to ensure that we are providing our customers with the most transparent and accurate information.	57 product LCAs completed.	By the end of 2025, we had completed 142 LCAs, primarily across our range of specialty ingredients as well as certain complete feeds.	In 2026, we aim to continue delivering LCAs in line with regulatory requirements and stakeholder needs; complete Alltech's first facility-wide LCA at the Spain manufacturing site, encompassing the calculation of over 150 product LCAs; and prioritize the recalculation of LCAs for specialty ingredients in response to stakeholder requests and where facility-level GHG emissions have changed.	
	Low-impact packaging strategy	We will develop a global sustainable packaging program across our operations.	We implemented a pilot project to identify ways to make our packaging more sustainable.	We began developing a global packaging baseline and additional strategies for emissions reductions (e.g., a supplier questionnaire).	In 2026, we plan to update the global packaging baseline for all packaging types, integrating our existing data collection platforms and software for ease of use and circulation. We also aim to develop targets and strategies for emissions reduction and more sustainable-packaging supplier options, in alignment with our procurement objectives and requirements.	
	Environmental risk assessments	We are committed to conducting environmental risk assessments regularly on more than 90% of our manufacturing facilities.	90% of our facilities were visited in 2024.	90% of our manufacturing facilities were assessed, with 100% completion in North America, Europe, the Middle East and Africa, and Latin America.	We plan to assess 90% of all of our manufacturing facilities by the end of 2026.	
	Environmental training	We aim for more than 90% of our applicable* team members to complete the environmental module in our LMS system every two years, ensuring awareness and commitment to environmental sustainability across our workforce. **Includes all team members who hold an alltech.com email account. Currently, this does not include production team members.*	A comprehensive framework and training syllabus was developed to raise awareness of ESG-related topics within the context of sustainability. The curriculum includes key areas such as greenhouse gases, carbon markets, life cycle assessments, Alltech's sustainability services, ESG regulations, waste, water and the commercialization of sustainability.	In 2025, Alltech delivered a structured global sustainability training program to build consistent commercial sustainability capabilities across the business. The program included 18 live, hourlong internal webinars, attended by approximately 200 colleagues globally. Training covered key topics including greenhouse gases in agriculture, life cycle assessments (LCAs), carbon credit markets, Alltech E-CO_2 real-world applications, the sustainability regulatory landscape, certification and accreditation, and commercial sustainability. The sessions were designed as practical, operational training, with a strong emphasis on execution and application in day-to-day roles across commercial, procurement, operations and technical teams. Training was supported by learning materials, case studies and regional rollouts and was made available online to the global workforce.	In 2026, we plan to continue building our sustainability training by first carrying out a gap analysis to identify where current coverage has been weakest. Based on these findings, we will target future training at the most critical gaps across our global workforce, teams and leadership. This approach will help embed a more commercial sustainability mindset across the business and strengthen understanding of our ESG priorities and objectives.	

Key performance indicators

SOCIAL	Safety in the workplace	Alltech is committed to reducing our lost time incident rate (LTIR).	2.3 LTIR. This number increased because we have more facilities reporting data.	1.608 LTIR. This was a 30% reduction over 2024 and was a record year for Alltech in terms of safety.	We plan to continue the momentum of our safety performance in 2026. We anticipate an increase or stabilization in the numbers as more global locations begin reporting and data accuracy improves.	
		Alltech is committed to reducing our lost time injury severity rate (LTISR).	55.66 LTISR. This number increased because we have more facilities reporting data.	39.47 LTISR. This is a 29% decrease from 2024, despite a predicted increase due to more facilities beginning to report in 2025.	We plan to continue the momentum of our safety performance in 2026. We anticipate an increase or stabilization in the numbers as more global locations begin reporting and data accuracy improves.	
		Alltech is committed to reducing our total recordable incident rate (TRIR).	3.20 TRIR. This number increased as more facilities began reporting data.	2.064 TRIR. This was a 36% decrease from 2024, despite a predicted increase due to more facilities beginning to report in 2025.	We plan to continue the momentum of our safety performance in 2026. We anticipate an increase or stabilization in the numbers as more global locations begin reporting and data accuracy improves.	
		Alltech is committed to reducing our lost time injury frequency rate (LTIFR).	11.53 LTIFR. This number increased as more facilities began reporting data.	8.038 LTIFR. This was a 30% decrease from 2024, despite a predicted increase due to more facilities beginning to report in 2025.	We plan to continue the momentum of our safety performance in 2026. We anticipate an increase or stabilization in the numbers as more global locations begin reporting and data accuracy improves.	
		We will provide annual safety trainings to 100% of our production team members.	Global tracking systems were implemented for our production facilities.	We completed 1 hour per month of health and safety training with all production team members.	The safety team plans to utilize Alltech's new Global Talent Management System and the Alltech Learning Hub to track safety training across our regions globally.	
		Alltech is committed to conducting annual employee health and safety risk assessments for more than 90% of our manufacturing facilities.	95% of our manufacturing facilities were assessed.	95% of our manufacturing facilities were assessed.	We intend to achieve a 95% assessment rate again in 2026.	
		Alltech is committed to offering regular training sessions to more than 90% of our office-based (non-production) team members on health and safety issues.	Alltech team members are encouraged to participate in health and safety training every two years via the Alltech Learning Hub.	We undertook a review of all mandatory courses to ensure alignment with our workstream, and a decision was made not to implement this in 2025.	The mandatory course program will continue to be reviewed in 2026.	
	Health and well-being in the workplace	Alltech is committed to providing access to affordable health care for our regular (full-time and permanent) team members.	Over 90% of all regular Alltech team members had access to affordable health care.	Over 90% of all regular Alltech team members had access to affordable health care.	We plan to maintain investment to ensure 90% of all regular Alltech team members have access to affordable health care.	
		We aim to provide tools and support that benefit the well-being of all team members, as is encompassed in our revised well-being model.	We revised our wellness model to take a holistic approach that includes physical, emotional, social, occupational, environmental and financial well-being.	The Alltech 2025K Charitable Challenge, a new initiative, encouraged exercise, reading and skill development in a collegial and collaborative way around the world while surpassing its $100,000 fundraising goal. Further to an internal review, we identified Alltech's European Headquarters in Ireland as a natural hub to pilot new well-being tools and support.	The Alltech 2026K Charitable Challenge is underway, and the goal is to redesign and expand it to attract a more diverse and higher number of team members. We plan to continue to pilot programs in Ireland including financial wellness, women's health (menopause-specific) and new parent return-to-work support.	

Key performance indicators

	Focus areas	Our ambitions	2024	2025	2026 goals	SDG alignment
SOCIAL	Talent support and career management	Alltech intends to provide continual feedback and support for goal-setting, as well as a framework for career pathways for each department.	We rolled out a global talent-management system to various departments.	We have brought consistency to our performance reviews across regions and departments. We have created a core job architecture for substantive career path assessment. Through this, we have identified more than 100 current and future leaders to strengthen our leadership bench for the future.	We will review and potentially expand our future leaders cohort. We will pilot new tools and frameworks to further support managers in mapping their teams, articulating their development plans and guiding more robust career paths. The pilots will take place with two regional functions — one across the U.S., one in Europe — and one global functional group. We will also conduct personal development workshops for our team members in our Global Headquarters, run by the Culture & Talent team. Topics such as "Quieting the Inner Critic," "Career Pathways" and "Speed Mentoring" will be covered.	
	Gender equality	We promote advocacy for women, and mentorship to support women, through programs and partnerships around the world.	Alltech continued to sponsor Women in Food & Agriculture's (WFA) Mentorship Program and remained constantly on the lookout for other sector-relevant partnerships. As of 2024, there were 658 pairs of mentors/mentees in the WFA Mentorship Program.	We continued our partnership with WFA, with the mentorship program attracting over 1,500 participants in 2025. We also continued our sponsorship of Meat Business Women (MBW) and the 30% Club and developed a new partnership with the Dairy Girl Network.	We will continue Alltech's sponsorship of WFA and MBW and continue supporting the 30% Club and the Dairy Girl Network. We will host two in-person workshops with MBW in the U.K. and Ireland and one online, open to all our global members. We will continue to bring up to 20 colleagues to the WFA annual summit, enabling networking, self-development and team engagement for attendees.	
		We remain focused on ensuring that we attract and retain women in leadership, investing in robust systems to record progress.	Alltech's senior leadership team was comprised of 24% women and 76% men.	Alltech's senior leadership team was comprised of 23% women and 77% men. The entire leadership team continued to be supported through group and individual exercises and coaching throughout 2025.	As part of our management and leadership training goal, we will develop and launch a "Leading With Impact" curriculum that will be available to all team members with access to the Learning Hub. Our goal is to have 30% women and 70% men for our senior leadership group by 2028.	
		We will continue to strive for gender equality in each new cohort of the Alltech talent development programs.	The Mini-MBA class of 2024 was comprised of 74% men and 26% women.	The cohort that began the four-year Mini-MBA program in 2025 had 30 participants, comprised of 47% women and 53% men. Our Back 2 Basics intake for 2025 totaled 116 participants, comprised of 36% women and 64% men, from over 30 countries.	Our 2026 Back 2 Basics and Mini-MBA programs will strive to include a strong representation of qualified women and men.	
	Belonging, inclusion and engagement	Our goal is to have more than 90% of our applicable team members* receive training every two years on discrimination and harassment issues, promoting a respectful and inclusive workplace environment. **Refers to all team members who hold an alltech.com email account. Currently, this does not include production team members.*	All new hires with access to an Alltech email address were automatically enrolled in our Joiner Onboarding program, which offers learning materials related to diversity as well as harassment awareness and prevention.	All new hires with access to an Alltech email were automatically enrolled in our New Hire Onboarding Program, which offers learning materials related to diversity as well as harassment awareness and prevention.	Our goal is to have more than 90% of our applicable team members* trained on discrimination and harassment issues in 2026. **Refers to all team members who hold an alltech.com email account. Currently, this does not include production team members.*	
	Make a Difference: Corporate volunteer	Alltech is committed to implementing a tracking system to quantify our community impact projects globally. The metrics will include the number of people impacted, the volunteer hours contributed, the funds invested/raised and the relevant Sustainable Development Goals (SDGs).	Every region around the world was mandated to a financially supported ESG commitment.	A tracker was developed and shared with all office managers globally. A dedicated channel was created to support collaboration, including monthly calls to address any questions at a global scale. A total of 66 projects were collected, with 52% of projects tracked in Europe, 17% each in Asia-Pacific and North America, 11% in Latin America, and 5% in the Middle East and Africa.	We plan to increase the reach of the tracker from Jan. 1 to Dec. 31 in 2026, and to integrate tracking for ACE Foundation initiatives and Make a Difference Day projects. Our aim is to track 150 projects and spotlight "champion" projects in internal outreach.	
	Make a Difference: Team Voice	Alltech aims to have Team Voice operating in all regions. Team Voice helps us listen, learn, and act on team member insights to create safer, more supportive, and better-performing workplaces.	A pilot version of Team Voice was implemented in Ireland.	Alltech's European HQ in Ireland further advanced the Team Voice pilot. Key deliverables included the development of well-being tools and supports to include an on-site gym and nature walkway and a financial wellness program. In addition, a high-level review was undertaken to explore suitable future office locations to roll out Team Voice.	The goal is to replicate Team Voice at Alltech's U.K. office.	

Key performance indicators

	Focus areas	Our ambitions	2024	2025	2026 goals	SDG alignment
GOVERNANCE	Integrity	Our goal is for more than 90% of our applicable team members to receive trainings in ethics and human rights every two years. **Refers to all team members who hold an alltech.com email account. Currently, this does not include production team members.*	We transitioned to a new learning-management system to train our team members and collect robust global data.	2,049 (82%) of our approximately 2,500 office-based team members completed Anti-Bribery and Anti-Money Laundering compliance training. 2,313 (93%) of our office-based team members completed Cyber Security: Social Engineering training.	Our goal is to train more than 90% of our office-based team members in the topics of ethics and human rights. We will explore further opportunities to ensure achievement of our 90% completion rate goal.	
		Alltech is committed to concluding all Speak Up! investigations within 6 months of receipt, enabled by a confidential reporting channel that supports raising concerns and ensures promptness, accountability and transparency in our workplace culture.	100% of investigations were completed within 6 months.	100% of investigations were completed within 6 months.	We plan to continue conducting 100% of investigations within 6 months of receipt.	
	Human rights compliance	Alltech conducts child-labor risk assessments by country, covering 100% of all high-risk manufacturing facilities globally.	100% of all high-risk manufacturing facilities were assessed.	100% of all high-risk manufacturing facilities were assessed.	We will continue to assess 100% of our high-risk facilities, as determined by country-based risk assessments.	
		Alltech is committed to having zero instances of child or forced labor in our manufacturing facilities.	Zero incidents	Zero incidents	The goal is to continue having zero incidents.	
		We are committed to undertaking human rights risk-based inspections in our facilities to ensure compliance and to maintain high ethical standards across our operations.	3 unannounced inspections of Alltech locations were completed.	Two unannounced inspections were completed: 1 in Cambodia and 1 in China.	We will complete a minimum of 2 unannounced inspections for child or forced labor each year.	
	Anti-corruption compliance	Alltech conducts anti-corruption risk assessments by country, covering 100% of all high-risk facilities globally.	100% of our high-risk facilities were assessed.	100% of our high-risk facilities were assessed.	We will continue to assess 100% of our facilities via country-based risk assessments.	
		We will continue to have zero tolerance for corruption, ensuring the integrity of our business across our operations.	Zero incidents	Zero incidents	We aim to continue having zero incidents in 2026.	
	Data/information security	We are committed to having zero information-security incidents take place in our facilities, ensuring confidentiality and the integrity of our data.	Zero incidents	Zero incidents	We will continue monitoring for high-impact cyber incidents.	

Key performance indicators

	Focus areas	Our ambitions	2024	2025	2026 goals	SDG alignment
GOVERNANCE	Responsible Procurement Program	We aim for more than 90% of our procurement team members to receive training every two years on social and/or environmental issues within the supply chain, promoting responsible sourcing and sustainability practices.	100% of our procurement team members received training in 2024.	100% of our procurement team members received training in 2025.	We will conduct training for 100% of our procurement team on a new topic in 2026.	
		Alltech will introduce a tracking system for our suppliers' ESG performance, enhancing transparency and accountability across our supplier management process.	After assessing the completion rate of our 2023 questionnaire, we designed a new ESG supplier program that was set to launch in 2025. We also focused on improving supplier engagement by aligning expectations through our Business Partner Code of Conduct. As of 2024, 89% of our active suppliers had agreed to the Code.	The new questionnaire was implemented as part of our mandatory Supplier Evaluation Questionnaire. As of 2025, 96% of our active suppliers had agreed to the Code.	We aim to implement a new supplier management system globally to standardize the data collection from our suppliers across our operations, and we will continue expanding our supplier alignment through our Business Partner Code of Conduct.	
		Alltech is committed to performing on-site inspections at all relevant high-risk* suppliers of raw materials with direct production, ensuring responsible sourcing and product quality. **Risk level is based on purchase value, product and regional risk profiles.*	1 audit of a third party was completed in Brazil.	2 inspections of third-party suppliers were completed: 1 in Thailand and 1 in Vietnam.	We are continuing to develop a program to audit high-risk suppliers on sustainability matters in various regions.	
		Alltech is committed to monitoring 100% of our high-risk* suppliers for compliance with child and forced labor, deforestation and corruption standards. **Based on purchase value, product and regional risk profiles.*	We monitored 100% of our high-risk suppliers for child and forced labor and corruption.	We monitored 100% of our high-risk suppliers for modern slavery, deforestation and corruption.	We will continue to assess 100% of our high-risk suppliers for modern slavery, deforestation and corruption.	
		Alltech is committed to deforestation-free and conversion-free sourcing.	We requested that our business partners with a higher footprint and risk of deforestation complete a detailed questionnaire assessing their deforestation- and conversion-free initiatives. Of those included in this targeted high-risk selection, 66% responded.	In 2025, we approved a Deforestation- and Land Conversion-Free sourcing policy. The policy underpins a formal commitment to deforestation-free and land-conversion-free sourcing across the business. By December 31, 2028, Alltech aims to fully align our direct soy and palm supply chains with our Deforestation and Land Conversion-Free Sourcing Methodology. Progress is driven through supplier traceability, risk assessment, improvement roadmaps, monitoring and reporting.	In 2026, we will focus on the staged implementation of our Deforestation- and Land Conversion-Free Sourcing Policy. This includes delivering targeted training for procurement teams, embedding proportionate control measures within supplier onboarding and review processes, and defining priority KPIs to support consistent future reporting and performance monitoring.	
		Alltech is linking supplier ESG targets/commitments to buyer performance reviews, ensuring alignment with our sustainability goals and promoting responsible sourcing practices.	We reviewed our internal procedures.	Alltech developed a proposal to integrate sustainable procurement objectives into buyer performance review processes, and that proposal is currently under internal review.	Alltech plans to continue advancing the integration of sustainability considerations into procurement practices, including identifying opportunities to align buyer performance with supplier ESG objectives.	

Key performance indicators

	Focus areas	Our ambitions	2024	2025	2026 goals	SDG alignment
GOVERNANCE	Industry leadership in sustainability	By 2030, Alltech Innovation will ensure that sustainability is systematically embedded in how we discover, develop and deliver new solutions, advancing animal well-being, farmer prosperity and environmental stewardship.	To amplify our value creation, we cultivated cross-functional teams for each innovation-related initiative that expands upon Alltech's core competencies.	In 2025, Alltech Innovation further embedded sustainability into its research and innovation portfolio through stage-gated governance and cross-functional collaboration. Approximately 85–90% of active research projects aligned with at least one sustainability focus area, including feed efficiency, animal health and resilience, methane mitigation, pathogen control, nutrient utilization, food and feed safety, environmental performance, upcycling and farmer profitability. Research efficiency and responsible innovation were strengthened through expanded use of translational and predictive research platforms, including in vitro fermentation systems, GreenFeed technology, intestinal and immune challenge models, pathogen screening and biomarker-based assays.	We plan to define measurable sustainability indicators for priority innovation programs (e.g., efficiency improvements, resilience outcomes, risk reduction or environmental performance proxies). We will also strengthen internal capabilities to track innovation impact from research through commercialization, supporting improved ROI transparency and sustainability reporting. We will continue to scale cross-regional collaboration (e.g., Alltech U.S.–Ireland research alignment) to accelerate development of solutions that support sustainable food production globally.	
		Through our Planet of Plenty™ partnerships and collaborations, we will continue to build and test new concepts, models, and opportunities for value creation and capture, enabling more successful outcomes across the supply chain.	We launched a feature-length documentary, World Without Cows, which examines the cultural, economic, nutritional and environmental impact of cows on our world.	Over the course of 2025, World Without Cows was screened more than 250 times across 36 countries. During the Protein PACT panel in the COP30 Blue Zone in Belém, Brazil, where the summit's official climate negotiations took place, Alltech president and CEO Dr. Mark Lyons emphasized the need for producer voices to carry greater weight in global sustainability conversations. At COP30, Alltech also unveiled World Without Cows Brazil: The Battle for Balance. This companion film to World Without Cows elevates rancher perspectives from a region that's central to global discussions about livestock, land use and deforestation.	We aim to expand the reach of World Without Cows in 2026 through global premieres of the final cut and broader distribution on major streaming platforms. This next phase builds on the momentum the film gathered after its pre-screening cut: 400+ screenings worldwide, 15 film festival laurels, translation into 20+ languages, more than 2.3 million views across social media, and 712,000+ website visits.	
		We are committed to accelerating the delivery of credible, data-driven sustainability measurement and verification services that support continuous environmental improvement and proactive climate management across customer value chains.	The services provided by Alltech E-CO_2 expanded to include the new Aqua EA™ and Process EA™, which calculate the carbon footprint of aquaculture and products/ processing, respectively.	In 2025, Alltech E-CO_2 expanded its global footprint by delivering sustainability assessments across new markets and product categories, including the pet sector and upstream processing facilities. Over 30,000 on-farm and online assessments have been completed to date, strengthening Alltech's ability to support customers with credible carbon footprinting, verification and decision support across multiple value chains.	In 2026, Alltech E-CO_2 will build on existing delivery by launching customer insetting programs across multiple regions, while expanding the certified assessment offering to include biogas facilities. In parallel, the team will assess the feasibility and value of further investment in advanced data verification tools, including the potential application of AI-enabled solutions to enhance data quality and customer experience.	
		We are committed to furthering the Pearse Lyons Cultivator program, which creates pathways for the implementation of innovative solutions that support Alltech's purpose of Working Together for a Planet of Plenty™. Our expanded year-round program identifies new technologies that must align with at least one of the following focus areas: renewable energy, reducing GHGs, sequestering carbon, animal welfare, reducing antibiotic and antimicrobial resistance, reducing water pollution, and producing more food with less land, water and energy.	The animal health chip project continued to be developed in 2024. While our customer pilots did not commence in 2024 as initially planned, we made a strategic pivot to focus on building the vet channel through targeted education on animal nutrition. This foundational step will support a more effective transition to the customer pilot phase in the near future.	In 2025, the Pearse Lyons Cultivator operated a disciplined three-stage pipeline. Scouting projects focused on emerging technologies in methane reduction, mineral efficiency and climate sensing, ensuring alignment with priorities such as reducing GHGs and improving decision-support data. Pilot projects validated real-world impact through field trials in precision feeding, methane verification, circular bio-solutions and smart livestock management, addressing animal welfare, water pollution and resource efficiency. Scaling projects — including methane-reducing feed technologies and farm data platforms — moved into multi-territory deployment, delivering measurable GHG reduction and higher food production requiring less land, water and energy while underpinning credible climate-management strategies across the value chain.	In 2026, the Pearse Lyons Cultivator will scope and define priority innovation needs through targeted market research aligned to Alltech's focus areas, guiding the scouting of early-stage innovations, including forage technologies, to advance the resource-efficiency program. The PLC will continue piloting circular bio-solutions, such as slurry additives, while enabling the transition of proven innovations from the Cultivator pathway into Alltech's commercial teams to achieve scale and growth, supporting more efficient and resilient farming systems.	
	Alltech events	Alltech is updating our marketing and events standard operating procedures (SOPs) to reflect our ESG ambitions. These SOPs will guide our commitments to sustainability improvements, from the responsible sourcing of materials to merchandise and marketing activities.	100% of the Alltech events held in the second half of 2024 followed the SOPs.	During our Back 2 Basics induction experience, new team members were introduced to Alltech's ESG focus areas. Marketing and events SOPs that include ESG best-practices were implemented at every Alltech event during 2025.	100% of all Alltech events held in 2026 will follow the SOPs. This will include ESG integration in Back 2 Basics sessions (May and October) as well as pilot sustainability reporting initiatives for ESG best practices, to take place at our Alltech European Headquarters in Ireland.	

SASB Content Index

Topic	Metric	Unit of measurement	Code	Response or location
Greenhouse gas emissions	Gross global Scope 1 emissions	metric tons CO_2e	FB-AG-110a.1	"Scope 1 and 2 reductions" section
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	FB-AG-110a.2	"Scope 1 and 2 reductions" section
	(1) Fleet fuel consumed, (2) percentage renewable	gigajoules (GJ), percentage (%)	FB-AG-110a.3	(1) 117,606 (2) 0.73%
Energy management	(1) Operational energy consumed, (2) percentage grid electricity and (3) percentage renewable	gigajoules (GJ), percentage (%)	FB-AG-130a.1	(1) 563,003 (2) 98.39% (3) 1.61%
Water management	(1) Total water withdrawn, (2) total water consumed; (3) percentage of each in regions with high or extremely high baseline water stress	thousand cubic meters (m^3), percentage (%)	FB-AG-140a.1	(1) We do not currently track this metric on a global basis (2) "Water" section (3) We do not currently track this metric on a global basis
	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	FB-AG-140a.2	"Bringing clarity to future climate risks " and "water stewardship" sections
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	number	FB-AG-140a.3	1 incident
Food safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	rate	FB-AG-250a.1	(1) (a) Major non-conformance rate: 0.21 (1) (b) Minor non-conformance rate: 1.95 (2) (a) (b) Corrective actions rate: 1
	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	percentage (%) of ingredients sourced from assured suppliers	FB-AG-250a.2	60.5%
	(1) Number of recalls issued; (2) total amount of food product recalled	number, metric tons (mt)	FB-AG-250a.3	(1) 1 (2) 10 metric tons
Workforce health and safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	rate	FB-AG-320a.1	Workforce Health and Safety, KPIs, p. 49. The fatality rate for the reporting year was zero
Environmental and social impacts of ingredient supply chain	(1) Percentage of agricultural products sourced that are certified to a third-party environmental or social standard, and (2) percentages by standard	percentage (%) by cost	FB-AG-430a.1	We do not currently track this metric on a global basis
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	rate	FB-AG-430a.2	(1) (a) Major non-conformance rate: 0 (1) (b) Minor non-conformance rate: 1 (2) (a) (b) Corrective actions rate: 1
	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	n/a	FB-AG-430a.3	"Driving sustainability progress across our value chain" section
GMO management	Discussion of strategies to manage use of genetically modified organisms (GMOs)	n/a	FB-AG-430b.1	"Alltech® Quality System" section
Ingredient sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	n/a	FB-AG-440a.1	"Bringing clarity to future climate risks" section
	Percentage of agricultural products sourced from regions with high or extremely high baseline water stress	percentage (%) by cost	FB-AG-440a.2	We do not currently track this metric on a global basis
Activity metrics	Production by principal crop	metric tons (mt)	FB-AG-000.A	This topic is non-material to our operations, as we do not produce crops
	Number of processing facilities	number	FB-AG-000.B	77 facilities
	Total land area under active production	hectares	FB-AG-000.C	This topic is non-material to our operations, as we do not produce crops
	Cost of agricultural products sourced externally	presentation currency	FB-AG-000.D	We consider this metric to be confidential information

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WORLD WITHOUT COWS

A DOCUMENTARY

After screening at festivals and events around the world, World Without Cows will reach broad distribution in 2026. This feature-length documentary aims to broaden the conversation about cattle and the vitality of our planet. Our global food system, and our very planet, is at stake. Could cows be part of the solution? Not everyone is willing to ask.

- Learn more about the film
- Sign up for updates
- Request a screening
- Dig deeper into the issues
- Make a contribution

Disclaimer

This report includes statements about expected steps and actions for our sustainability program. Statements in this report are based on our expectations for the future. When we have used words like plan, expect, estimate, believe, anticipate, target or goals, this represents our current view as of June 2026 and could change due to a variety of reasons. Statements included in this report are meant to inform others about our current understanding of material sustainability issues. Results or outcomes may differ from what we expect and have communicated in this report.