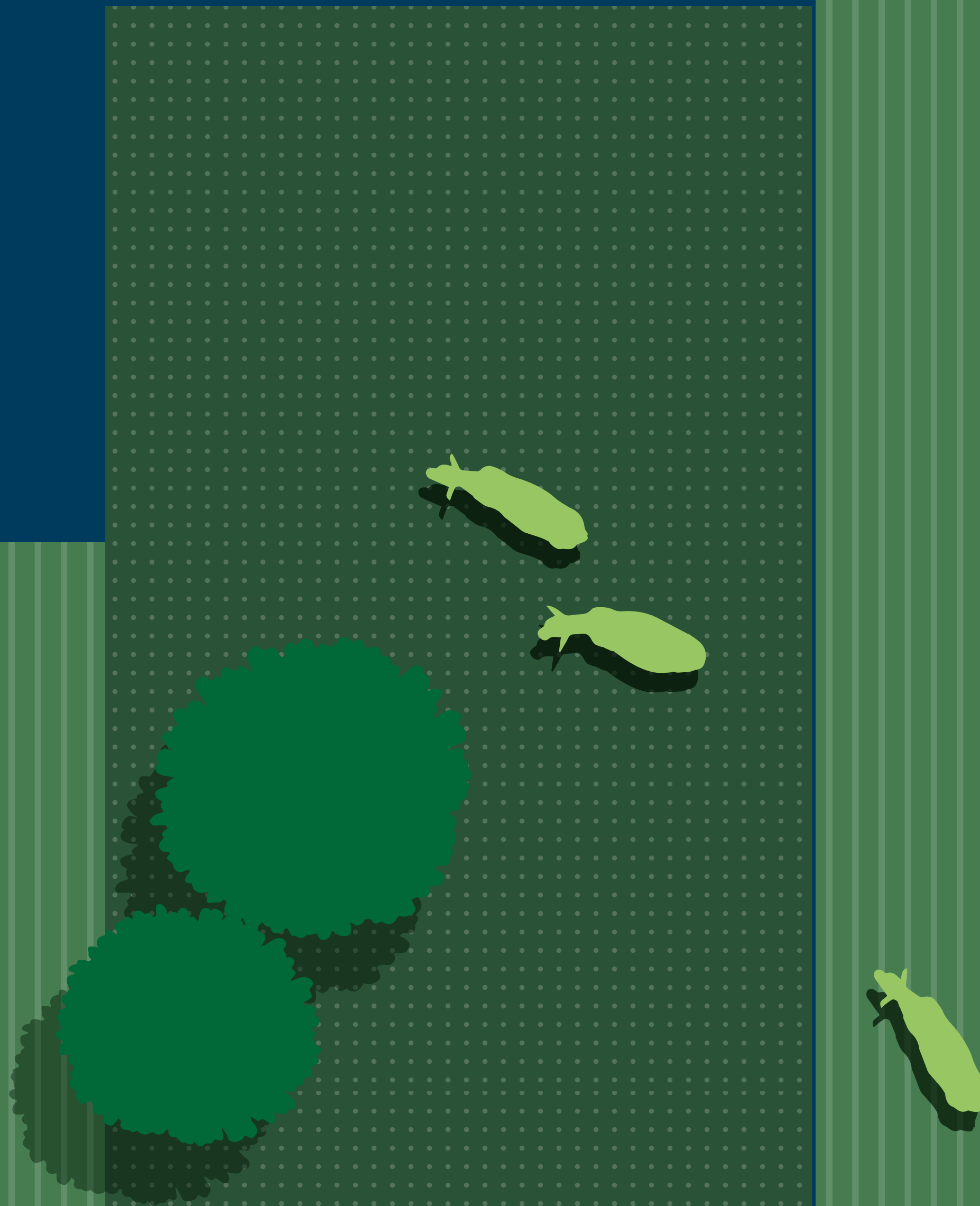




Sustainability Report | 2024



Curiosity and collaboration fuel a sustainable future

A letter from the CEO

Dear friends,

As we share this year's Sustainability Report, I want to begin where sustainability truly takes root: with the farmers, ranchers and producers who nourish our world. Since 1980, Alltech has worked alongside them, providing solutions that improve the health, sustainability and performance of animals and plants and increase producer productivity and profitability — and we believe that any vision for a sustainable future must begin by ensuring their success.

Our vision of Working Together for a Planet of Plenty® is more than an environmental ambition. It is grounded in the legacy of my father's ACE Principle — a commitment to the well-being of the Animal, the Consumer and the Environment. It recognizes that thriving farms and food businesses are essential for a more sustainable planet. When producers are equipped to succeed — to be profitable, to build a legacy and reinvest in their land and communities — we all move closer to a world of abundance.

This report reflects our commitment to environmental stewardship, social responsibility and the governance practices that guide us. But behind every initiative is a deeper story — one of curiosity, courage and continuous improvement. Our core values remain the compass for our journey, helping us ask better questions, adapt with agility and drive progress, even in uncertain times.

Our global connection strengthens our impact

The diversity of our global team continues to spark creativity throughout Alltech. **With team members representing 72 countries and speaking 59 native languages**, we are truly a global community — and this brings a wealth of perspectives that enrich how we think, work and grow together. We've always believed

that innovation flourishes when different experiences and perspectives come together, and today that belief is reflected in the strength of our 5,300+ team members around the world.

More than 35% of our colleagues have been with Alltech for over a decade. This remarkable foundation of knowledge and commitment, along with our continued investment in research and innovation, empowers us to continue delivering leading-edge solutions that make a difference on farms worldwide every day.

Our diversity — in culture, geography, education and tenure — is not just a strength. It is a strategic advantage that positions Alltech to lead with purpose, solve challenges in new ways and shape a more sustainable future for the agri-food industry.

The power of science and storytelling

In 2024, we expanded our impact in bold new ways. We took our commitment to sharing the science of agri-food through storytelling to the next level with the release of *World Without Cows*, our groundbreaking documentary that explores the economic, cultural, nutritional and environmental impacts of cows on our world. With a unique blend of engaging storytelling and scientific scrutiny, the film challenges misconceptions and oversimplified narratives about animal agriculture as it considers the implications of a world where cows are no longer part of the equation. Would we be better off?

In the fall of 2024, we began hosting private screenings around the world, and the response has been incredible. Audiences are inspired by the documentary's diverse perspectives and scientific insights about some of the most misunderstood — and hotly debated — questions of our time: What role can cattle play in a low-carbon future, and could they actually be part of the climate solution?

World Without Cows isn't just a documentary. It is the spark of a global movement. Through the film, its digital platform and in-person events all over the world, we are creating space for science-led storytelling to encourage deeper thinking, leading to broader conversations about the essential role of livestock in sustainability, food security and the global economy.

To meet growing interest in the documentary and expand its reach, we launched Planet of Plenty LLC, an entity dedicated to science-led storytelling, advocacy and education. Contributions support efforts to bring *World Without Cows* to policymakers, educators, consumers and influencers who are shaping the future of agriculture, while also funding new agricultural storytelling projects that keep the conversation going.

Empowering the future of food

These efforts reflect a deeper purpose: to elevate the voice of agriculture and equip those who nourish our world with the tools, insights and inspiration to build more resilient, sustainable food systems.

Agriculture has the greatest potential to positively shape the future of our planet, and Alltech remains committed to supporting the agri-food community through science, innovation and partnership. The challenges ahead are complex, but the opportunities are even greater — and agriculture is uniquely positioned to lead the way.

Together, we have the opportunity — and the responsibility — to shape a future where agriculture empowers both people and the planet to thrive.

Thank you for joining us in Working Together for a Planet of Plenty.

*All the best,
Mark*



Mark Lyons

President and CEO, Alltech

From insights to action

Our relentless pursuit of a world of abundance

Dear friends,

At Alltech, sustainability is more than just a goal — it’s an integral part of who we are and how we operate. As we share our 2024 Sustainability Report, we reflect on a year shaped by shifting dynamics, global challenges and accelerating climate impacts. This report captures the progress we’ve made across the agri-food value chain, the milestones we’ve achieved, and the continued momentum driving our unwavering commitment to creating a more sustainable world.

Navigating global forces

The world is evolving rapidly, presenting both challenges and opportunities that significantly influence how we approach sustainability. From increasing climate volatility to rising public expectations for transparency and accountability, these shifts reinforce the urgency of our work and the value of long-term thinking.

In 2024, leadership transitions and policy changes across the world created both opportunity and uncertainty. As policies shift, Alltech remains vigilant and agile, ensuring that our sustainability initiatives align with emerging regulatory frameworks and the needs of our stakeholders.

We recognize that progress relies on political will and international collaboration, and we are actively engaging with policymakers, customers and communities to help advance shared solutions and contribute to a more resilient, inclusive and sustainable future.

Our commitment in action

Sustainability is embedded in Alltech’s mission to improve the health and performance of people, animals and plants through nutrition and scientific innovation. The choices we make today will shape the world of tomorrow. That’s why our sustainability strategy is designed to deliver long-term environmental, social and economic benefits — not only within our own operations but across the entire agri-food value chain.

Environmental stewardship

Our approach to environmental stewardship is future-focused and data-driven. We are investing in stronger data systems to measure our impact,



reduce emissions and drive continuous improvement. In 2024, we recorded measurable reductions in greenhouse gas emissions across our global operations, and we continue to explore new ways to conserve resources and minimize waste through innovation and training.

Social responsibility

Alltech is equally committed to fostering a culture of inclusivity, well-being and growth within our company and the communities we serve. We prioritize safe and equitable workplaces while continuously investing in professional development opportunities for our global teams. Beyond our organization, we have expanded community outreach programs, with a focus on education, health and economic development initiatives that create lasting benefits.

Economic viability

We believe economic success and sustainability are fundamentally connected. This principle is the bedrock of all our projects. By embedding sustainability into our business model and across the entire agri-food value

chain, we enhance our resilience and adaptability in a rapidly changing world. Our investments in sustainable agriculture and responsible sourcing not only strengthen our operations but also contribute to a more sustainable and secure global food system.

Challenges and future directions

While we celebrate the incredible progress made in 2024, we also acknowledge the challenges that lie ahead. Climate change, resource scarcity and social inequalities demand continuous effort and collaboration. Alltech is dedicated to addressing these complex issues through ongoing rigorous research, robust data management, strategic partnerships and the development of forward-thinking sustainable solutions.

Future directions

- Investing in accuracy: Leveraging our investments in data collection to enhance our understanding of the complex choices and reporting ahead.
- Enhanced collaboration: Partnering across industries to drive collective action towards sustainability goals.
- Innovative solutions: Investing in leading-edge technologies and practices that promote environmental resilience and resource efficiency.
- Global impact: Expanding our sustainability initiatives to new regions, ensuring our positive impact is felt worldwide.

Leading the way

The 2024 Sustainability Report reflects Alltech’s unwavering commitment to Working Together for a Planet of Plenty®. This report is more than a reflection of our ESG team’s work — it represents the collective efforts of leaders and team members who have invested their time, energy and resources to deepen their understanding of sustainability, develop better solutions and bring those solutions to scale. Together, we are laying a strong foundation for the future, and I’d like to take this opportunity to say thank you to our team. We invite our stakeholders, partners and communities to join us on this journey. Together, we can transform challenges into opportunities, create meaningful change and create a world of abundance for future generations.

Thank you for your continued support and commitment to sustainability.

Sincerely,
Tara McCarthy



For more information, visit [Alltech.com](https://www.alltech.com), or join the conversation on [Facebook](#), [X](#) and [LinkedIn](#).

Alltech is a global leader in the agriculture industry

Founded in 1980 by Irish entrepreneur and scientist Dr. Pearse Lyons, Alltech delivers smarter, more sustainable solutions for agriculture. Our diverse portfolio of products and services improves the health and performance of animals and plants, resulting in better nutrition for all and a decreased environmental impact.

From specialty ingredients, premixes, feed and supplements for animal nutrition to biological solutions that enhance soil and crop health, Alltech offers an integrated approach to supporting entire ecosystems. Our comprehensive portfolio of products and analytical services is strengthened by more than 45 years of scientific research and supported by an extensive network of world-class technical experts working alongside producers every day in more than 140 countries.

Headquartered just outside of Lexington, Kentucky, USA, Alltech has a strong global presence. With more

than 100 researchers at five global bioscience centers focused on discovering natural solutions to the agri-food industry’s most pressing challenges — and more than 75 manufacturing facilities strategically located around the world — we are uniquely positioned to deliver value for our customers.

We carry forward a legacy of innovation and a unique culture that views challenges through an entrepreneurial lens. As a private, family-owned company, we meet our customers’ needs with agility and stay closely connected to market demands.

At Alltech, we believe agriculture has the greatest potential to positively shape the future of our planet. Our more than 5,300 talented team members worldwide share in our purpose of Working Together for a Planet of Plenty® — a world where we can provide nutrition for all, revitalize local economies and replenish the planet’s natural resources.

Powered by people, connected across continents

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

 5,300 team members in 85+ countries	 40,000+ customers in 140+ countries	 100+ research partnerships	 5 bioscience centers	 75+ manufacturing facilities located around the world
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Sustainable and profitable agriculture for a thriving planet

At Alltech, we believe agriculture has the greatest potential to shape a more abundant, sustainable future — not just for the planet, but for all who inhabit it. That belief has driven us for more than 45 years as we’ve worked alongside farmers, ranchers and producers worldwide to deliver more nutritious food — profitably and sustainably.

Alltech delivers targeted nutritional solutions, along with analytical services and technical support, that maximize performance across agri-food operations. Through science-backed innovations, we empower agri-food

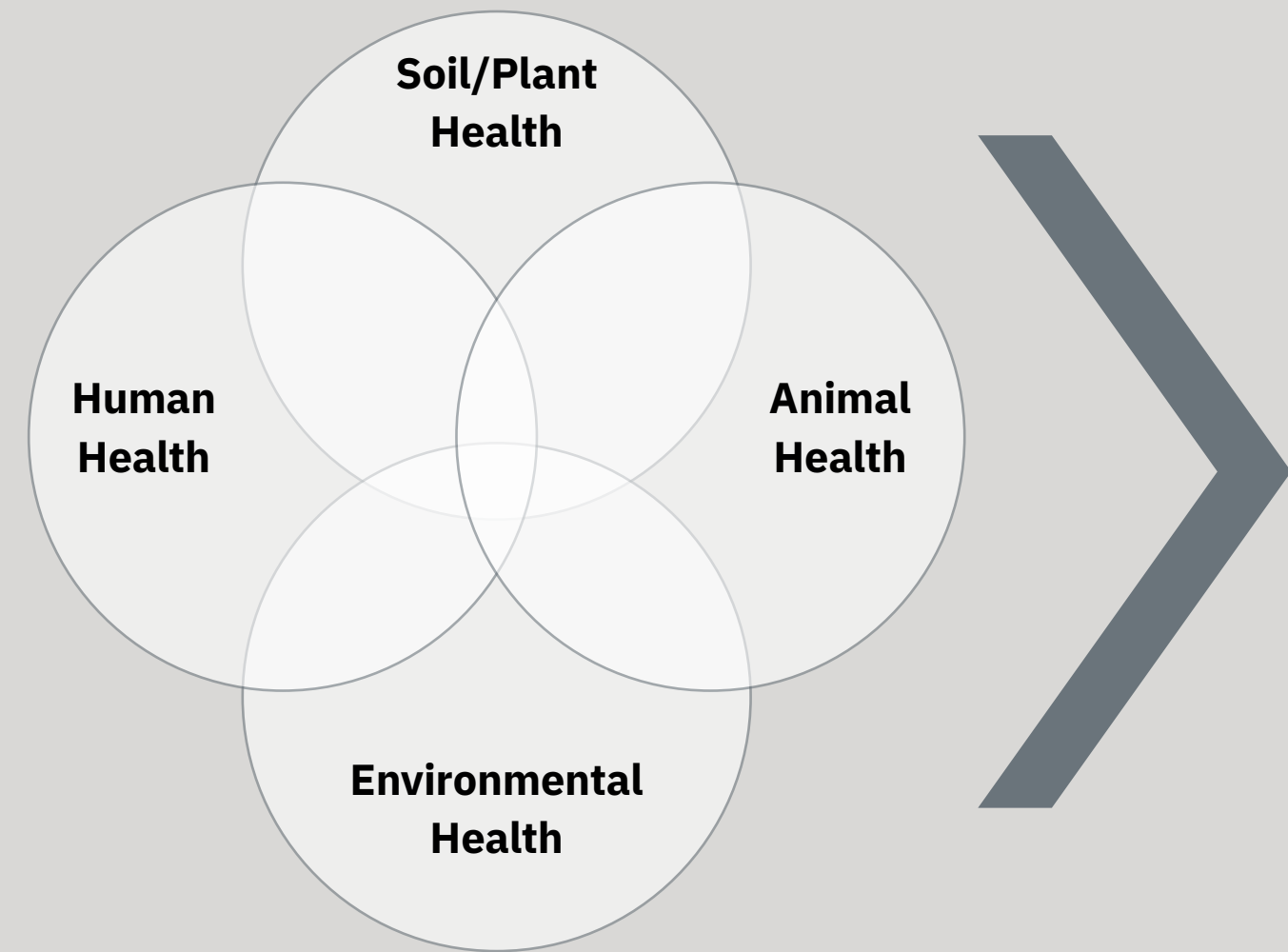
producers to increase productivity, performance and profitability while minimizing their environmental footprint — proving that sustainable practices and financial success go hand in hand.

A vision for the future

In 1989, Alltech founder Dr. Pearse Lyons introduced the ACE Principle — a pioneering commitment to prioritizing the well-being of the Animal, the Consumer and the Environment. He recognized that these elements are not separate but interconnected, and that true progress lies in balancing their needs.



We believe agriculture has the greatest potential to positively impact the future of our planet



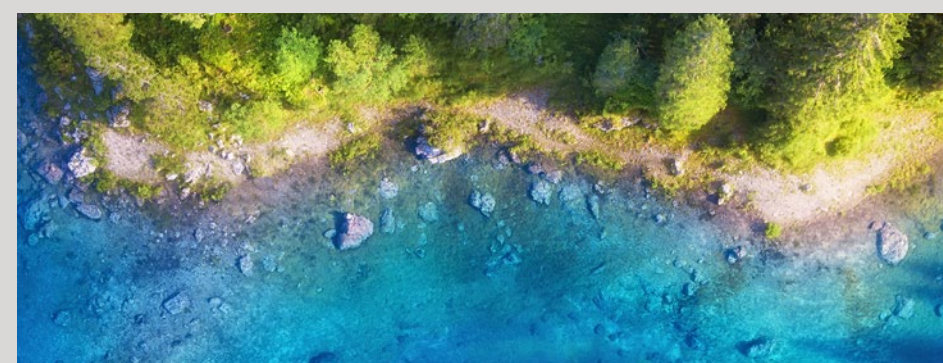
WORKING TOGETHER FOR A Planet of Plenty®



Revitalize Local Economies



Provide Nutrition For All



Replenish the Planet's Natural Resources

Building on the ACE Principle, Dr. Mark Lyons, Alltech president and CEO, launched **Working Together for a Planet of Plenty®** in 2019. It was a bold call for collaboration and innovation across industries and geographies to create a future where nutritious food is abundant, rural communities prosper, and our planet’s natural resources are replenished for generations to come.

Working Together for a Planet of Plenty is the driving force behind everything we do.

Shaping a more resilient world

Agriculture holds the keys to both feeding the world and safeguarding its future. By embracing advanced technologies, adopting sustainable practices and fostering collaboration across industries, agriculture can sustainably nourish our growing population while significantly reducing its environmental footprint. Working Together for a Planet of Plenty, we can shape a more resilient future.

With continued scientific discovery, sustainable innovation and strategic partnerships, the agri-food industry is poised to:

- Enhance productivity while protecting the planet
- Accelerate the adoption of regenerative practices

- Improve soil health, biodiversity and animal well-being
- Capture and store carbon, reducing emissions globally
- Help producers find and implement profitable solutions for their sustainability priorities.

Alltech is committed to advancing this work — and because we serve the agriculture community in more than 140 countries, we’re uniquely positioned to have impact at scale.

Putting purpose into practice

Driven by our purpose of Working Together for a Planet of Plenty, Alltech is committed to:

- **Delivering measurable impact:** By leveraging leading-edge science and more than four decades of global expertise, we empower producers with innovative technologies that boost sustainability, increase yields, drive economic performance and foster a more resilient future.
- **Connecting with global partners to solve high-impact challenges:** Our global partnership platform brings together companies and individuals with a shared purpose to solve some of the world’s most critical environmental challenges.
- **Advocating for our industry:** Through powerful storytelling, advocacy and education, we share the sustainable power of science in agri-food and highlight agriculture’s critical role in shaping a resilient future. This includes:
 - Stories, videos and podcasts on our [Working Together for a Planet of Plenty website](#).
 - Our 2024 feature-length documentary, **World Without Cows**, which initiates an important conversation about the cultural, nutritional and environmental significance of cows — and what the world might look like without them. Learn more about World Without Cows on the next page.
 - [Worldwithoutcows.com](#), the film’s website, which continues the discussion through blogs, personal stories, videos, graphics and illustrations, research resources, podcasts and more.
 - Extensive research and industry resources like our annual [Alltech](#)



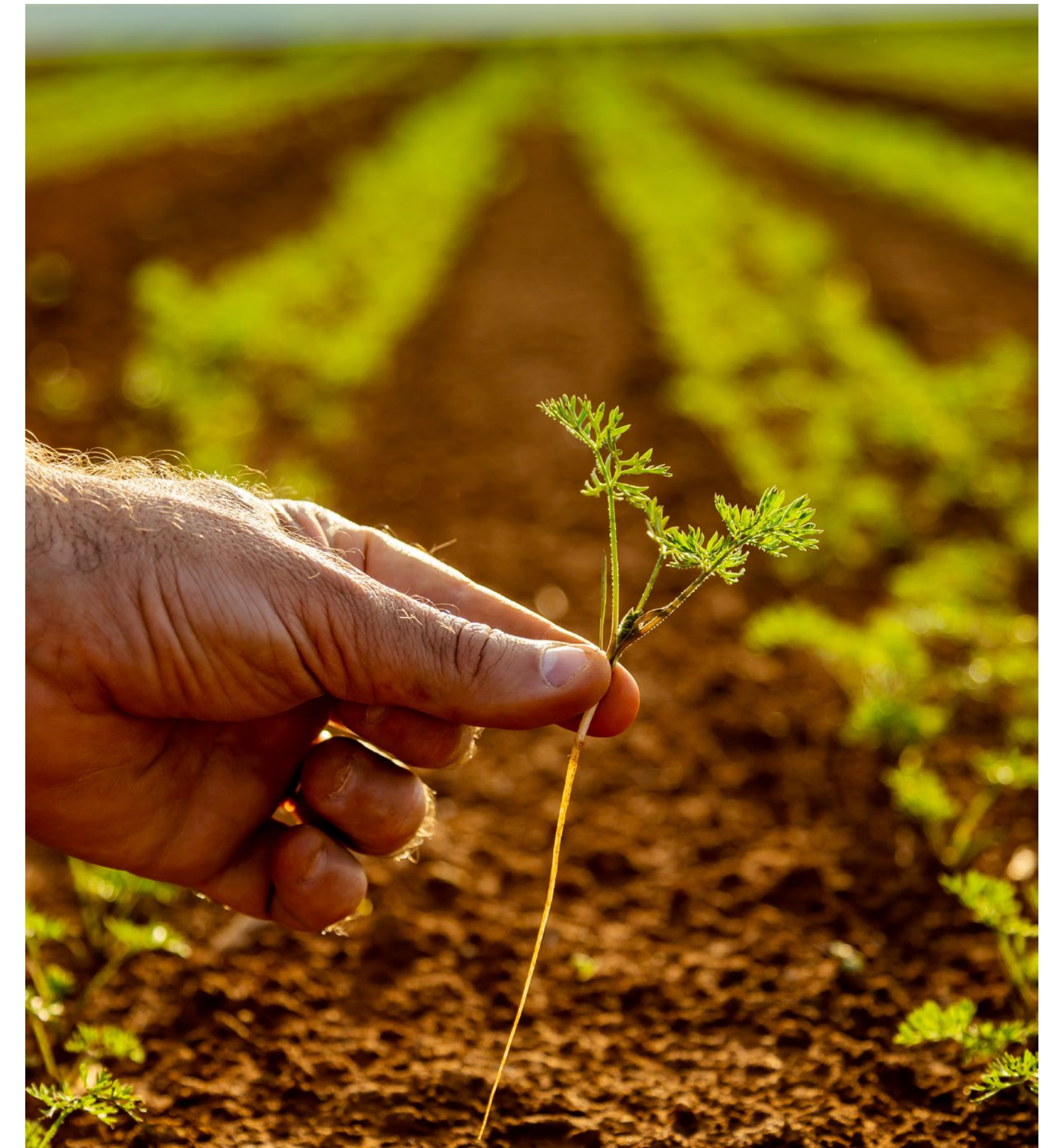
[Agri-Food Outlook](#) and [Alltech Harvest Analysis](#) publications and our [Alltech Sustainability Insights Report](#), as well as events like the [Alltech Presidents Club](#) and the [Alltech ONE Conference](#).

- Sharing our research and expertise via conferences and trade shows, global research activities and alliances, industry associations and community organizations.
- **Investing in research and innovation:** Our global presence and foundation of scientific research have powered the creation of many technologies that enhance animal health and productivity, strengthen the safety of the entire food chain and support sustainable agri-food. Today, our scientists are forging into new frontiers, addressing issues such as antimicrobial resistance, feed and food safety, soil health, greenhouse gases, carbon sequestration and more.
- **Prioritizing our people, our industry, our communities and our planet:** We are taking action to meet ambitious targets, adopting governance practices that ensure transparency, sharing global insights, cultivating a

culture of sustainability, and making sure the agri-food community’s voice is heard loud and clear.

A future of promise

As we look to the future, Alltech remains steadfast in our mission to transform the future of our planet with sustainable farming and nutrition. By harnessing the power of science, innovation and collaboration, we are creating a better world for all.



Award-winning documentary follows two journalists' search for answers, a global journey that took them to 40+ locations over three years

Discussions about climate change often portray cows as a culprit.

But how much of that is grounded in science — and how much is driven by oversimplified narratives and misconceptions? With so much misinformation circulating about animal agriculture's role, it can be difficult to cut through the noise and find science-based information.

Seeing this increasingly fractured discourse, Alltech president and CEO Dr. Mark Lyons decided to explore a unique idea — and ask a bold question: What would happen if cows disappeared entirely from the Earth? Would we be better off — or would we lose more than we gain?

Alltech has long been committed to sharing the power of science through story. This, Dr. Lyons thought, could be the perfect opportunity to explore the role of cattle on a larger scale.

A global search for truth

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 lines, including farmers and ranchers, ecologists, economists, human nutritionists, historians and other experts.

A strong start with audiences

The resulting documentary, World Without Cows, debuted in late 2024, and Alltech has activated strongly around it to expand its reach. To strengthen its global relevance, the documentary has been subtitled in 19 languages. Through private screenings and events, more than 5,000 people around the world viewed World Without Cows in 2024, and this number continues to grow as word of mouth and film-festival screenings add interest and visibility. World Without Cows was included in two film festivals in 2024 — Twelve Lions Film Festival in Lexington, Kentucky, and San Pedro International Film Festival in Los Angeles — and the team received news of acceptance to additional film festivals planned for 2025.

In 2025, the team will continue to dive deeper into the issues explored in World Without Cows — through additional content on worldwithoutcows.com

— and work to expand access to the documentary through streaming or other distribution methods.

The goal is to encourage everyone to think more deeply about how cattle impact our world, as well as how agriculture can help combat climate change.

Cows and the three pillars of sustainability

World Without Cows examines the profound 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.

All of these considerations fall under the United Nations' three pillars of sustainability: environmental, social and economic. Cows, it turns out, play a critical role in all three.



Broadening the conversation

World Without Cows is an in-depth, science-led discussion that presents little-heard viewpoints from within the agriculture community. It encourages viewers to consider that the issues may be both broader and more nuanced than it’s often presented. The documentary is generating meaningful discussions that can drive real change and bring tangible benefits for us all.

As Michelle says in the documentary, “Maybe this is an opportunity for us to come together, both as individuals and as a society, to engage in open and honest conversations about all these complex issues. Because what’s at stake is our health, the health of our planet and the well-being of future generations.”

Magnifying the impact: Planet of Plenty LLC

Alltech commissioned the World Without Cows documentary to challenge misconceptions and explore the essential role of livestock in sustainability, food security and the global economy. But World Without Cows is just the beginning. **Our goal is to inspire a movement.**

Agriculture has incredible stories to tell, and it’s our responsibility to share them. To amplify these stories, Alltech launched Planet of Plenty LLC, an entity dedicated to advancing agriculture through powerful storytelling, advocacy and educational initiatives.

Contributions to Planet of Plenty fund efforts to expand the reach of World Without Cows, getting it in front of policymakers, educators, consumers and influencers who shape the future of food. Support also fuels new opportunities to create visually compelling, deeply informative content that grounds agriculture stories in scientific fact and global perspective.

Planet of Plenty advocates for agri-food producers, promotes related educational initiatives, and continues the discussion about agriculture’s role in shaping a more sustainable future.

Click [here](#) to learn more or make a contribution.



World Without Cows Key Findings

1. Humanity has a **profound** reliance on cows.

\$1 trillion

Estimated [global market value](#) of cattle and associated industries.

1 in 10 people

Depend on cows for their livelihoods. That’s [800 million people](#).

Vital to survival

Rural communities around the world depend on cows for survival, such as the 2 million members of the Maasai tribe in Kenya.

2. Cows play a key role in meeting the challenges of **nourishing** our **rapidly expanding** global **population**.

10,000 years of food in 40 years

We have to make the same amount of food we made in the last 10,000 years in the next 40 years. More than one billion people are added to the global population every 11-12 years.

The power of upcycling

With their four-chambered digestive systems, cows can eat grasses, food byproducts and other materials that humans cannot eat, [upcycling them into foods we need](#).

3. Cows provide **essential nutrients** that are vital for **human health**.

Millions malnourished

[A quarter of the world’s malnourished people live in India](#), despite being the world’s largest producer and consumer of milk.

Critical nutrients

Animal-sourced foods like meat and milk provide [critical nutrients not easily obtained](#) from other sources.

50% of countries

Nearly 50% of countries are [protein insecure](#).

4. The relationship between **cows** and the **environment** is **complex**.

5-7% of GHG emissions

[Cows contribute](#) between 5-7% of all greenhouse gas emissions. Fossil fuels contribute 78%.

Biogenic carbon cycle

Methane emissions from cows are offset through a [natural cycle](#) that recycles carbon.

“The truth is, **agriculture holds the key** to saving our planet.”

- Allen Williams, Regenerative rancher

Working Together for a Planet of Plenty®



Creating a world of abundance for future generations

At Alltech, we are inspired by the immense challenge the world has presented us: to produce enough nutritious food for all people while also caring for our animals and sustaining our land, air and water for future generations.

Agriculture is uniquely prepared to shoulder this responsibility. We believe that agriculture has the greatest potential to positively shape the future of our planet.

That's why Alltech is uniting the agri-food community in **Working Together for a Planet of Plenty®** — a world where collaboration and innovation create a world where nutritious food is abundant, rural communities prosper and our planet's natural resources are replenished for generations to come.

Together, we can create a world where science-based solutions help ensure sustainable food production for the global population, where agriculture's story is central to the development of thriving communities and ecosystems.

Working Together for a Planet of Plenty is a vision of a more positive future, full of promise and possibility.

Innovation and collaboration in action

Since 1980, Alltech has partnered with farmers, ranchers and producers worldwide to help them produce nutritious food — efficiently, profitably and sustainably. Through innovations that improve the health of animals, plants and soil, maximize the value of feedstuffs, and promote efficiency and

productivity, a future of sustainable nutrition and farming is within reach.

But we know that no one can achieve this alone.

Together, Alltech and our partners:

- Advance sustainable agricultural practices
- Improve safety and quality within the food chain
- Add value and nutrition to fruits and vegetables, meat, milk, seafood and eggs
- Meet consumers' demands to produce their food and beverages in a way that ensures the welfare of the animal and the environment

Though our journeys may differ, our destination is the same: a future where people, animals and the planet thrive together.

Our Working Together for a Planet of Plenty partners include:



CLEAR Center at the University of California, Davis — United States



Cooperativa Ganadera del Valle de los Pedroches (COVAP) — Spain



Noble Foods — United Kingdom

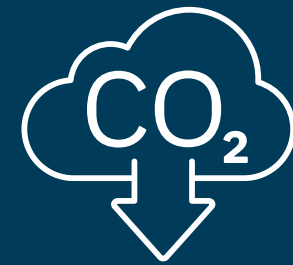


Emirates Food Industries (EFI) — Dubai

2024 environmental sustainability highlights

Performance and progress

Alltech achieved double-digit business growth in 2024 while decreasing our Scope 1 and 2 emissions by 7.8%. Since setting a goal in 2021 to cut these emissions by 42% by 2030, we've already achieved a 26% reduction in Scope 1 and 2 emissions, proving that strong business performance can go hand in hand with environmental progress.



EcoVadis recognizes Alltech's commitment to sustainability

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

- **2023**
Platinum – Springfield;
Gold – Alltech Coppens;
Silver – Alltech Inc.
- **2024**
Silver – Alltech Serdán



Alltech earns reaccreditation from the Pet Sustainability Coalition (PSC)

In 2024, Alltech earned its fourth consecutive reaccreditation from the **Pet Sustainability Coalition (PSC)**, which is dedicated to advancing sustainability in the pet industry. This designation recognizes Alltech's efforts to measure and improve the environmental and social impact of our pet business operations.

Alltech Serdán earns EST recertification

A nod to its continued leadership, Alltech Serdán was recertified in 2024 as an **Empresa Socialmente Responsable (ESR)**, a designation earned by Mexican companies that demonstrate a commitment to ethical practices, community engagement and environmental stewardship.

By the numbers



26%

Scope 1 and Scope 2 emissions reduction from 2021 baseline

5

Facilities achieved zero-waste-to-landfill status

42%

Amount of Scope 1 and Scope 2 emissions we are committed to reducing by 2030



75%

Reduction in waste-related costs at Woolfox facility, thanks to zero-waste practices

25%

Amount of Scope 3 emissions we are committed to reducing by 2030



139

Life-cycle analyses completed



\$2.04M

Invested in energy efficiency projects

51

Customer LCA inquiries completed since 2022

40

Energy efficiency projects completed since 2022



8

Renewable energy project feasibility studies

Sustainability commitments

Supporting global initiatives to make a positive impact on our planet

Since becoming a signatory to the **United Nations Global Compact (UNGC)** in 2019, Alltech has embraced the UNGC’s principles-based approach to responsible business. We are committed to upholding its Ten Principles — which span human rights, labor, the environment and anti-corruption — and have integrated them into our corporate strategies, policies and day-to-day practices.

Ten Principles of the U.N. Global Compact

The **Ten Principles of the United Nations Global Compact** are grouped into four key areas: human rights, labor, the environment and anti-corruption. In the area of human rights, businesses are expected to support and respect the protection of internationally proclaimed **human rights** while ensuring that they are not complicit in human rights abuses. Regarding labor, companies should uphold the freedom of association and the effective recognition of the right to collective bargaining, eliminate all forms of forced and compulsory **labor**, abolish child labor, and work to eliminate discrimination in respect to employment and occupation. For the **environment**, businesses are encouraged to adopt a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and support the development and diffusion of environmentally friendly technologies. Finally, under **anti-corruption**, businesses are called to work against corruption in all forms, including extortion and bribery.

Advancing the United Nations Sustainable Development Goals

Our commitment to sustainability is reflected in our continued alignment with the U.N. Sustainable Development Goals (SDGs) — a global framework for building a better future. As part of the world’s largest corporate sustainability initiative, we are proud to support the SDGs through actionable commitments that reflect our belief in our shared responsibility and global impact. This work also reinforces our purpose: Working Together for a Planet of Plenty®.

Alltech’s SDG priorities

Agriculture holds tremendous potential to advance climate action (SDG 13), and farmers are increasingly called upon to help meet national and corporate sustainability commitments. At Alltech, we support producers worldwide with a portfolio of nutritional solutions and services that enhance the health and productivity of plants and animals — improving nutrition while reducing environmental impact.



This approach reflects the values of Alltech’s founding **ACE Principle**, which prioritizes the well-being of the Animal, Consumer and Environment. Today, that legacy lives on through our purpose of Working Together for a Planet of Plenty, as we deliver smarter, more sustainable technologies that contribute directly to **SDG 2 (Zero Hunger)**, **SDG 3 (Good Health and Well-Being)**, **SDG 13 (Climate Action)** and **SDG 15 (Life on Land)**. By helping animals become healthier and more efficient, we’re also helping decrease their environmental footprint and supporting a more sustainable global food system.

Setting ambitious goals

Alltech has established specific goals for each of the SDGs that align with our business. In 2024, we extended this commitment by joining the **U.N. Global Compact SDG Ambition Accelerator**, which challenges companies to set bold targets and fully embed the 17 SDGs into their business strategies and operations. Building on insights from that program, we are now defining a clear set of commercially relevant SDG metrics and developing a focused action plan to drive meaningful progress.

Our progress toward the U.N. SDGs

Alltech’s commitment to advancing the U.N. SDGs aligns with one of our core values: Make a Difference. We actively support sustainable agriculture, environmental stewardship and social well-being in diverse communities through strategic initiatives, reflecting our deep commitment to building a more sustainable, equitable and prosperous world for all. By aligning our business practices with the SDGs, **Alltech is contributing to global progress while also fostering a culture of social responsibility and environmental stewardship** within our company and the communities we serve.

Alltech identified nine SDGs that we believe most closely align with our core business. The following sections highlight how we are advancing these goals.



**SDG 2:
Zero Hunger**

Targets: Promote sustainable food production systems and support the implementation of resilient agricultural practices that increase productivity and production

Our progress

Alltech’s nutritional technologies help optimize the nutrients in animal feed, thereby supporting the health and performance of livestock while reducing the environmental impact of agriculture. We empower our teams and customers with data-driven insights that drive sustainable food production. In 2024, we established the Technology Group to lead advancement of our technology and analytics offerings, which include:

- **Poultry manure scoring app:** Available in seven languages, this mobile app enables users to quickly access, track and assess a range of parameters related to gut health and performance. These insights empower users to make proactive decisions related to their on-farm management practices and nutritional solutions.
- **Alltech 37+ and Alltech RAPIREAD™:** Weather extremes are intensifying challenges for feed and livestock producers worldwide. Our mycotoxin mitigation program offers testing, analysis and nutritional solutions to combat contamination threats. Our lab-based test, Alltech 37+, can detect up to 54 individual mycotoxin in raw materials, finished feeds or forages. By connecting almost 200 field-based mycotoxin test devices, Alltech RAPIREAD provides users with enhanced quality-control capabilities for testing individual raw materials or select complete feeds.

- **Eggshell assessment app** — Achieving consistent, high-quality egg production is essential for poultry producers to remain competitive. Using a network of eggshell-testing devices, Alltech actively helps layer producers measure a range of metrics, thereby driving informed decision-making related to nutrition and management. In 2025, Alltech will amplify the impact of this program by launching new tools to collect, assess and visualise this data.
- **Supporting producers:** The Alltech On-Farm Support program enhances efficiency, productivity and profitability, and our bilingual workshops (English and Spanish) ensure team alignment on safety protocols and routines.

These analytical solutions — combined with tools like our **Alltech IFM®** diet analysis, **InTouch** feed management team and **Alltech E-CO₂** carbon footprinting tools — help producers boost their productivity and optimize their efficiency, thereby driving more sustainable livestock production.

• **Within our communities:** Alltech teams around the world strive to help combat hunger through targeted initiatives. Here are a few of our 2024 endeavors:

- Alltech India partners with Amul Dairy’s Tribhuvandas Foundation on its Nutri Milk Project, aimed at combating malnutrition in rural schoolchildren. In 2024, 6,541 students from 29 schools benefited from the distribution of 412,229 pouches of fortified, flavored Amul Dairy milk, leading to measurable improvements in their physical



health but also their school attendance. Our team in California supported and participated in the Drive to Feed Kids event by raising funds for the Tulare County Smart Pack program, which provides weekend meals and snacks to 700 children.

- In New Mexico, Alltech donated to Snack Pak 4 Kids, which helps children thrive by providing them access to reliable, nutritious foods over the weekend.



**SDG 3:
Good Health and Well-Being**

Targets: Ensure the health and well-being of our colleagues and the communities in which we live and work

Our progress

- **Within Alltech:** Alltech promotes the well-being of our team members and strives to provide a safe working environment for all. In 2024, we enhanced our focus on the health and well-being of our team members by:
 - Expanding health and safety training programs, including new modules on mental health and stress management.
 - Upgrading the **Alltech Wellness Portal** to offer virtual health consultations, wellness challenges and other health resources, available 24/7 to team members worldwide.
- **Within our communities:** Alltech’s diverse initiatives — including the examples below — promote health, wellness and well-being and support vulnerable populations around the world. For example:
 - In 2024, the [Pearse Lyons ACE Foundation](#) donated \$100,000 to **GreenHouse17**, an advocacy agency and emergency shelter for survivors of intimate partner abuse in Kentucky.
 - Our team in Ecuador partnered with the **Caminitos de Luz Foundation** to provide school supplies, food, furniture and facility maintenance support.
 - In Peru, Alltech team members renovated the “Garden of Dreams” at the **Puericultorio Pérez Aranibar**, a critical resource for children facing poverty or abandonment.



Nearly 600 Alltech team members have graduated from our advanced management development program, the Alltech Mini-MBA.



SDG 4: Quality Education

Targets: Invest in education and talent development to enable the next generation to build robust, resilient careers

Our progress

Investing

Within Alltech: Alltech continues to prioritize education and career development through:

- Sponsoring our team members to pursue and complete master’s and doctoral degrees. To date, Alltech has sponsored advanced studies for 220 of our colleagues.
- The **Alltech Mini-MBA**, our four-year advanced management development program that has been completed by 586 of our team members.
- A variety of department- and role-specific training and development opportunities.

Within our communities: Alltech and the [Pearse Lyons ACE Foundation](#) have invested more than \$1.04 million in global philanthropic initiatives.

Enabling

Within Alltech: We prioritize team member development through our online learning management system (LMS), Back 2 Basics training events, the sales team’s Talent Development Program, departmental development sessions, lunch-and-learn events and virtual training opportunities.

Within our communities:

- **The Alltech On-Farm Support** program partners with producers to help them reach their goals, troubleshoot issues and lay a foundation for a profitable and sustainable future. We also offer customized language and location workshops to help producers effectively train their teams on protocols and practices.
- Our scientists and team members actively engage in educational outreach, offering **mentorships, demonstrations and classroom activities**.
- Alltech supports educational opportunities for students worldwide, recognizing the transformative power of education to foster a more sustainable and equitable future. A few examples:
 - Since 2005, Alltech has partnered with the **International Federation of Agricultural Journalists (IFAJ)** to support the Young Leaders in Agricultural Journalism Awards, which offer scholarships to 10 young agricultural journalists and communicators annually. In 2024, 10 scholarships were awarded, with the winners attending the IFAJ Congress and participating in a three-day professional development workshop.
 - In Ireland, Alltech supports the **Dublin City University (DCU) Access Program**, which provides educational opportunities to students from socioeconomically disadvantaged backgrounds. Alltech Ireland also sponsors a scholarship program for two students at the **Dunboyne College of Further Education**.
 - Alltech’s research team in Dunboyne, Ireland, has been inspiring future scientists since 2015, partnering with **Our Lady Immaculate Senior National School** in Darndale, Dublin, to provide hands-on science activities and ongoing mentoring that make a lasting impact.
 - In Mexico, Alltech Serdán donated computers to the computer science program at a local primary school.

- In Brazil, Alltech makes monthly donations that support 70 children through the **Cais Project in São Pedro Do Ivaí**, which offers a variety of workshops, including dance, English, sports and recreation, arts and crafts, theater, computing and guitar.
- Alltech Philippines donated school supplies to the **Channel of Hope Foundation’s** Back to School Mission at Barangay San Dionisio, Paranaque.
- Alltech Thailand donated computers to two schools in Buriram Province.



Alltech believes diversity and gender equality cultivate creativity and drives innovation, strengthening our business and the agri-food industry.



SDG 5: Gender Equality

Targets: Achieve gender equality and empower all women and girls

Our progress:

Achieving

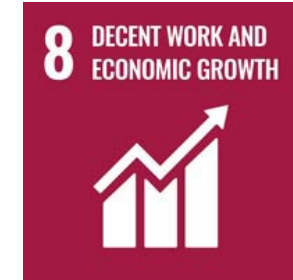
- **Within Alltech:** Gender equality is essential to the advancement of both the agri-food industry and society at large.
 - 42% of Alltech’s nonproduction positions are filled by women.
 - Women make up nearly 26% of our total global workforce.



- **In our communities:** Alltech proudly supports external initiatives that promote gender equality, including:
 - The **30% Club**, a global campaign to foster a more equal gender balance at all levels of leadership throughout our industry.
 - **Dublin City University’s Women’s Impact Network**, which supports up-and-coming students through mentorship programs and leadership development.

Empowering

- **Within Alltech:** Of the 586 team members who have graduated from the Alltech Mini-MBA, 74% are men and 26% are women. In 2025, 53% of the incoming class are men and 47% are women.
- **Within our communities:**
 - Alltech has sponsored the **Women in Food & Agriculture Mentorship Program** since it began in 2020. In 2024, the program matched 430 industry representatives across two cohorts as mentors and mentees.
 - In 2024, Alltech signed a two-year partnership with **Meat Business Women**, a professional network aimed at improving sustainability and expanding female talent. This partnership empowers team members by offering access to master classes and mentoring resources.
 - Alltech sponsored the **2024 Dairy Girl Network Forward Together conference**, an annual three-day event featuring networking opportunities and sustainability and leadership discussions.
- Alltech offices also actively championed gender-equality initiatives throughout the year:
 - Alltech promoted participation in the **Women in Food & Agriculture Mentorship Program**.
 - Alltech Pakistan’s annual **Aqua Idea Workshop**, held at a leading women’s university in Sindh, united 75 participants this year — including fish farmers, feed millers, exporters and government officials — to advance Pakistani women’s careers in aquaculture.
 - Alltech Serdán sponsored travel for four local women firefighters to attend a week-long training course in the state of Sonora for firefighters from across Mexico and the United States.
 - Alltech Turkey gifted tea and coffee machines to six rural women farmers.



SDG 8: Decent Work and Economic Growth

Targets: Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all

Our progress

Economic growth

Alltech supports entrepreneurship, creativity and innovation through the [Pearse Lyons Cultivator](#) and innovation contests in numerous regions.

We participate on the board of directors of **Bluegrass AgTech Development Corp.**, which awarded \$625,000 in grants to agri-food startups in 2024.

Employment

- Alltech extends its support for decent work and economic growth by:
 - Providing work placement and internships for young people joining the agri-food sector.
 - Promoting a culture of open communication that encourages team members at all levels to share ideas and feedback. We regularly host team meetings and town halls, and we support an open-door policy that allows colleagues to voice their opinions and contribute to the company’s growth.
 - In 2023, the **Team Voice** initiative was launched to enhance two-way engagement and communication between team members and their managers. Successfully piloted in 2024 at Alltech’s European Headquarters in Ireland, the program introduced six key initiatives to enhance employee well-being, engagement and community impact, including Zurich Pension Talks for financial planning, a recognition and rewards program, improved onboarding, gym development, a revitalized social committee, and Make a Difference Day fundraising events. VHI Healthcare’s mobile health unit also provided on-site health assessments.
 - Each year, the Alltech President’s Awards recognize team members who embody Alltech’s seven core values. We share news about these awards and other team member recognition through global town-hall events and



Alltech president and CEO Dr. Mark Lyons is a founding board member of Bluegrass AgTech Development Corp., which cultivates an innovation ecosystem for Kentucky entrepreneurs and startups in the agricultural sector.

- in our weekly company newsletter.
- We are committed to ensuring humane working conditions throughout our supply chain, establishing strategies to combat both child and forced labor.
- We ask our third-party partners to demonstrate their shared commitments to our goals and values by agreeing to our **Business Partner Code of Conduct**.
- Through our **risk-assessment and inspection** program, we perform unannounced inspections at both Alltech and third-party facilities and locations that have been deemed high-risk for child and forced labor conditions.
- Alltech invests in promoting ethical labor practices and supporting communities facing economic hardship.
 - For example, through our collaboration with the **Tianjin Economic Development Industry Co.**, colleagues from the Alltech Tianjin office visited two villages to share their technical expertise and provide training to farmers. They also distributed free personal protective equipment (PPE), fertilizer samples and technical books on planting and breeding.



SDG 13: Climate Action

Targets: Mitigate the risk of climate-related hazards by reducing GHGs while also strengthening the resilience of the communities in which we live and work and their ability to adapt amid natural disasters

Our progress

Mitigating

- **Within Alltech:**
 - Alltech has committed to meeting the following greenhouse gas (GHG) reduction targets by 2030:
 - Scopes 1 and Scope 2: 42%
 - Scope 3: 25%
 - In 2024, Alltech completed a total of 39 **life-cycle assessments** as part of a continuing effort to evaluate our top specialty ingredient brands across numerous production facilities, bringing our total LCA count to 139.
- **Within our communities:**
 - To create a world of abundance, we must do more than feed the rapidly expanding global population. We need to nourish it with quality meat, milk, eggs and seafood that are high in protein and crops that are grown in healthy soil, all while working to revitalize local economies and replenish the planet’s natural resources.

This can be accomplished by improving the health of animals and the soil, maximizing the value of feedstuffs, increasing the efficiency of the farm and reinvesting in innovation. Alltech has been striving to meet all of these goals for 45 years. Our diverse portfolio of nutritional technologies optimizes the



Alltech has committed to reducing Scope 1 and Scope 2 emissions by 42% from our 2021 baseline by 2030, and Scope 3 emissions 25% from our 2023 baseline by 2030.

nutrients in animal feed, thereby supporting the health and performance of livestock while also reducing the environmental impact of agriculture.

Adapting

- **Within Alltech**
 - We engage with the public on the topic of sustainability and the environment by volunteering in their local schools, supporting their communities in numerous ways and participating in activities focused on mitigating climate change.
- **Within our communities:**
 - The Pearse Lyons ACE Foundation works to address the **urgent needs of farmers, ranchers and their communities** amid natural disasters. In 2024, these disaster relief efforts included donations to **Texas Fire Relief Fund**, aiding Brazilian and Spanish communities affected by flooding, and partnering with **Burkman Nutrition’s Adopt-a-Farmer program** to support agricultural communities affected by Hurricane Helene.

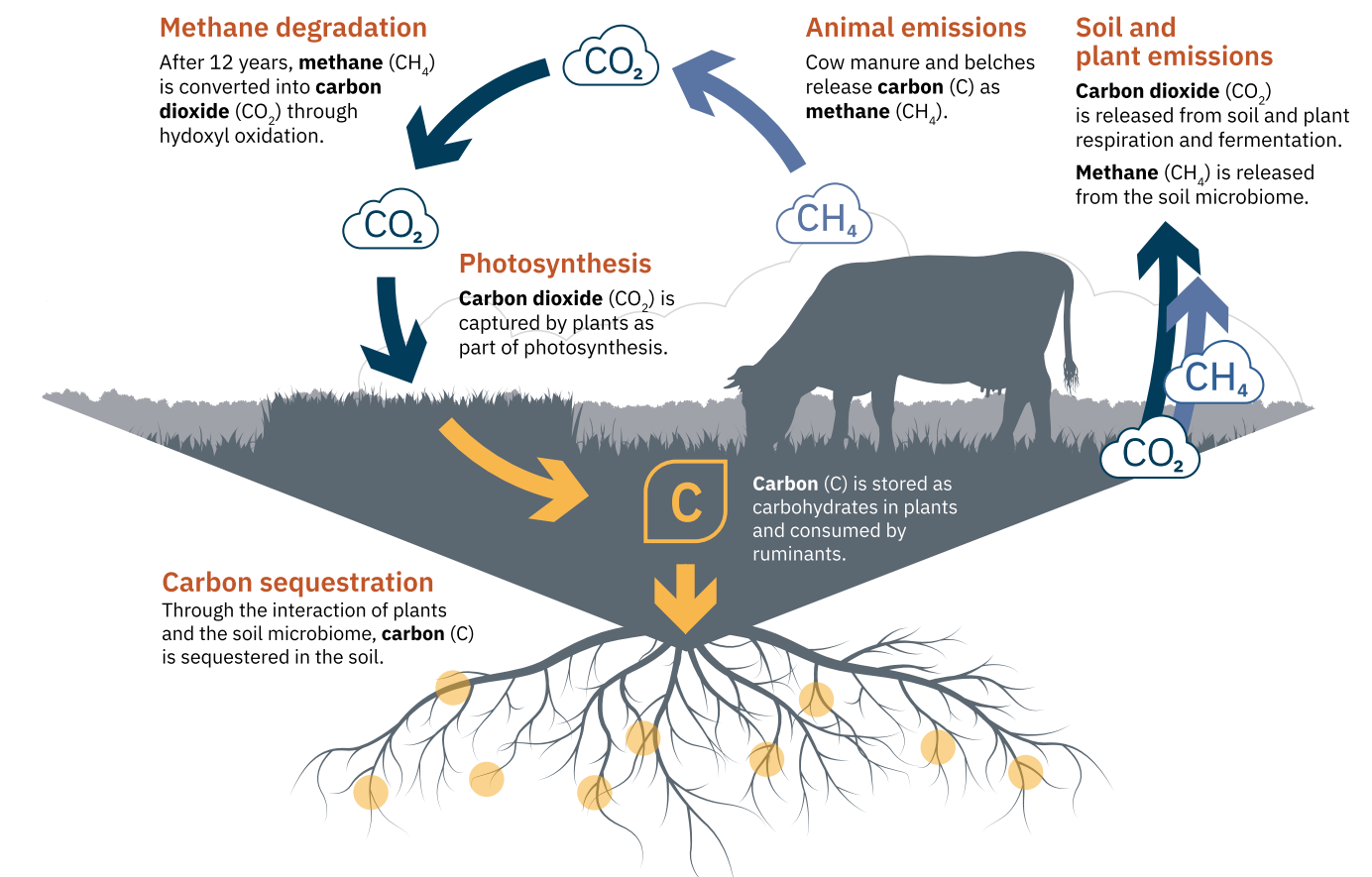
- We are collaborating with the **University of Cordoba in Spain** to measure the carbon footprint of extensive Dehesa livestock farms in the Cooperativa del Valle de Los Pedroches (COVAP), establishing sustainable and responsible land management guidelines. This project also supports the mitigation of livestock farming’s environmental impact through silvopasture systems and promotes more efficient land use.
- We are partnering with **Thai Wah Public Co.** to advance carbon reduction efforts in the Asian agri-food industry. We are leveraging scientific nutritional solutions and technologies to boost sustainable animal feed production and enhance animal feed nutrition for optimal health and performance. Alltech is also providing carbon footprint assessment and reduction roadmapping to help Thai Wah reduce its carbon footprint and advance its sustainability practices.
- Research and environmental modeling conducted at **Archbold’s Buck Island Ranch** in Lake Placid, Florida, has confirmed the environmental benefits of grazing ruminants. A research alliance comprised of ecologists from Archbold and ruminant nutritionists from Alltech has been working since 2019 to understand the impact of beef production at Buck Island Ranch on the ecosystem and its ability to sequester carbon. In 2024, the alliance revealed that the ranch sequesters more carbon than it emits, making it a net-carbon sink. This groundbreaking model demonstrates that carbon-negative beef production is possible, with implications for grazing systems worldwide.

A six-part Planet of Plenty [video series](#) dives deeper into the results at Buck Island



Alltech and Thai Wah Public Co. are working together to advance carbon reduction efforts in the Asian agri-food industry by leveraging scientific nutritional solutions and technologies.

Ranch. [Click here](#) to read the blog and watch the series (runtime: approximately 21 minutes), which explores how grazing cattle affect the carbon cycle, the role of carbon sequestration in mitigating climate change, and other key insights the collaborative research alliance has unveiled.





Alltech Coppens helps farmers feed the world, raise healthy aquatic animals and protect the environment through nutritional innovation.



**SDG 14:
Life Below Water**

Targets: Protect our oceans by reducing pollution while also sustaining life below water

Our progress

• **Within Alltech:**

- **Alltech Coppens** aqua feeds had an average carbon footprint of 1.009 tons of CO₂e per metric ton (mt) of feed — a 9.7% reduction from our 2021 base year.

- Our usage of residual waste also decreased by 14% compared to 2023 (43.04 mt) and by 38.5% compared to 2022 (61.48 mt).
- Of all raw materials used by Alltech Coppens in 2024, **54.5% could be categorized as circular and restorative**, based on the definition in the EU Waste Framework Directive. This represents a 1.7% increase from 2023.
- 94.4% of these raw materials were produced in Europe, compared to 92.3% in 2023 and 64% in 2022 — and 72.3% came from Germany and its neighboring countries, compared to 65.2% in 2023 and 64% in 2022.

- In 2024, the carbon footprint (CF) of Alltech Coppens feeds measured an average of 1,009 tons of CO₂-e per ton of feed. Of that, 5.2% were Scope 1 emissions, 2.8% were Scope 2 emissions and 92% were Scope 3 emissions.
- We have made significant strides in reducing our plastic waste, which totaled 34.22 mt in 2024 — a 16.7% decrease from our total of 41.05 mt in 2023.
- **Alltech E-CO₂ Aqua Environmental Assessment (EA)** achieved ISO:14067 and PAS:2050 certifications. Aqua EA helps customers producing any aqua species, in any type of system, measure and reduce their emissions across the supply chain, from broodstock to grow-out.
- Through a strategic research alliance with **UFSC in Brazil**, we conducted a trial evaluating the application of Alltech’s enzyme solution Allzyme® Spectrum (post-extrusion) in high-plant diets for Nile tilapia. The results demonstrated significant improvements in growth performance, increased phosphorus digestibility, and reduced phosphorus excretion, highlighting Allzyme Spectrum’s potential to enhance diet quality while mitigating environmental impact.
- In partnership with the **University of Laval (Canada)**, we are developing ultra-low-phosphorus diets for rainbow trout, Atlantic salmon and Arctic char. An initial trial showed promising reductions in the phosphorus excretion of rainbow trout with Allzyme® SSF.
- A six-month trial at the **Alltech Coppens Aqua Centre** evaluating high-energy, ultra-low-phosphorus diets for rainbow trout showed that the ultra-low-phosphorous diets developed by **Alltech Fennoaqua** led to significantly higher whole-body phosphorus retention and a 50%

reduction in phosphorus excretion compared to competitor diets.

• **Within our communities:**

- We are reducing phosphorus emissions by producing low-phosphorus diets for trout through joint research initiatives and other collaborations with Alltech Fennoaqua, Finland’s only fish feed producer.
- Alltech Coppens is the first aquafeed producer to incorporate net energy in feed formulations, enabling more precise balancing of raw materials variations, more optimal macronutrient efficiency and, in turn, better fish performance and profitability.
- Alltech is committed to protecting marine ecosystems and actively participates in community-based initiatives to remove plastic waste and debris from coastal environments.



Alltech supports farmers in producing nutritious crops grown in healthy soil, meat, milk, eggs and seafood.



**SDG 15:
Life On Land**

Targets: Responsibly sourcing raw materials and reestablishing farming’s positive impact on the land and the use of shared natural resources

Our progress:

Responsible

• **Within Alltech:**

Alltech is advancing responsible land use through:

- A commitment to achieving zero deforestation and

conversion through the introduction of clear policies and practices across our global supply chain by December 31, 2025.

- Establishing a dedicated no-deforestation working group to assess deforestation-linked supply risks.
- Implementing a supplier questionnaire focused on GHG policies and deforestation and conversion-free initiatives.
- Launching **Ideagro Brasil**, an international expansion of the research and development agri-food leader acquired by Alltech in 2023. This expansion also establishes independent research capabilities to develop technologies adapted to local agricultural needs.

- Ideagro continues to advance biological soil health indicators through its work with **Glosolan**, the FAO-accredited network of soil laboratories.
- Alltech Crop Science (ACS) and Ideagro launched **Safeguard Our Soils**, an initiative that emphasizes the significance of safeguarding and restoring soil health and balance. ACS and Ideagro focus on understanding and enhancing the relationship between soil, crops, water and microorganisms, fostering a thriving soil ecosystem that supports soil and plant vitality, improves food quality and supports sustainable farming practices for a resilient future. These efforts improve our knowledge of soil functions and provide tools to help farmers enhance nutrient availability, contribute to healthier soils and reduce their reliance on chemical inputs.
- By collaborating with researchers, universities and consultants — and leveraging our experience in Europe and Brazil — Ideagro is accelerating the development of next-generation biostimulants and microbial fermentation solutions to help boost growers’ productivity, protect soil health and reduce environmental impact through practical, real-world tools.

• **Within our communities:**

- **Alltech E-CO₂** has conducted more than 25,000 on-farm and online environmental evaluations, helping farmers reduce their carbon footprint and improve resource efficiencies. Through Feeds EA™, our environmental assessment system, Alltech E-CO₂ supports agri-food producers in selecting more sustainable feed ingredients. More than 750 Feeds EA assessments were completed in 2024 to identify ways to lower the global warming potential of rations.
- Alltech is dedicated to protecting and restoring terrestrial ecosystems, conserving biodiversity

and supporting endangered species through targeted initiatives and sustainable land management practices.

- ACS launched the **CIMA Project**, a collaborative initiative aimed at transforming high-value crop production through innovation and sustainable practices. Spanning over 20,000 hectares, CIMA focuses on soil health restoration, biodiversity enhancement and resource optimization to address critical challenges such as climate adaptation and efficient resource use. The project exemplifies a commitment to environmental stewardship while ensuring agricultural productivity, creating a benchmark for sustainable farming systems. CIMA has conducted more than 3,000 analyses since it began at the end of 2023. ACS launched the network as part of its mission to lead advancements in soil health, drive innovation and share knowledge.



**SDG 17:
Partnerships for the Goals**

Targets: Working together to support the successful achievement of the Sustainable Development Goals

Our progress

Alltech is partnering with organizations and individuals around the world to share knowledge, expertise and technologies that help create a sustainable future.

• **Within Alltech:**

- We launched a campaign that emphasized the importance of sustainable profitability and applied our expert knowledge to solutions for some of the industry’s most pressing challenges.



Tara McCarthy, Alltech's global vice president of ESG, participated in a panel discussion during the 2024 United Nations Climate Change Conference (COP29).

- We partnered with **Concord Agriculture** on a carbon-insetting project that allows U.S. and Canadian dairy farmers using our proprietary essential oil blend to achieve verified emissions reductions and earn carbon-asset payments.
- For the second consecutive year, Alltech attended the **United Nations Climate Change Conference (COP)**. Tara McCarthy, Alltech's vice president of ESG, spoke on a panel of agri-food leaders about advancing sustainable livestock practices and engaged with global climate experts. After sharing the World Without Cows theatrical trailer, she also discussed Alltech's leadership in the agriculture industry's fight against climate change.
- Alltech expanded our **Customer Sustainability Partnership Model**, established in 2023 to address

key sustainability challenges, through trials with new and existing partners.

• **Within our communities:**

- Alltech partners with international organizations to promote global sustainable development and actively seeks collaborations with diverse stakeholders — including local organizations, schools, businesses and industry associations — to maximize our impact and leverage collective expertise to achieve sustainability goals.
- Alltech 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, includes



As a partner in the Mid-Ulster Biorefinery and Circular Economy Cluster, Alltech uses its fermentation expertise to help optimize biogas production in Northern Ireland.

plans to create a 10-megawatt biomethane plant — which will turn farm waste into renewable energy. Alltech's expertise in fermentation will help improve biogas production, and the group will demonstrate how to turn animal waste into clean energy. This project will boost Northern Ireland's green energy efforts and support more eco-friendly refineries across the region.

- Alltech and **Meat Business Women** are working together to develop and empower team members through access to masterclasses and mentoring

resources. They are also collaborating to attract new talent into the agri-food sector. As a strategic partner, Alltech will provide expertise and input into the group's strategic direction and support its wider mission of raising the profile of women in the meat industry. Meat Business Women is recognized by the United Nations as a global professional network for women working across the meat industry. It was created to improve the sustainability of the meat sector and grow the pipeline of female talent in this male-dominated industry.

Environmental impact

Reducing the impact of our operations

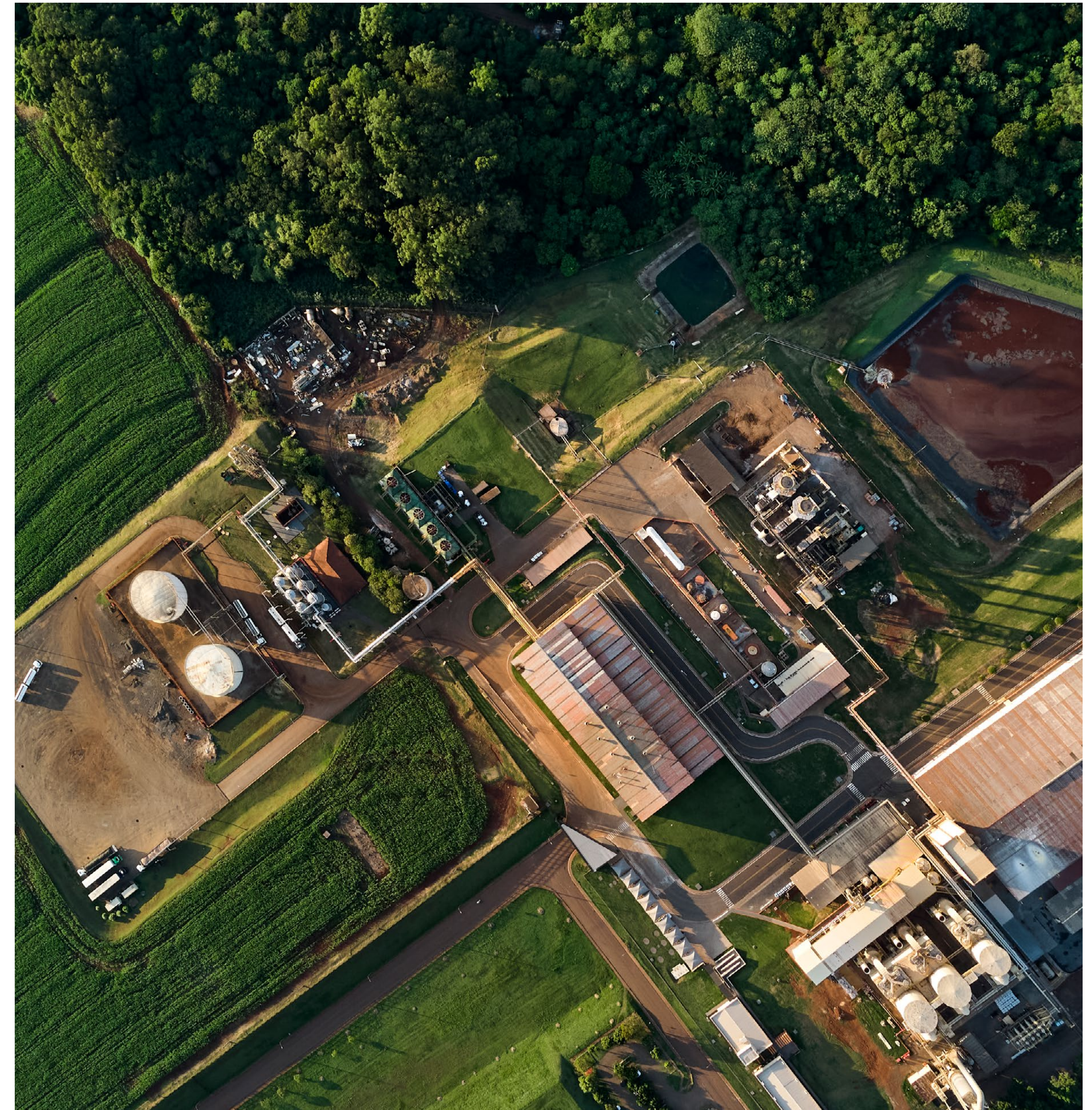
Alltech is committed to prioritizing the efficient production of nutritious food while working to minimize our own carbon footprint — and helping producers around the world address their sustainability challenges.

We recognize that creating a world of abundance for future generations is impossible without confronting the realities of climate change. The urgent need for action also presents a tremendous opportunity for the agriculture industry: not only can we reduce our own greenhouse gas (GHG) emissions, but we can also help capture and sequester emissions from other sectors.

Through the adoption of advanced nutritional solutions, leading-edge technologies and optimal management practices, agriculture can enhance production efficiency while ensuring access to safe, nutritious food — all while safeguarding the health of our planet.

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Environmental impact

Roadmap to reduction

Taking bold action to reduce emissions and build a more sustainable future

At Alltech, we are committed to reducing our greenhouse gas emissions to help limit global warming and mitigate the dangerous effects of climate change. The Intergovernmental Panel on Climate Change (IPCC) has called on governments and industries worldwide to aggressively reduce emissions in line with a trajectory toward net-zero by 2050. We take this challenge seriously and are actively advancing our efforts to be part of the solution.

Each year, we work toward meeting our annual GHG reduction targets by improving energy efficiency across our operations and transitioning an increasing share of our energy consumption to renewable sources. Recognizing that year-over-year reductions will become increasingly complex, we are also proactively exploring emerging technologies and innovative solutions to maintain momentum and drive continuous improvement well into the future.

About GHG scopes

Scope 1 emissions are direct emissions from Alltech activities, such as the burning of fossil fuels to heat buildings, manufacture products and drive vehicles.

Scope 2 emissions are associated with the electricity we use in our facilities.

Scope 3 emissions are all other indirect emissions associated with our value chain; these are the emissions that are embedded in everything we purchase and all our activities.

Scope 1 and 2 reductions

Our Scope 1 and 2 emissions reductions exceeded our 2024 goals.

GHG Scope (metric tons CO ₂ e)	2021	2022	2023	2024
Scope 1 Total	108,894	85,318	83,864	74,210
Scope 2 Total	47,525	44,636	41,527	41,454
Scope 1 & 2 Total	156,419	129,954	125,391	115,664
Change from 2021 baseline year		-17%	-20%	-26%

Scope 1 and 2 emissions reduction journey

Alltech achieved **double-digit business growth** in 2024 while reducing our Scope 1 and 2 emissions by 7.8%. Since setting a goal in 2021 to cut these emissions by 42% by 2030, we've already achieved a 26% reduction in Scope 1 and 2 emissions, putting us more than halfway to our target and proving that strong business performance can go hand in hand with environmental progress.

Our energy-efficiency journey

In 2024, **we invested \$2.04 million** in six energy efficiency and renewable energy projects. These projects **reduced our emissions by 3,602 metric tons of CO₂e**.

Since setting our climate targets, **Alltech has invested \$13 million in energy efficiency projects**, reflecting our commitment to reducing emissions and strengthening operational stewardship. To date, **40 projects have been completed**, resulting in a reduction of approximately 21,000 metric tons of CO₂-e per year.

Our engineering team's commitment to energy efficiency continues to drive reductions in Scope 1 emissions, while onsite solar photovoltaic projects at our production facilities are driving down our Scope 2 emissions. Currently, 25 feasibility studies have been conducted to explore future initiatives. These investments benefit both the environment and Alltech's bottom line. By the end of 2025, energy efficiency improvements are expected to save the company approximately \$3 million annually.

A significant portion of these savings comes from capturing and reusing waste heat from boilers and dryers. Allowing process heat to escape is like leaving



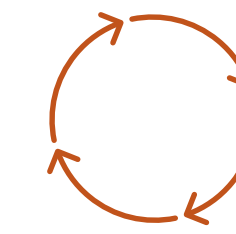
Scope 1

Emissions that are direct emissions from Alltech activities, such as the burning of fossil fuels to heat buildings, manufacture products and drive vehicles



Scope 2

Emissions that are associated with the electricity we use in our facilities



Scope 3

Emissions that are all other indirect emissions associated with our value chain; these are the emissions that are embedded in everything we purchase and all our activities



Since setting our targets, Alltech has invested \$13 million in energy efficiency projects, cutting CO₂ emissions by approximately 21,000 metric tons annually. By the end of 2025, these improvements are projected to save \$3 million per year. Our engineering team continues to explore additional solutions, including solar power, industrial heat pumps and green hydrogen.

the front door of a house open — a costly inefficiency. By expanding our heat capture projects, we are not only preventing energy loss but also improving system performance. The engineering team is also exploring additional promising solutions, including **solar power, industrial heat pumps** and **transitioning from natural gas to green hydrogen**.

Solar energy is currently used in eight Alltech locations: South Africa, Vietnam, Mexico, China, India, Spain (Alltech and Ideagro offices) and Australia.

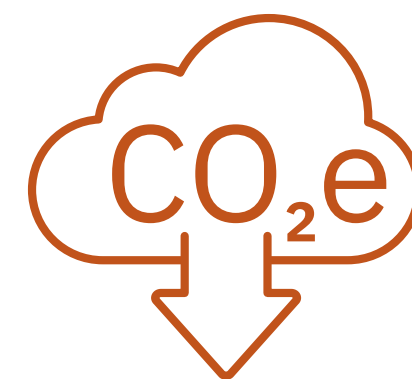
“Projects like these, already completed at sites around the world, enable us to optimize our production processes, significantly lower our costs, achieve our sustainability goals, reduce company risks, increase the knowledge, awareness and involvement of our people in the journey, and support our purpose of Working Together for a Planet of Plenty,” said David Valencia, global projects manager for Alltech’s engineering team.

Scope 3 emissions

Our Scope 3 emissions went up 1.7% primarily due to increased emissions

In 2024, Alltech made key strides in understanding and addressing Scope 3 emissions:

- **We pinpointed major contributors to our carbon footprint:** Brazil, the U.S. and Canada, driven largely by the commodities we purchase for feed production in those markets — primarily wheat, soy and corn.
- **We identified nine key suppliers responsible for the greatest amount of emissions in our value chain.** To better understand the sustainability practices of these suppliers, we developed and distributed a survey in 2024 focused on energy use and land use change. We will continue this dialogue in 2025 as part of our ongoing supplier engagement strategy.
- **We reviewed raw materials with high CO₂e emissions.** In 2023 and 2024, several of our manufacturing sites transitioned from higher-emitting raw materials to alternatives with lower emissions, resulting in emissions reductions due to the lower processing requirements of the alternative ingredients.



Alltech remains committed to reducing our Scope 3 emissions by 25% below our 2023 baseline of 5,697,497 tons CO₂e by 2030. The steps taken in 2024 marked significant progress toward achieving this goal, and we will continue to work closely with our suppliers to drive further reductions in our emissions.

from Category 3.1 (purchased goods and services), which was driven by sales growth. We are currently developing a set of Scope 3 reduction projects designed to achieve our target reductions. As our data collection and analysis methods improve each year, our greenhouse gas inventory becomes more accurate.

Scope 3 emissions — indirect greenhouse gas emissions that occur across a company’s value chain — are often the largest and most complex to manage. Addressing Scope 3 emissions is crucial to reducing a company’s overall carbon footprint.

Climate-risk mapping

Understanding climate risks across operations and supply chains is critical

Scope 3 category	2023 emissions (metric tons CO ₂ e)	2024 emissions (metric tons CO ₂ e)
3.1 Purchased good and services	4,685,937	4,795,782
3.2 Capital goods	19,035	17,172
3.3 Fuel and energy-related activities	40,882	30,943
3.4 Upstream transportation & distribution	61,403	53,894
3.5 Waste generated in operations	754	11,056
3.6 Business travel	10,777	9,856
3.7 Employee commuting	8,879	9,135
3.11 Use of sold products	241,463	232,098
3.12 End-of-life treatment of sold products	14,791	11,388
Total	5,083,921	5,171,324
Total percentage change from 2023 baseline year		+1.7%

for making informed, long-term sourcing and production decisions. In 2024, Alltech launched a climate-related physical risk screening to evaluate potential vulnerabilities within our global operations and supply chain.

Through this process, we identified locations with the highest exposure to climate-related physical risks and began a targeted “hot spot analysis” at these sites. The findings from this analysis will inform both our external reporting and internal strategic decision-making, helping to build greater resilience into our operations and supply chain for the future.

Environmental impact

Reducing waste in our facilities

At Alltech, we are committed to exploring every avenue to reduce waste and minimize our impact on the environment, both within our manufacturing facilities and across our supply chain. Our dedication to sustainability extends beyond developing nutritional technologies that enhance animal health and performance.

As part of our ongoing efforts to reduce waste at the source, we continuously evaluate our production processes, seeking opportunities to improve efficiency, eliminate unnecessary materials and implement recycling and reuse initiatives wherever possible. On our path toward more responsible packaging, our team assesses each option, weighing how each choice could impact both the environment and the integrity of our nutritional technologies. Every decision we make is guided by a commitment to balancing product performance, environmental responsibility and long-term sustainability.

Accelerating our zero-waste-to-landfill program

At Alltech, we remain committed to reducing waste and minimizing our ecological footprint. Building on our success in 2023, we made significant strides in 2024 in advancing our zero-waste-to-landfill program.

Improving solid waste data collection and analysis

In 2024, Alltech enhanced our global waste data collection to better understand and manage our waste streams. We gathered detailed metrics on waste sent to landfills, recycled and reused, enabling more precise analysis and identification of improvement opportunities. To deepen insights, we evaluated waste types, assessed the effectiveness of recycling programs and explored opportunities to increase reuse.

Looking ahead, we are working to automate data collection and aggregation for greater accuracy and efficiency. We also plan to introduce key

performance indicators (KPIs) to set measurable targets and support continuous improvement.

Five facilities achieve zero-waste-to-landfill status

We are proud to report that four Alltech facilities have achieved zero waste to landfill, setting a benchmark for others to follow.

Identifying and addressing high-waste contributors

We identified our top waste-generating sites and are actively working to reduce waste at these locations. By focusing on high-impact sites, we can implement more effective waste reduction strategies and strengthen our global conservation efforts.

Establishing a packaging baseline

In 2024, we launched a global initiative to establish a packaging baseline across all our facilities, a crucial step toward reducing our environmental footprint and enhancing our packaging processes.

We work closely with all our facilities to collect detailed packaging specifications, including data about the types of packaging we use. This will result in a master list of packaging options in use, which will help us identify opportunities to improve our packaging operations worldwide.

Measuring our packaging footprint

Our ESG team collaborates with Alltech E-CO₂ to develop assessment templates to better understand the environmental impact of our packaging. These templates will enable us to calculate the emission factors for each type of packaging material, providing us with the necessary tools to measure, manage and reduce the greenhouse gas emissions associated with our packaging processes.

Looking ahead, we will use the data collected to identify opportunities to reduce emissions and improve packaging sustainability. This initiative is part of our broader commitment to stewardship, which includes ongoing efforts to enhance the granularity of our life-cycle analyses (LCAs) and expand initiatives across the company. Focusing on these improvements will allow us to reduce our Scope 3 emissions, further contributing to our broader environmental goals.

Expanding zero-waste practices: From Woolfox to the world

Alltech’s Woolfox facility in the U.K. achieved zero waste to landfill using the 5R process: refuse, reduce, reuse, repurpose and recycle. Key initiatives included:

1. **Refusing** unnecessary packaging by choosing reusable or returnable options
2. **Reducing** printing, non-recyclable plastics and organic waste
3. **Reusing** items — minimizing single-use plastics, adopting reusable or compostable alternatives and switching to rechargeable batteries
4. **Repurposing** materials through upcycling when refusal, reduction or reuse were not possible
5. **Recycling** remaining waste through certified programs

As a result, **Woolfox saw a 75% reduction in waste-related costs and packaging waste taxes.**

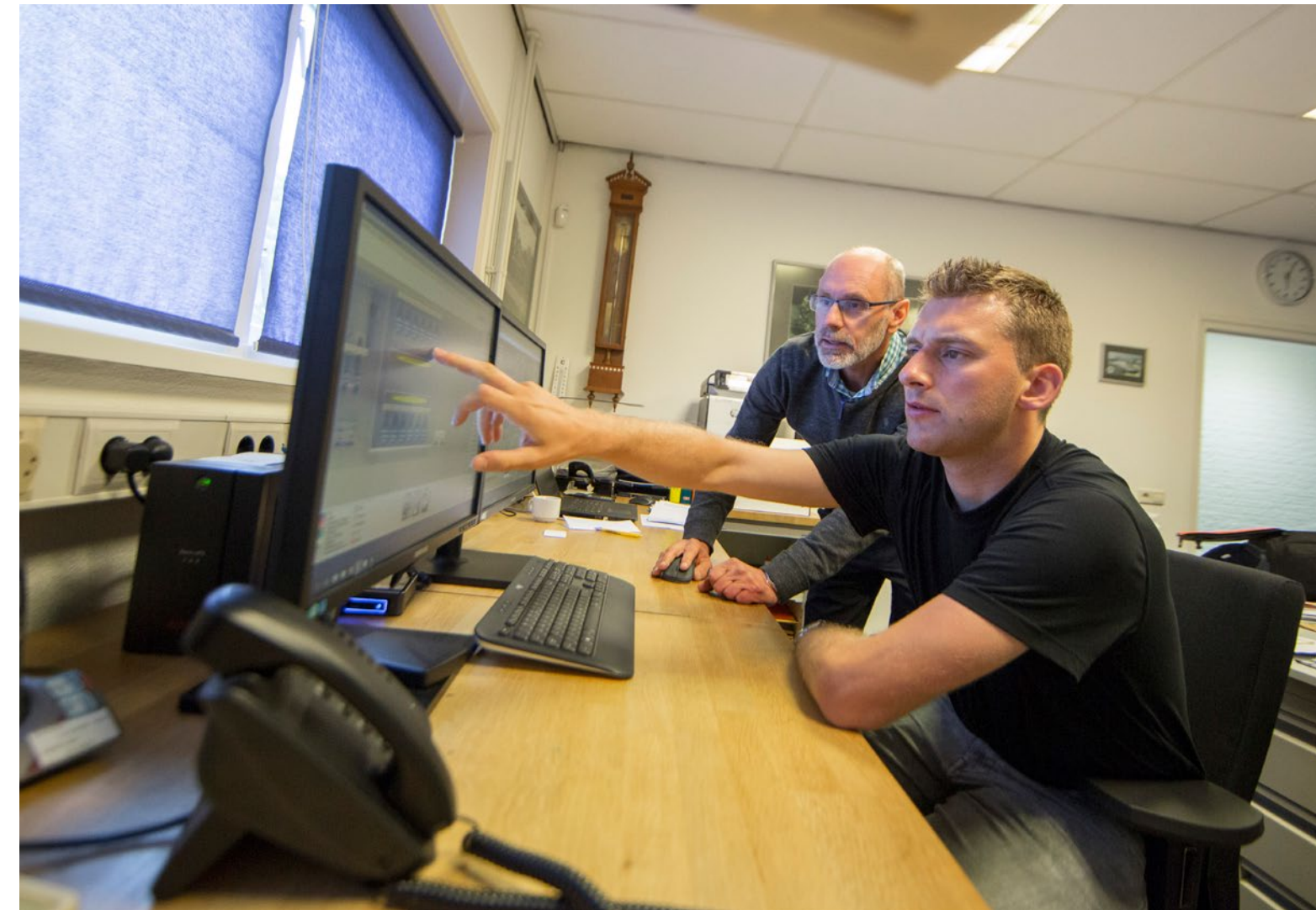
This success has also helped shape the development of Alltech’s global waste management strategy. The four-part plan includes:

- **Identifying and measuring waste:** Mapping specific waste streams and implementing a

unified system for data collection and monitoring, enabling informed and faster decisions

- **Developing tailored management plans:** Finalizing waste reduction, reuse and recycling plans across our facilities and sharing best practices globally
- **Empowering our teams:** Launching internal education programs to raise awareness to continue fostering Earth-friendly practices across the organization
- **Establishing accountability:** Setting timelines and milestones to drive and track progress at every level, helping us maintain momentum

A global waste management team, comprised of engineers and operations leaders, is guiding this effort to ensure continuous improvement and long-term success. Our industry-leading waste management strategy advances our sustainability goals while delivering significant cost savings, demonstrating that environmental stewardship and business success can go hand in hand.



Improving water stewardship

In 2024, Alltech completed a global water audit to assess water usage and conservation across our operations and establish a baseline for improvement.

Building on these insights, we are developing a comprehensive water stewardship strategy focused on three core areas: implementing water-saving technologies, sharing best practices across operations, and cultivating a culture of water conservation through team training and engagement.

A key priority is identifying and addressing sites with the highest water usage, where targeted solutions can deliver the most transformative outcomes. We have also drafted a global water policy that formalizes our commitment to responsible water management, regulatory compliance and continuous improvement.

Transparency and accountability remain central to our approach. We are committed to ongoing monitoring and reporting in alignment with local and global water use standards.

These initiatives support our water conservation goals and our broader climate objectives — aligning with global standards and reinforcing our commitment to responsible environmental stewardship.



EUDR compliance and deforestation commitments

Deforestation-free policies are essential for reducing ecological consequences, preserving biodiversity, protecting the rights of indigenous peoples and supporting sustainable development. By ensuring that supply chains are free from deforestation, companies can contribute to global efforts to maintain healthy ecosystems and address climate change.

The European Union Deforestation Regulation (EUDR) aims to curb deforestation linked to agricultural commodities imported into the EU. Originally set to take effect in December 2024, EUDR enforcement has been delayed to December 2025, giving businesses additional time to meet new due diligence requirements for commodities such as palm oil, soy and cocoa.

Alltech is proud to already be compliant with EUDR — a reflection of our proactive approach to responsible sourcing. In 2024, we drafted our deforestation policy and shared it across the organization for feedback. The response was overwhelmingly positive, and the policy has now been submitted to our risk committee for review.

In 2025, we plan to fully implement our deforestation and conversion-free policy, strengthening our commitment to climate-smart sourcing and ecosystems protection. It will align with our Responsible Sourcing Policy and our Business Partner Code of Conduct, ensuring that our suppliers and partners also uphold the highest standards of ethical and sustainable practices.

Environmental impact

Prioritizing sustainable profitability

Life-cycle analysis: Measuring the impact of our core technologies

A life-cycle analysis (LCA) is a powerful tool used to measure the environmental impact of a product, process or service throughout its life cycle, from raw material extraction to manufacturing, distribution, use, and disposal or recycling. It helps identify opportunities to reduce waste, conserve energy and reduce emissions, allowing companies to reduce the overall environmental footprint of their activities.

In 2024, Alltech expanded its LCA initiatives to provide even more transparent, verified data-driven insights into the sustainability of our products. These assessments empower our teams and customers to make more informed, environmentally responsible decisions.

New LCAs and product inclusions

Alltech successfully completed LCAs for several new products in 2024, including **Agolin®**, **Bio-Mos®** and **Guardian®**. We also conducted our first feed division LCA in collaboration with Ridley Feed Ingredients, an Alltech company. This brings the total number of LCAs available to 139, with 57 new LCA completions in 2024.

Customer requests; Alltech E-CO₂ accreditation

Part of our LCA system upgrade included setting up an LCA request tracker to help facilitate customer inquiries. In 2024, we completed 55 customer requests. This system has also helped identify future requirements in our LCAs, pinpointing product analyses that are in high demand.



Our Alltech E-CO₂ model received third-party accreditation from the Carbon Trust in 2024, streamlining the LCA process and ensuring that our analyses are both accurate and efficient.

Progress and future goals

Alltech is deepening the precision of our LCAs and expanding the scope of our sustainability initiatives. This includes streamlining global data related to ingredients, packaging and transportation, enabling us to accelerate LCA completion and increase output volume. A feasibility trial for this system is underway at one of our facilities in Spain, and we look forward to sharing results as it progresses. We remain committed to working alongside our customers and stakeholders to advance our shared environmental goals.

Data-driven decision-making with Alltech E-CO₂

Acquired by Alltech in 2015, **Alltech E-CO₂** combines on-farm expertise with technical and analytical skills to deliver data-driven insights that help agri-food producers reduce on-farm environmental impact while improving efficiency and profitability.



Alltech E-CO₂ offers a range of services, including farm and feed scenario modeling, environmental consultancy, and bespoke on-farm and custom online software. It conducts in-depth holistic farm assessments, using data from across the entire farm business to create on-farm carbon emission analyses. Alltech E-CO₂ also offers detailed consultancy for operations from individual farms to full supply chains.

Alltech E-CO₂'s certified environmental assessments provide a wealth of in-depth data on animal production, health, feed, fertilizer, nitrogen balance, water, energy and resource use. The data collected is used to deliver practical on-farm and online programs, as well as benchmark reporting, with clear and concise consultancy advice to lower the producer's carbon emissions.

Measuring and reducing impact

Alltech E-CO₂ has conducted more than 25,000 on-farm and remote assessments globally and has developed assessment models for crops and all major livestock species.

Our range of bespoke assessment tools has been accredited by the Carbon Trust, ensuring that Alltech E-CO₂'s solutions and services are independently evaluated and internationally verified.

Our environmental assessments include:

- Dairy EA™
- Beef EA™
- Lamb EA™
- Goat EA™
- Poultry EA™ (layers, broilers, turkeys)
- Pig EA™
- Crop EA™
- Feeds EA™ (feed mills and feed production)

Alltech E-CO₂'s customers, many of which are prominent food brands, have expressed significant satisfaction with the holistic services provided by our team. Customers appreciate our efforts in carbon footprint reduction, animal health, productivity and regenerative agriculture, as well as the measurable impact of our technologies and services on their businesses.

Carbon credit program rewards emissions reduction

Alltech is advancing carbon insetting opportunities for beef and dairy producers through a project that rewards the use of a plant-based specialty feed ingredient with carbon asset payments.

Certain plant-based specialty feed ingredients, such as essential oil blends and seaweed extracts, can suppress the activity of methanogens, the microbes responsible for methane production. This project uses our proprietary blend of essential oils, which has been shown to improve feed efficiency and support sustainability goals.

For producers who use this ingredient, the resulting reduction in enteric methane emissions is independently verified and converted into carbon credits. These credits can be sold or used to offset emissions elsewhere, creating a new revenue stream for farmers and ranchers while contributing to climate change mitigation.

The program has already proven successful in the U.S. and Canada, bringing over \$750 million in 2024 to participating farmers in the past four years. Building on this success, Alltech completed a feasibility study exploring the potential for a European carbon credit program aligned with Verra's VM0041 methodology. This framework focuses on reducing enteric methane emissions in ruminants through the use of our proprietary blend of essential oils.

To evaluate the opportunity, we collected data from 17 European countries throughout 2024. In 2025, we plan to launch our first carbon-insetting project in Europe, leveraging the data collected and the proven model established in the U.S. and Canada. By focusing on the use of our essential oils specialty ingredient, we aim to enable the region's producers to reduce methane emissions, generate carbon credits, improve livestock performance and contribute to global climate mitigation efforts.

Customer Sustainability Partnership Model

To help customers embed stewardship into their own product lines, Alltech's ESG and sales team introduced our **Customer Sustainability Partnership Model in 2024**. This framework is designed to help customers commercialize sustainability offerings across their product lines, identify supply chain sustainability "hotspots" and connect with Alltech solutions and services that support their environmental goals.

Alltech has partnered with leaders in the beef, dairy, and pet food sectors to implement the program. The process begins with an evaluation of the customer's operational footprint, followed by tailored recommendations that align Alltech's products and services with specific sustainability challenges and opportunities.

Backed by leading-edge science and four decades of global expertise, Alltech empowers customers with practical tools to boost efficiency, increase yields and drive economic performance — all while reducing their environmental footprint and fostering a more resilient and sustainable agricultural landscape for generations to come.

Farm resource efficiency piloting

Alltech's **farm resource efficiency program**, launched in 2024, helps producers do more with less by optimizing the use of existing resources. Farm resource efficiency focuses on the efficient use of soil, nutrients and other farm inputs, helping farmers achieve higher profitability and sustainability.

The program is built on four pillars:

- **Soil and nutrient management:** Enhancing soil health while reducing fertilizer use — cutting costs and minimizing the risk of nutrient runoff
- **Silage management:** Producing higher-quality silage with increased output and fewer mycotoxins, improving livestock nutrition and overall farm productivity



- **Manure management:** Retaining nutrients to turn manure into an asset, boosting crop yields and reducing reliance on synthetic fertilizers
- **Anaerobic digestion:** Converting low-value organic waste into high-value renewable energy, reducing waste and greenhouse gas emissions

This cross-functional initiative, based in Europe and led from Ireland, brings together Alltech's crop science, animal nutrition, ESG, research and sales teams to support farmers in optimizing their use of existing resources. By managing high-polluting materials more effectively and improving inputs such as silage and manure, the program helps farms boost their profitability, reduce emissions and improve freshwater quality.

Early trials in 2024 — conducted in partnership with customers across Europe — have shown promising results in both farm profitability and ecological impact.

ACS delivers results for crops and customers

Alltech Crop Science (ACS) is a global leader in agronomic biological inputs and crop and soil testing services. Their approach starts from the soil up,



optimizing every aspect of growth. The team focuses on improving soil health, crop protection, crop quality and nutrient input reliance — all key to boosting resilience and productivity. Healthy soil also helps maintain ecological balance and enhances water quality by reducing pesticide and synthetic nitrogen use.

ACS has expanded its offerings with **soil-enzymatic and pathogen-testing** services through a partnership model that delivers specialized soil and crop health expertise directly to customers, supporting more sustainable agricultural practices and ensuring optimal crop performance.

In collaboration with our team at Ideagro, we provide comprehensive testing to identify crop-specific pathogens. Using PCR identification and quantification, the service pinpoints the type and burden of pathogens affecting crops, enabling precise pest management and minimizing pesticide dependence. Ideagro also analyses soil enzyme activity to evaluate soil health and function — and guide application strategies.

By combining testing, biological solutions and expert guidance, ACS and Ideagro empower farmers to adopt more regenerative and productive practices, delivering measurable benefits to both crops and the environment.

AQS ensures global safety standards

At Alltech, sustainability starts with trust — and trust begins with quality. Every Alltech facility around the world operates under the **Alltech® Quality System (AQS)**, a rigorous, science-based framework that ensures consistency, safety and accountability at every stage of our operations.

Established in 2005, AQS safeguards every stage of our operations, from supplier approval and raw material intake to production, packaging, storage and shipping. Each batch is assessed for compliance with formulation standards, and all products are fully traceable from raw materials 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

This comprehensive approach ensures that our processes meet — and often exceed — the strictest global requirements for food and feed safety.

Our commitment to quality extends beyond our 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. Raw materials are individually assessed against precise specifications, and finished products are evaluated through the same lens — no matter where in the world they are made.

By holding ourselves and our partners to the highest standards, we protect the integrity of our products and support a more transparent, resilient and sustainable agri-food system. The AQS isn’t just about compliance — it’s about building confidence in every batch we produce, and ensuring that safety, sustainability and quality go hand in hand.

Together for Sustainability audit

In late 2024, Alltech Dunboyne completed a **Together for Sustainability (TfS)** audit — a third-party assessment designed to evaluate a company’s sustainability performance across five key areas: management, environment, health and safety, labor and human rights, and governance.



The audit included an online review, employee interviews and in-depth documentation analysis. Alltech Dunboyne achieved a preliminary score of 95%, reflecting strong alignment with international best practices and dedication to continuous improvement.

This outstanding result was made possible through the coordinated efforts of numerous team members across all areas of the business, whose collective engagement demonstrates a shared purpose of advancing stewardship throughout our operations.

As part of the TfS process, a corrective action plan was recommended to address any remaining opportunities for enhancement.

Environmental impact

Harnessing the power of science to create a world of abundance

At Alltech, science is at the heart of our smarter, more sustainable solutions for agriculture. Since Dr. Pearse Lyons first applied his expertise in yeast fermentation to animal health nearly 50 years ago, our research legacy has grown into a global engine for groundbreaking and industry-leading technologies. Today, our teams harness that scientific expertise and our unparalleled global presence to advancing animal and plant health, improving productivity and profitability, improving feed and food safety, and helping reduce greenhouse gas emissions.

Our research is conducted across five Alltech bioscience centers and spans five core divisions: **ruminant (cattle, goat sheep etc.), monogastric, (poultry and pork), chemistry and toxicology, biological sciences, and life sciences.** Over the years, Alltech has created pioneering advancements in:

- Yeast and yeast-derived applications
- Organic trace minerals
- Selenium’s role in animal and human health
- Digestive enzymes and feed efficiency
- Nutritional strategies to support performance and well-being

We have established research alliances with leading universities and institutions around the world, combining deep expertise and shared resources to accelerate progress and drive industry-wide transformation.

Strengthened by more than 40 years of research

In 2024, Alltech made significant strides in promoting sustainability within the animal agriculture sector through forward-thinking research and development focused on enhancing animal health and productivity while reducing environmental impact.

We support this work with rigorous, peer-reviewed research output. At the end of 2024, Alltech had 799 documents listed in **Scopus**, a globally recognized database for peer-reviewed literature, including scientific journals, books and conference proceedings. Scopus has integrated the U.N. SDGs into its platform to help track and showcase research contributions toward these global objectives, using advanced classification methods to map research documents to specific SDGs, demonstrating the societal impact of research.

Many of Alltech’s Scopus-listed research documents have been mapped to SDGs, underscoring how our work actively supports the U.N.’s global blueprint for progress on critical challenges such as poverty, gender inequality, climate change and more.

Research in action: Advancing sustainability through science

From reducing antibiotic use and antimicrobial resistance to enhancing soil health and lowering greenhouse gas emissions, our research teams are seeking answers to some of the biggest questions facing the agriculture industry and the world. These efforts reflect our belief in science as a force for good, helping to create a future where agriculture thrives, rural communities prosper, and our planet’s natural resources are replenished for generations to come.

Enhancing poultry health through MRF

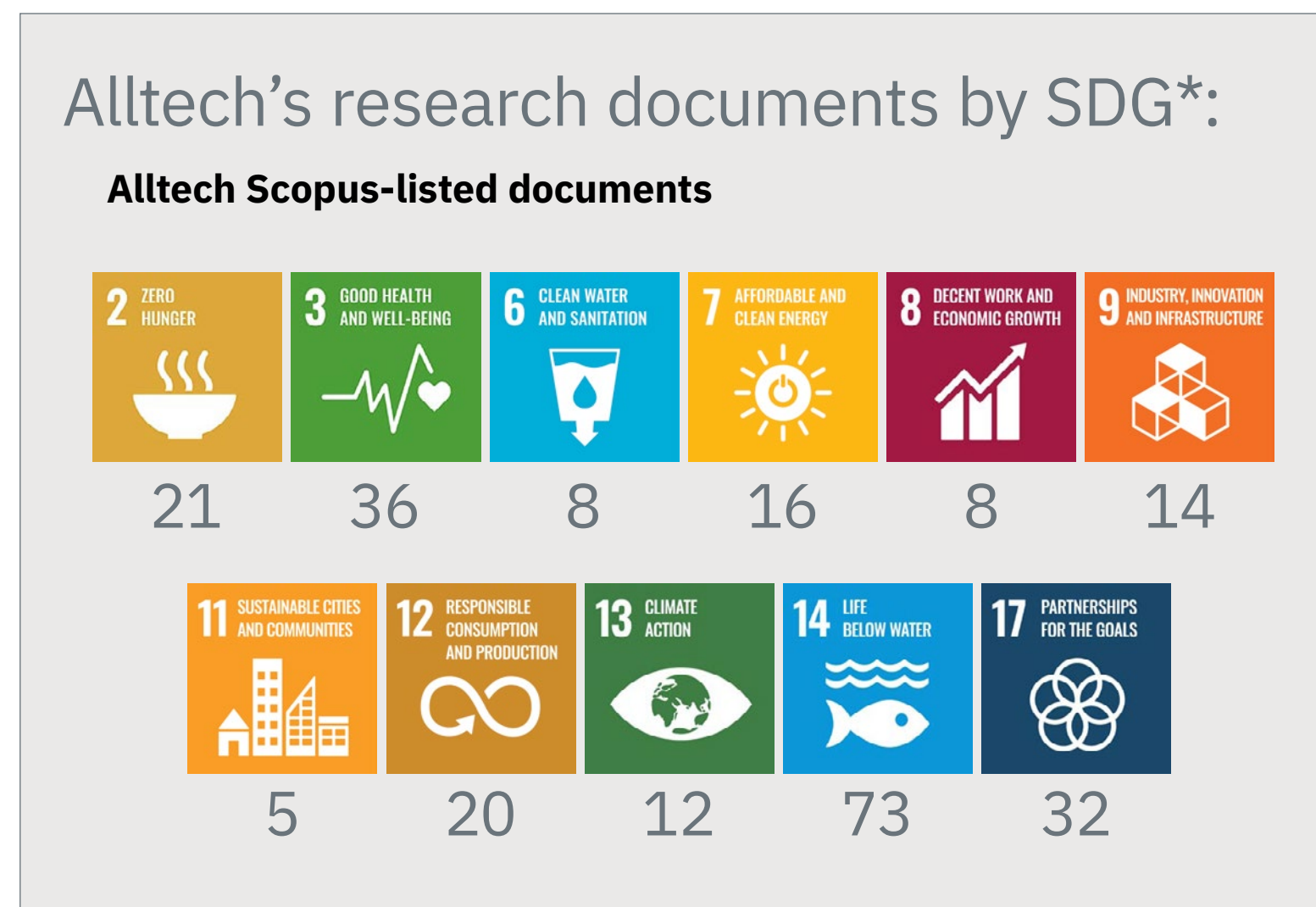
Recent Alltech-led studies highlight significant benefits of yeast mannan-rich fraction (MRF) in poultry farming:

- [Corrigan et al. \(2024\)](#) demonstrated that MRF supplementation improved egg quality and beneficially modulated the antimicrobial resistome in layer hen cecal microbiomes under commercial conditions. This finding is crucial, as it offers a non-antibiotic alternative to enhance poultry health and reduce antimicrobial resistance, a significant global public health concern.
- Further research by [Leigh et al. \(2024\)](#) highlighted the positive impact of MRF on microbiome uniformity and productivity in laying hens. The study found that MRF supplementation led to greater taxonomic richness (total number of different microbial species and a wide variety of beneficial microbes) and evenness (how evenly distributed the microbial species are within the microbiome), contributing to improved laying performance and a reduced pathogenic bioburden. These results underscore the potential of prebiotics in sustainably promoting flock health and productivity.

Poultry production pathogen control

Alltech researchers investigated novel, sustainable alternatives to antibiotics in poultry production using ferric sillen core-linked polymer** (FSCLP) to control *Campylobacter jejuni*, a leading cause of human gastroenteritis:

- [Christanseen et al. \(2024\)](#) demonstrated that FSCLP significantly reduced the pathogenicity of *Campylobacter jejuni* by inhibiting bacterial growth and downregulating virulence-related genes, offering a promising strategy to manage bacterial infections in poultry without relying on traditional antibiotics.



*Alltech is listed on Scopus under Identifier 60076732.

- Another study by [Christanseen et al. \(2024\)](#) showed how FSCLP supplementation improved the health and physiological performance of broiler chickens. These benefits included improved body weight gain, feed conversion and intestinal morphology (which refers to the shape, size and condition of the intestines' inner lining), even under heat stress. These outcomes underscore the potential of metal-based compounds such as FSCLP as sustainable alternatives to conventional antibiotics in poultry production.

***FSCLP is a water-soluble, metal-based antimicrobial compound developed to combat bacterial pathogens in poultry.*

Reducing environmental impacts of aquaculture

Alltech continues to develop industry-leading solutions that enhance fish health and environmental performance.

In 2024, **Alltech Fennoaqua** conducted a significant trial comparing its low-phosphorus trout feed, **Hercules Baltic**, with competitor feeds in commercial trout-farming scenarios. The results were remarkable:

- The trial revealed a **substantial reduction in phosphorus excretion**, which is crucial to minimizing aquaculture's environmental impact. Excessive phosphorus can lead to aquatic ecosystem eutrophication, the process by which water bodies become overloaded with nutrients like nitrogen and phosphorus, resulting in lower water quality, algal blooms, decreased oxygen levels and even loss of aquatic life.
- When factoring in locally sourced fishmeal, Hercules Baltic demonstrated a **net removal of phosphorus** from the farming environment, underscoring its superior sustainability profile.

Additionally, the [Alltech Coppens Boost](#) concept, combining proprietary Alltech technologies, delivered measurable improvements in fish health and productivity, including:

- Up to 80% fewer parasites per gill arch
- Up to 80% decrease in the prevalence of gill worms
- Improved gill health
- Reduced mortalities
- Improved feed conversion ratio (FCR) and growth by up to 10%
- Reduced reliance on chemical treatments



Optimizing nutrient utilization in rainbow trout

Recent Alltech research by [Groot et al. \(2024\)](#) provides critical insights into the macronutrient utilization by different size classes of rainbow trout (*Oncorhynchus mykiss*):

- The study demonstrated that significant differences in how smaller and larger trout utilize proteins, fats and carbohydrates. Smaller trout exhibited higher efficiency in utilizing proteins and carbohydrates, while larger trout were more efficient in utilizing fats.
- These findings offer guidance for tailoring diet formulations to the specific needs of different size classes to optimize feed efficiency, reduce waste and minimize the environmental footprint of fish farming.

Supporting global aquaculture stewardship goals

Collectively, these research efforts reinforce Alltech's role as a leader in the aquaculture industry and support the advancement of:

- **SDG 2: Zero Hunger** — Improved feed efficiency and animal health directly support food security and sustainable food production.
- **SDG 14: Life Below Water** — Enhanced aquaculture practices reduce environmental impact, promote sustainable marine resource management and ensure ecosystem health.

Science-led sustainability

Through targeted research initiatives, Alltech continues to develop solutions that improve the efficiency, productivity and sustainability of livestock and crop production. Guided by customer insights gathered from the farm and translated in the lab, our global research and innovation teams enhance our existing technologies and pioneer new breakthroughs — advancing solutions that benefit agriculture, consumers and the planet.

Social engagement

Making a difference every day

Alltech founder Dr. Pearse Lyons left an enduring legacy of compassion and service. While his groundbreaking work as a scientist and entrepreneur reshaped industries, his greatest impact was often found in his personal commitment to improving lives. Dr. Lyons believed in making a difference, from supporting recovery after natural disasters to championing education for underserved communities or creating other opportunities for those in need.

Today, Alltech team members carry forward this legacy, and the spirit of giving is deeply embedded into Alltech’s culture. From global team-led initiatives that address urgent challenges to local acts of kindness by individuals, our company’s commitment to bettering the world remains steadfast. Together, we continue to honor the founder’s vision by serving communities, fostering hope and driving meaningful change.

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Social engagement

In our communities

Promoting education and sustainability around the world

Alltech helps build strong, resilient communities in which agriculture plays a vital role in nourishing people, restoring natural resources and stimulating local economic growth.

We believe that education is the primary catalyst for success and that progress is driven by insatiable curiosity. Throughout the world, Alltech leads multiple initiatives to inspire the next generation of changemakers. From bringing science lessons to grade-schoolers to conducting major research about how to capture more carbon with animals on the land, Alltech shares the sustainable power of science in agri-food in the communities in which we live and work.

Many of our initiatives are centered on agriculture, which serves as a cornerstone for not only nourishment but innovation and economic and environmental sustainability.

A few examples:

- Alltech also has a strong and sustained presence after natural disasters. In response to Hurricane Helene, Alltech partnered with Burkmann Nutrition through the **Adopt-a-Farmer program** to help farmers affected by the devastation. Through this program, families received critical supplies such as cold-weather gear,



chainsaws, food and hay. Alltech teams have traveled to the region frequently for service projects, and we raised \$19,894 for relief efforts through the **Pearse Lyons ACE Foundation**.

- In Mexico, **Alltech Serdán** has been giving back for over 20 years, not only in terms of steady jobs and sustainable agriculture but through support for local organizations such as **Casa Hogar**, a local children’s home. This year, the Serdán team assisted the local fire brigade by donating more modern supplies and sponsoring transportation to advanced training in northwest Mexico for four local women firefighters.

Sharing science with students

Alltech offers educational initiatives, mentorship programs and internships in communities worldwide. We believe that empowering individuals through education sparks meaningful change, fueling creativity



and long-term progress. From leading young learners through hands-on experiments to advancing research on regenerative agriculture practices, we’re cultivating a deeper understanding of how science can shape a better future.

For schoolchildren around the world, Alltech supports initiatives that connect science, sustainability and agriculture to inspire curiosity and action. Alltech is

dedicated to empowering these students to reach their full potential and help shape the future.

One way we promote this mission is by funding **state-of-the-art science laboratories** at schools in Kentucky and Ireland, providing young students the opportunity to explore the excitement of science. Since 2007, 20 science labs in 15 schools have been completed.

In Kentucky and Ireland particularly, students explore science through these innovative, interactive labs with support from Alltech scientists. Since 2015, the Alltech research team in Dunboyne, Ireland, has inspired hundreds of primary and secondary school students to pursue science. They engage with students at **Our Lady Immaculate Senior National School** in Darndale, Dublin, conducting hands-on experiments and mentoring throughout the academic year. This year, the team collaborated with OLI students on a project called “What milk is best for making cheese?” The students experimented with making mozzarella from different milk sources, learning that full-fat, unpasteurized milk produced the best cheese. They also visited a dairy

farm to see how milk travels from farm to fridge.

Young people also learn by visiting our various facilities. Our Woolfox facility welcomed 15 students from **Willoughby School**, an academy for students with complex educational needs. The students enjoyed learning about the Woolfox team’s work and engaging in hands-on activities such as quality-checking weights and scanning inventory items.



2024 Animal Nutrition Conference of Canada. These awards enable promising researchers to showcase their work and communicate its value to industry professionals.



Supporting young leaders in agricultural journalism

We believe in the importance of encouraging and supporting those dedicated to telling agriculture’s stories. Since 2005, Alltech has partnered with the **International Federation of Agricultural Journalists (IFAJ)** to sponsor the Young Leaders in Agricultural Journalism Awards, recognizing 10 emerging talents (35 years old or younger) each year. The awards fund recipients’ participation in the IFAJ Congress, held in Switzerland in 2024. In addition, scholarship recipients take part in a professional development boot camp, gaining practical experience in writing, broadcasting, agricultural reporting, farm tours and leadership training.

Inspiring the next generation

By partnering with local schools, universities and community organizations, we aim to create lasting impact at the high school, undergraduate and graduate levels as well.

For instance, Alltech Ireland fosters education through partnerships with schools like **St. Mary's Immaculate and Marist College**, supporting science rooms and offering scholarships for students pursuing science degrees. Alltech also continues to support third-level education through internships and initiatives like the **DCU Access Programme**, which promotes equal access to education for underrepresented groups.

Helping to support and guide young people who are the first generation in their families to attend college is always rewarding. This year, 15 first-generation undergraduates from the **University of Kentucky** visited our Dunboyne research center, gaining an exclusive look at our innovation in sustainable agriculture and projects like anaerobic digestion and biogas production.

At the graduate level, Alltech sponsored eight graduate students with our Up-and-Coming Awards during the

Alltech also sponsors the **Livestock Publications Council (LPC) Student Award Program**, providing travel scholarships for four outstanding agricultural communications students to attend the 2024 Ag Media Summit.

Through these initiatives, Alltech continues to support the next generation of agricultural journalists, honoring our commitment to “tell the story.”



Honoring Dr. Lyons’ legacy

Dr. Pearse Lyons believed in making a difference, a legacy that lives on through Alltech team members worldwide. Every year, around Aug. 3, Dr. Lyons’ birthday, thousands of colleagues participate in **Make a Difference Day**, giving back to their communities in meaningful ways.

For Make a Difference Day in 2024:

- Our China team donated books to a local kindergarten.
- Our Costa Rica team helped clean up a public street and train tracks and painted trash bins at a community playground in San Jose. They also donated more than 700 kg of pet food to help animals affected by heavy rains during a national state of emergency.

- Our Guabi team planted 80 trees and collected food for **Lar dos Velinhos**, a century-old institution that shelters the vulnerable and the elderly in Anapolis, Brazil.
- Through the **Channel of Hope Foundation**, which gives support to children diagnosed with cancer and to their families, our Alltech Philippines team delivered Christmas gift baskets.
- Our Woolfox team in the U.K. donated a truckload of items to **Don’t Lose Hope**, a community counseling charity.



Pearse Lyons ACE Foundation

Make a Difference Day is a time of reflection and unity, but Alltech’s commitment to making a positive impact continues year-round.

Philanthropy is a cornerstone of our culture at Alltech, reflecting our commitment to supporting the communities in which we live and work. Our ongoing community engagement projects focus on underserved families and vulnerable populations, rooted in Alltech’s history of active disaster relief worldwide.

The Pearse Lyons ACE Foundation has strengthened our efforts, particularly in the areas of education, agriculture, and recovery from natural disasters. The Lyons family matches donations through the foundation, which amplifies the impact.

Just a few of the foundation’s many projects:

- In **Haiti**, the foundation supports three primary schools established after the 2010 earthquake; these schools collectively educate more than 1,200 children.
- In the **Philippines**, the foundation helped to rebuild a damaged elementary school, also giving more than 900 students access to new computers and science equipment.
- The foundation supported recovery efforts for the largest wildfire in Texas history through donations to the **Texas Fire Relief Fund**.
- The foundation aided communities in **Rio Grande do Sul, Brazil**, and near **Valencia, Spain**, all affected by severe flooding.
- The **Alltech Vocal Scholarship Competition** provides outstanding young vocalists with the opportunity for higher education, including studying at the world-renowned University of Kentucky Opera Theatre. Since its inception, the Alltech Vocal Scholarship Competition has helped nearly 200 students overcome financial barriers to pursue their dreams. The 19th annual competition awarded over \$700,000 in scholarships and prizes to talented vocalists from around the world.

Many Alltech team members donate directly to the Pearse Lyons ACE Foundation, either in support of specific projects or on a regular basis – but the foundation also raises funds through **philanthropic campaigns**.

In 2024, these campaigns raised more than \$204,000.

They included:

- **Camino de Santiago:** Dr. Mark Lyons and friends walked the traditional pilgrimage route of the Camino de Santiago, raising nearly \$13,000.
- **Make a Difference Golf Scramble:** The second annual event raised \$100,000, donated to **GreenHouse17**, a Central Kentucky-based advocacy agency and emergency shelter for survivors of intimate partner abuse. This was the second consecutive year that we presented GreenHouse17 with a \$100,000 donation.



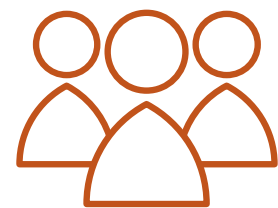
Social engagement

In our workplaces

Diverse talent, shared purpose and commitment to curiosity empowers Alltech

At Alltech, we believe diversity fuels creativity, drives innovation and strengthens the agri-food industry.

We are proud to have a global workforce that reflects a wide range of geographies, genders, educational backgrounds and professional experiences — empowering **5,300 team members** to build meaningful, fulfilling careers.



In our facilities around the world, Alltech has:

- Nearly 2,500 team members in nonproduction roles, contributing critical expertise across research and innovation, sales, sustainability, marketing, operations and more.
- Nearly 2,900 team members who manufacture and deliver our smarter, more sustainable solutions for agriculture.

With colleagues from **72 countries** and **59 native languages** spoken, Alltech reflects a truly global community. English, Portuguese, Spanish, and Chinese are the most widely spoken languages.



Alltech’s global scale and expertise isn’t just a strength — it’s a strategic advantage that drives sustainable progress. Our team brings a wide range of perspectives, experiences and local insights, which enhances our ability to understand regional challenges, co-create practical solutions with customers, and respond to the evolving needs of the agri-food industry. By fostering an inclusive culture rooted in collaboration, we help accelerate innovation and deliver more resilient, sustainable outcomes for our customers and the communities they serve.

Alltech team members share a deep sense of commitment and purpose. **Over 35% of our team has been with company for more than 10 years** – and

12% have 20 or more years. This depth of experience strengthens our culture. Their dedication and insights help guide new generations of talent and play a critical role in driving progress toward our vision for a more sustainable agri-food future.

Advancing women in agri-food

Alltech’s co-founder Mrs. Deirdre Lyons pioneered the path for women to champion all areas of the business. Since the company’s founding in 1980, women have led departments, teams and strategic initiatives in research, manufacturing, marketing, administration, IT, ESG, product innovation, finance, quality, regulatory, hospitality, customer service and sales. Alltech continues

to proactively grow the presence of women in leadership roles around the world, and today, **42% of our team members in nonproduction roles are women** — and nearly 26% of our total global workforce is women. Alltech’s executive leadership team is 24% women and 76% men.

Ten of our nonproduction departments have more women than men, including five of the top 10 departments (ranked by number of team members).

These include:

- Accounting & Finance
- Office Administration
- Customer Service
- Marketing
- Quality
- Culture & Talent
- Analytics Lab
- Registration
- Formulation
- Legal

Five departments are comprised of more than 70% women: formulation, registration, culture and talent, customer service and marketing.

Mini-MBA: Of the 586 team members who have graduated from the Alltech Mini-MBA, our advanced management development program, 74% were men and 26% are women; however, in the past 10 years, we have seen an increasing number of women attending, and in the incoming 2025 class, 53% are men and 47% are women.

Women in Food & Agriculture: Alltech also encourages gender equity across the agriculture industry by sponsoring and participating in initiatives such as Women in Food & Agriculture. For instance, since its inception in 2020, we have played a very active role in the Women in Food & Agriculture Mentorship Program, which offers opportunities for women in the industry to navigate professional challenges and opportunities and to develop valuable connections. **To date there have been total of 658 pairs of mentors/mentees or 1316 participants of both mentors and mentees.**

Meat Business Women and the 30% Club: Alltech is a member of Meat Business Women, a global professional community dedicated to empowering women across the meat industry, and the 30% Club, a global campaign committed to increasing gender diversity at the board member and senior management levels.

These partnerships support our broader sustainability goals by fostering diverse talent, driving innovation and shaping a more resilient, equitable and responsible workforce for the future.

Communication and recognition are vital to Alltech’s culture

At Alltech, we foster a culture of open communication where feedback and ideas are welcomed. Regular team meetings, town halls and an open-door policy encourage transparency and collaboration. Our Team Voice initiative in Ireland further strengthens two-way communication between team members and leadership.

Communication is part of our business strategy. Alltech President and CEO Dr. Mark Lyons holds a company-wide video town hall meeting each week, and we communicate about important initiatives and opportunities in our weekly company magazine, The Herald.

We also have established several recognition programs that celebrate exceptional performance.



Learning and growing from day one

Alltech founder Dr. Pearse Lyons often reminded his Alltech colleagues, “Stay curious!” We carry this forward in countless ways, from our leading-edge research to our sustainability innovations.

The pursuit of lifelong learning is a core value at Alltech. **We cultivate curiosity in order to elevate discovery and innovation, enabling our team to create impactful solutions led by science.** We hire for curiosity and continue to foster it, investing in lifelong learning for our team members.

Alltech invests in learning journeys for all team members, using multiple platforms, programs and a variety of other methods for our people to learn and develop in the ways that work best for them. From in-person and virtual events to world travel, independent study, advanced degree programs, volunteer experiences and serving on industry boards, the range of learning opportunities at Alltech literally spans the globe.

Back 2 Basics

New team members begin their “Stay curious!” journeys by joining in the first available session of Alltech’s long-standing **Back 2 Basics** course, which gives them a fuller picture of who we are and what we do. Back 2 Basics offers dynamic in-person learning opportunities that help new team members connect not only with the company’s culture and history but with one another. Team members who have been at Alltech for decades still fondly recall their Back 2 Basics experiences and other early learning and growth opportunities.

Other internal learning opportunities include:

- A broad selection of courses on our **Learning Hub**, some Alltech-related and some on broader topics including sustainability
- Regular teamwide and companywide professional development sessions



- Role-specific training
- In-depth seminars on emerging Alltech initiatives and technologies focused on sustainability
- We support formal education in multiple ways, from scheduling flexibility to financial support. To date, 220 colleagues have been sponsored by Alltech to pursue and complete master’s and doctoral degrees.
- Since its inception in 2000, nearly 600 team members have completed the **Alltech Mini-MBA program** with University College Dublin. The Mini-MBA includes tailored

classroom instruction, case study discussions, field visits to local businesses, case study readings and discussion, and group projects that emphasize and reinforce the power of teamwork. It takes place over four years and includes a brief residency period in Ireland. Focused learning sessions in the summer are complemented by virtual instruction and group participation throughout the year. Mini-MBA students gain a better understanding of our industry and our business, which helps them think strategically, make sharper decisions and further develop their leadership skills.



Powered by people,
connected across
continents

5,300+
team members

Our global team includes:

North America	Latin America	Europe
2,074	1,624	845

Asia-Pacific	Middle East
728	97

80+ countries	59 native languages
-------------------------	-------------------------------

40,000
customers in

140+ countries



“When I discovered Alltech, I realized that this was a company that provides opportunities, has a lot of experience and has many visionary projects with an eye to the future. Alltech is a company that is always one step ahead, where innovation and science go hand in hand, and constant learning and improvement are important.”

—Volodymyr Tkachyk, Technical Sales Management, based in Kiev, Ukraine; joined Alltech in 2007



“During my first month at Alltech, the entire team embraced my previous experience, challenged me to think differently and expanded my knowledge of the additives field. It was the first company culture I have experienced where it was not necessary to prove yourself, but to improve yourself.”

—Bianca Martins, General Manager for Mexico, based in Guadalajara; joined Alltech in 2007



“Curiosity and learning are essential to my career development. I take this as my personal principle and am honored to have had the opportunity to join the Alltech Mini-MBA program for key corporate enrichment. This was a huge asset for me, to discover more ideas and open more pipelines to liaise with all kinds of resources through our global platforms and networking, according to real customer challenges.”

—Winnie Wei Jia, Customer Experience Director, based in Beijing, China; joined Alltech in 2011



“Championing women in agriculture isn’t just something we support — it’s a core part of who we are. Through our active involvement in Women in Food & Agriculture, and our own initiatives like leadership development programs, we’re intentionally creating pathways for women to grow, lead and shape the future of our industry. It’s about fostering bold ideas, inclusive leadership, and a workplace where everyone can thrive.”

—Orla McAleer, Chief Culture Officer, based in Ireland; joined Alltech in 2003

Follow us on [LinkedIn](#) to see more career journeys.

Social engagement

In our industry

Alltech is a global thought and action leader

“Make a Friend” is one of Alltech’s seven core values. This simple phrase reflects a deep-rooted culture of connection that has helped shape the company into more than just a global business and industry thought and action leader. This culture of connection helps build meaningful relationships across the agri-food industry and beyond. It shapes how we share our solutions, ideas and goals, and how we engage with customers, colleagues, distributors, suppliers and industry stakeholders — from researchers, veterinarians and nutritionists to small family farms and major agri-food companies.

We’ve built strong partnerships across the agri-food sector — from startups to global enterprises — to tackle critical challenges, develop solutions and champion agriculture’s vital role in nourishing both our population and planet, ensuring a sustainable future for generations to come.



Alltech Agri-Food Outlook

Now in its 14th year, Alltech’s annual feed and outlook survey draws on data from 142 countries and 28,230 feed mills. By analyzing compound feed production and prices — collected by Alltech’s global sales team and in partnership with feed associations and official data-collecting organizations — [Alltech Agri-Food Outlook](#) provides a comprehensive snapshot of global feed production. These insights serve as a barometer for the overall livestock industry, highlighting key trends across species, regional challenges and opportunities for growth. Alltech Agri-Food Outlook is a trusted source utilized by agri-food organizations and media publications around the world.



Harvest Analysis

Each year, Alltech publishes the results of the [Alltech Harvest Analysis](#), a comprehensive initiative to understand the complexities of new-crop quality, mycotoxin prevalence and the threat that mycotoxins pose to animals and producers in Europe, the United States and Canada. We collect thousands of grain, forage and new-crop samples from more than 20 countries each year to assess regional mold and mycotoxin contamination risks. Together with partner labs, Alltech utilizes the services of its Alltech 37+® laboratory, which can detect up to 54 individual mycotoxins.



Sustainability Report

The annual [Alltech Sustainability Report](#) underscores our dedication to Working Together for a Planet of Plenty®, demonstrating our commitments to ambitious climate action, upholding the United Nations Global Compact and advancing the United Nations Sustainable Development Goals (SDGs). It also highlights the steps we are taking to reduce our emissions, our efforts to promote sustainability in the workplace and in our communities, and the ways in which we advance environmental actions in the industry.



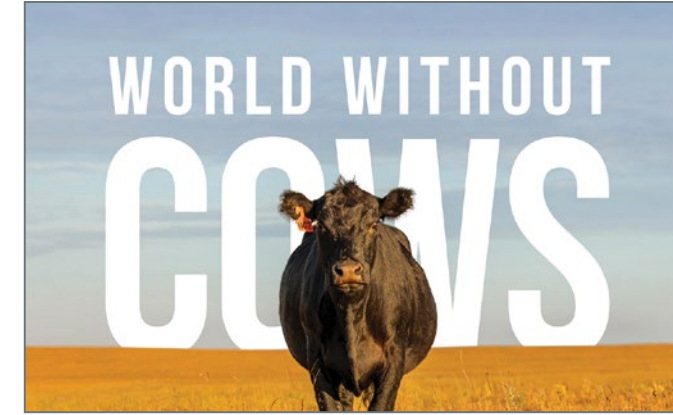
Alltech Sustainability Insights Report

Our [Alltech Sustainability Insights Report](#), published in 2023, offered an in-depth look at how farmers, ranchers, feed processors and others in the agri-food industry are responding to today’s environmental and economic challenges. The insights it gathered, which continue to guide our ESG strategy, provided a comprehensive way to quantify attitudes and perceptions about sustainability, identifying actions to help us all build a better future for ourselves and for the planet — without sacrificing productivity or profitability.



Alltech ONE Conference

Since 1985, the Alltech ONE Conference has welcomed guests from around the world to engage with experts on trending topics in the agriculture industry. In 2023, the Alltech ONE Conference became the Alltech ONE World Tour, a series of international events inspired by our desire to meet our customers in their markets and engage with stakeholders all over the world about the future of agriculture. The Alltech ONE World Tour visited Budapest, Dublin, Calgary, Washington, D.C., Dubai, and São Pedro, Brazil. These gatherings reinforced Alltech’s position as a global partner that goes the extra mile to advance the goals of our customers and our industry. [The event](#) returns in 2026 to Lexington, Kentucky.



World Without Cows, a Planet of Plenty documentary

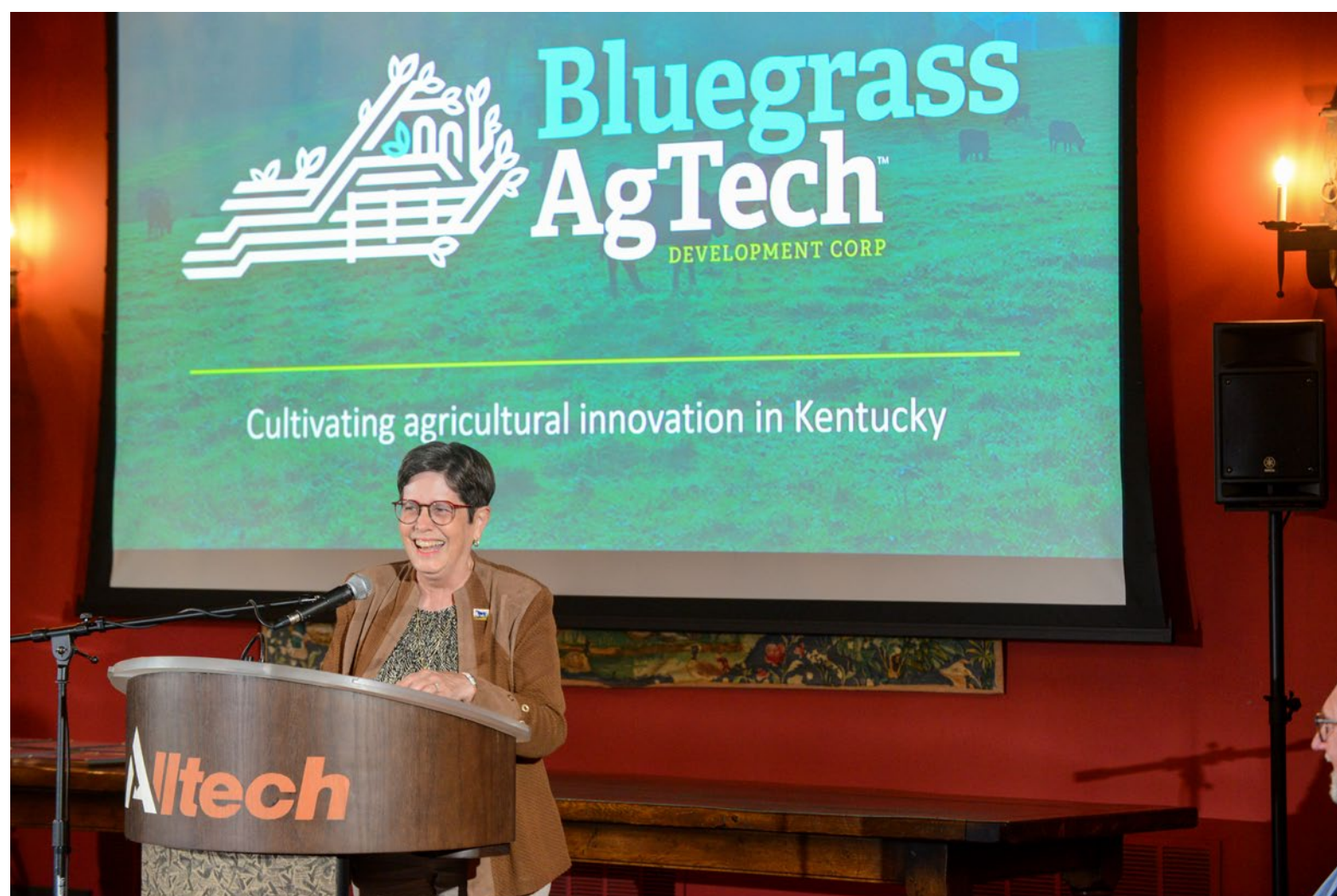
[World Without Cows](#) is a feature-length documentary that explores the complexity behind a seemingly simple question: “Are we better off in a world without cows?” Through interviews with farmers, ranchers, scientists and others on the front lines of agriculture and science, Michelle Michael and Brandon Whitworth, two award-winning journalists who now work at Alltech, take viewers on a global journey to deepen their understanding of everything cows contribute and what the world might look like without them. This science-led discussion aims to broaden the conversation about the role of cows in the vitality of our planet. Learn more about World Without Cows on [page 7](#).



Alltech Presidents Club

For 20 years, the Alltech Presidents Club has convened the leadership of agri-food companies from around the world, providing an unmatched platform for peer-to-peer learning and thought-provoking discussion on the issues that matter most to today’s leaders. In 2024, our annual event in Kentucky was attended by more than 80 executives from 30 countries. In 2024, we introduced the Clover and Oak Collective, a guest program that runs parallel to Presidents Club and presents a powerful new way to cultivate community.





Building a better tomorrow through collaboration

Alltech continues to forge partnerships that drive innovation and sustainability.

In 2024, Alltech signed a memorandum of understanding with **Thai Wah Public Co.**, a leading producer of starch and starch-related food products. The agreement, “Thai Wah and Alltech Sustainability Partnership for a Planet of Plenty and Creating Innovation and Sustainability from Farm to Shelf,” boosts Thai Wah’s sustainable animal feed production, enhances animal feed nutrition, promotes efficient utilization of waste products, and reduces Thai Wah’s carbon footprint.

Alltech also continues its commitment to agricultural innovation. In 2022, we helped to establish **Bluegrass AgTech Development Corp.** to advance Dr. Pearse Lyons’ vision of Kentucky as an agricultural technology hub, Dr. Mark Lyons serves on its board of directors. In 2024, Bluegrass AgTech awarded its first incentive grants — totaling \$625,000 — to seven businesses during a ceremony at Town Branch Distillery. Its challenge grant program is designed to attract ag-tech businesses to the commonwealth by offering incentive funding and valuable resources to help them develop and market their technologies to investors and customers.

Education and support for farmers

Alltech is committed to empowering farmers through education and workforce development. The **U.S. Alltech Dairy On-Farm Program** provides hands-on training to optimize herd health, improve efficiency and enhance farm sustainability.

Notably, our on-farm program has developed bilingual training courses in partnership with the **National Dairy Farmers Assuring Responsible Management (FARM) Program**. These courses, available in English and Spanish as well as in person and online, equip farm workers with essential skills in cow care, calf management, feeding and leadership.

By educating and engaging team members — with an emphasis on supporting Hispanic workers — we help farms build motivated, skilled team that improves productivity, efficiency and profitability.

Additionally, the **Alltech InTouch program**, based in Europe, provides farmers with expert support in feed management. Through a dedicated call center and on-farm visits, InTouch helps farmers monitor cow performance and adjust diets and optimize nutrition strategies.



Sharing our research and expertise

Alltech is at the forefront of advancing agri-business by sharing groundbreaking research and innovative expertise at trade shows and other industry events. By championing innovation and sustainability, Alltech continues to shape the future of agriculture, inspiring progress and growth for producers, partners and communities worldwide.

Our team members are often asked to share Alltech’s research at conferences or participate in conference panel discussions and other events, including the **World Mycotoxin Forum, FeedInfo Summit, Women in Food & Agriculture, VIV Asia, the International Symposium on Forage Conservation, World Pork Expo** and many others.

A few examples:

- **Global Conference on Sustainable Beef:** Alltech introduced World Without Cows to 250 attendees of the conference, hosted in Uruguay by the Global Roundtable for Sustainable Beef. Dr. Mark Lyons participated in a post-screening discussion with Ruairaidh Petre, executive director of the Global Roundtable for Sustainable Beef; Daniel Wolf, a Brazilian beef producer



- **World Pork Expo:** The Alltech U.S. Pork team hosted “Challenging Health and Productivity: How Does the U.S. Lead the World in Sustainable, Profitable Pork Production?”, a panel that discussed the U.S. pork industry’s role in global trade, animal health and sustainability.
- **EuroTier:** At EuroTier, an international trade fair for professional animal farming, Alltech leaders discussed industry trends and opportunities, focusing on forage management, mycotoxin risk and silage management. They also shared preliminary findings from the 2024 Alltech European Harvest Analysis.
- **Interzoo:** Our participation at Interzoo 2024, the leading international trade fair for pet supplies, was a game-changer for the Alltech Coppens hobby feed segment, showcasing our private label opportunities for retail. This initiative marked our entry into a new market segment, highlighted by the delivery of our first private-label container of fish feed to Curaçao — a milestone that expands our private label footprint beyond the EU.
- **WWC panel discussions:** Numerous World Without Cows screenings have featured panel discussions exploring the documentary's themes. For example, at Cattle Australia’s inaugural producer day, Cattle Connect

2024, Dr. Vaughn Holder, Alltech’s global beef research director, presented the latest science on grazing cattle’s role in natural carbon sequestration cycles. This was followed by a panel discussion, “From Science to Story – Communicating the Carbon Cycle of Cows in Everyday Language,” featuring agri-business experts.



who integrates livestock, agriculture and forests; and Justin Sherrard, vice president of the **Global Roundtable for Sustainable Beef** executive committee, who served as a global strategist at Rabobank and was one of the experts featured in World Without Cows. They discussed how to continue the conversations started in the film and the importance of working together to advance sustainable beef.

- **IPPE:** Dr. Emily Stackhouse, research manager in livestock and environment, kicked off the Tech Talks with her presentation, “Quantifying Sustainability in the Poultry Industry.” She highlighted the role of Alltech E-CO₂ and life-cycle analyses in measuring and reducing the environmental impact of farms while improving efficiency and profitability. Dr. Dulmelis “DG” Sandu, an Alltech veterinarian, presented “The Future of Antibiotic-Free Feed Production” during the Feed Mill of the Future Conference.
- **CattleCon:** Dr. Cadra Krueger, beef territory sales manager for Kansas and Colorado, spoke on “Better Decisions for Better Outcomes,” while Dr. Emily Stackhouse, addressed “Sustainable Strategies for Genetic Improvement.”



Alltech at COP29

Tara McCarthy, Alltech’s global vice president for ESG, participated in the **29th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP29)** in Baku, Azerbaijan. As the world’s largest multilateral forum on climate change, COP29 brings together nearly every nation to address the climate crisis.

McCarthy spoke on the “Sustainable Livestock Production” panel of agri-food leaders, discussing how agriculture can balance nutrition security with sustainable practices.

She also participated in the event’s “Blue Zone,” a formal conference and negotiation space reserved for official delegations, heads of state, selected

observers and accredited press. McCarthy focused on connecting with others who share in Alltech’s purpose of Working Together for a Planet of Plenty®.

A highlight of this session was the screening of the World Without Cows official theatrical trailer. McCarthy also outlined Alltech’s leadership in the agriculture industry’s fight against climate change.

Bringing Alltech to the world

Alltech team members meet local challenges with global expertise. Our global scale allows us to work with producers across the globe to address the issues most important to them, including feed efficiency, antibiotic-free production, food enrichment, and the management of mycotoxins, gut health, protein, enzymes and minerals.

Alltech’s global research team has pioneered scientific breakthroughs regarding the application of yeast and yeast-derived products; organic trace mineral nutrition; selenium’s role in animal and human health; the function of digestive enzymes in maximizing feed efficiency; nutritional strategies for performance and well-being; and more. Through research alliances with universities and institutions, we partner with leading experts to provide resources that help drive industry transformation. Alltech is widely recognized as a connector within the agri-food value chain, advancing innovation, collaboration and industry advocacy.

We engage with our industry peers via global research activities and alliances and by participating in industry associations and community organizations. We also use publications, videos and social media campaigns to communicate and connect.

Some of our industry memberships include:

- **IFIF:** The International Feed Industry Federation (IFIF) is comprised of feed associations from Africa, Asia-Pacific, Europe, North and South America and the Middle East, as well as global organizations and corporations. Its members represent over 80% of global compound animal feed production. Dr. Colm Moran, Alltech’s chief regulatory officer, serves on the IFIF board. As a member of IFIF, Alltech contributes to the federation’s extensive network, which works to support the safety, sustainability and fair trade of food and feed. IFIF also supports sharing best practices, promoting science-based solutions for the feed industry,

and collaboration on regulatory and international standards, all of which relate closely to Alltech’s global regulatory expertise.

- **IFRM:** IFIF collaborates with the U.N. Food and Agriculture Organization’s Animal Production and Health Division to organize the annual International Feed Regulatory Meeting (IFRM), which brings together government officers, intergovernmental organizations, academics, and feed and food companies and organizations from around the world.

Our global team also participates in numerous regional and national industry associations, including:

- American Feed Industry Association (AFIA)
- Animal Nutrition Association of Canada (ANAC)
- British Association of Feed Supplement and Additive Manufacturers (BAFSAM)
- China Biofeed Industry Technology Innovation Strategic Alliance
- China Entry-Exit Inspection & Quarantine Association
- FEFANA (Europe)
- FEFAC (Europe)
- National Pork Producers Council (U.S.) — Alltech’s Lori Stevermer, customer success manager for the U.S. pork business, served as president of the National Pork Producers Council in 2024. Stevermer has been a passionate advocate for pork producers for many years.
- SINDIRAÇÕES (Brazil)
- UC Davis CLEAR Center advisory council
- U.S. Roundtable for Sustainable Beef



Governance

Robust structure prioritizes ESG, ensures accountability and creates positive impact

Strong governance is the foundation of responsible business and sustainable development. At Alltech, we believe that how we operate is just as important as what we achieve. We recognize that responsible, transparent and ethical decision-making is essential to building trust, managing risk and driving positive impact across our operations and value chain.

Our governance framework supports our sustainability goals by ensuring accountability, aligning our business practices with our values, and reinforcing our commitment to ethical conduct, legal compliance

and stakeholder engagement. By embedding sustainability into our governance structures, we are better equipped to navigate complex challenges and contribute to a more resilient and responsible future.

Good governance enables us to advance our sustainability goals and deliver lasting benefits to our stakeholders, communities and the planet. Our commitment to ESG is fundamental to Alltech’s long-term success and to driving our purpose of Working Together for a Planet of Plenty®.

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Governance

Sustainability governance

Ensuring accountability at all levels and prioritizing ESG practices

Alltech’s governance framework consists of three pillars: the board of directors, internal audits and external audits. The board of directors provides oversight on risks, compliance and strategic direction. Internal audits deliver independent, objective assessments of our risk management and internal controls, while external audits ensure the accuracy of our financial statements and compliance with regulations. Together, these mechanisms promote accountability, transparency and effective 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). Through this communication and direct relationship, we ensure greater accountability and the proper identification of sustainability risks. This structure also enables our ESG ambitions by aligning policy creation, participating in risk management processes, accessing rigorous business controls, and maintaining continuous engagement with all stakeholders..

Ethics and compliance

Alltech is committed to upholding the highest standards of ethics and compliance with all applicable laws



and regulations. As a global leader in agriculture, we understand the impact of our actions and are dedicated to conducting business with integrity, transparency and accountability.

To ensure the highest ethical standards, we have implemented multiple initiatives to reinforce compliance and ethical assurance across all aspects of our business.

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.

Core values

Our core values represent our shared commitment to our customers, colleagues and communities. They represent a public promise to uphold integrity and reflect our purpose of Working Together for a Planet of Plenty®:

- **Stay Curious:** At Alltech, we believe in the pursuit of lifelong learning. We cultivate curiosity to elevate discovery and innovation, enabling our team to create impactful solutions led by science.
- **Seize the Opportunity ... With Speed:** “Speed, speed, speed,” Dr. Pearse Lyons would say. We share his belief that the opportunity of a lifetime exists only in the lifetime of the opportunity. Our team members move quickly to realize innovative ideas, then harness that momentum to continuously improve our technologies.
- **Tell the Story:** We believe in the importance of facts and data but realize that it is only through storytelling that we can unleash the full strength of science. We are committed to advocating for science, sustainability and the stories of the agri-food sector.
- **Make a Friend:** We prioritize building relationships, partnerships and collaborations. From our customer-first sales approach to collaborative research projects, Alltech connects people and ideas across industries and geographies. We believe that creating a world of abundance will require all of us working together.
- **Do Everything With Fun, Passion & Excellence:** Our team views challenges through an entrepreneurial lens. Our more than 5,000 colleagues around the world are empowered to experiment with new ideas. They combine passionate creativity with precise attention to detail to magnify our impact.
- **Wear the Pin:** The Alltech pin is synonymous with integrity. When our team members around the world

put on our pin, they are making a promise to customers and colleagues alike to uphold our values and share in our purpose of Working Together for a Planet of Plenty.

- **Make a Difference:** Dr. Pearse Lyons was an innovator, entrepreneur and philanthropist who believed in making a difference in the lives of others. From disaster relief to educational initiatives and support for underserved communities, Dr. Lyons’ spirit of giving continues to be reflected in every corner of the world through our team and the Pearse Lyons ACE Foundation.

Our guiding principles

- **We put our people first:** We prioritize the health, safety and well-being of our team members, striving to create the best conditions for them to thrive. Discrimination, harassment and unsafe conditions are not tolerated. Our team members are encouraged to report any issues immediately through such channels as our Speak Up! internal reporting system.
- **We uphold high ethical standards:** It is central to Alltech’s high ethical standards that our team members never put themselves in positions that could compromise their self-interest or the interests of the business. We do not tolerate theft, fraud, corruption or the improper use of company resources. Where gifts, hospitality, meals or entertainment are provided, no significant direct business opportunity should be present, and the cost should be reasonable.
- **We act ethically in the marketplace:** We deliver safe, high-quality solutions and conduct business fairly, transparently and lawfully. We avoid conflicts of interest and corruption.
- **We protect the company’s assets and reputation:**



We safeguard data, intellectual property and confidential information about the company and our partners and customers. In all we do, our team members represent the company with integrity.

- **We make local decisions while considering their global impact:** We recognize that local decisions can have global repercussions. We encourage our team members to seek guidance from their local legal counsel to ensure compliance with our Code of Conduct and all applicable laws.

Code of Conduct

Alltech’s Global Code of Conduct applies to all team members, the board of directors, agents, distributors and consultants. It affirms our commitment to integrity, ethics and compliance in all aspects of our business.

This robust policy 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 products. It

also ensures that Alltech team members worldwide act with respect and care for both the local and global environments, always working to advance efficiency and productivity while reducing energy consumption and establishing a clear strategy to perform cost-effective actions to reduce our utility usage and improve our process equipment efficiency.

Policies

Alltech maintains a comprehensive set of policies that guide organizational behavior and support ethical conduct and compliance, including:

- 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

Training

Alltech Learning Hub

In 2024, Alltech launched a revamped Alltech Learning Hub — a digital platform for ongoing education. The updated site supports our global team in cultivating curiosity, upholding ethical standards and developing impactful solutions driven by science.

Content categories include:

- **Compliance:** Mandatory courses in cybersecurity, anti-bribery and human rights
- **Personal development:** Leadership, communications and team building
- **Alltech-specific content:** Tailored training by team, region, product line and more

ESG Lexicon

Alltech’s ESG Lexicon, a feature in our weekly company magazine, prepares our global team to understand our ESG goals. These features tackle a range of topics to provide our team with a better understanding of concepts, practices and commonly used terminology. The Lexicon also brings attention to significant dates on the ESG calendar to keep our team informed about opportunities to make a difference worldwide. All our ESG materials are stored on the Alltech Learning Hub.

Global Compliance Program

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.

Alltech’s Global Compliance Program focuses on our most critical risks and constantly performs 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.

Risk assessment

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

A targeted global risk assessment is performed to identify and document Alltech manufacturing locations that may have a higher risk threshold, which guides 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 within different risk categories. Inspectors visit locations, evaluate procedures and assess books based on documented risk assessments. A formal report is delivered, and actions are taken accordingly.

In 2024, Alltech partnered with **Together for Sustainability** to conduct external sustainability performance audits at our European headquarters in Dunboyne, Ireland, and our PDMM facility in Vietnam. These audits follow a standardized methodology based on internationally recognized sustainability criteria, assessing key areas such as labor practices, health and safety, environmental impact, and ethical business conduct to drive continuous improvement in our operations.

Reporting system

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

channels for reporting concerns. We 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.

Disclosure statements

In 2024, Alltech published disclosures outlining steps taken to prevent, combat and remediate any form of modern slavery or human trafficking. This disclosure aligns with legal requirements in the United Kingdom, Canada and the United States.

Responsible supply chain

We expect our business partners to align with Alltech’s values and adhere to our Global Code of Conduct through the Alltech Business Partner Code of Conduct and our Purchase Order Terms and Conditions. This initiative ensures that every purchase is supported by our suppliers’ commitment to upholding ethical, social and environmental standards in strict compliance with the law and our purpose of Working Together for a Planet of Plenty.

To strengthen this commitment, Alltech implemented a Responsible Procurement Program, a due diligence initiative designed to better manage risks within our supply chain. The key components of the program include:

- **Identify risk:** We have integrated ethics and sustainability criteria into our business partner qualification process.
- **Assess:** Our team evaluates each supplier’s profile to determine the material risks associated with the products and services procured by Alltech. We consider geographic location, industry sector, materials sourced and nature of work.

- **Mitigate:** For identified risk profiles, we are actively implementing measures to address and mitigate risks.
 - In 2024, we conducted our first on-site audit of a business partner regarding modern slavery in Brazil.
 - We requested 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 reviews high-risk business partners. Every three years, each partner must submit updated documentation for qualification.

Key performance indicators

Measuring our progress and setting ambitious goals

At Alltech, we believe a thriving, sustainable agri-food sector isn't just possible — it's essential to securing the future of our planet. As a global leader in agriculture, we are committed to aligning our operations with our vision of a world of abundance for future generations.

To continue advancing our purpose of Working Together for a Planet of Plenty®, we have established a set of key performance indicators (KPIs) to measure our progress, guide continuous improvement and ensure that we remain focused on achieving meaningful, long-term impact.

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Key performance indicators

Pillars	Focus Areas	Our Ambitions	2023	2024	2025	
Environment	Energy and GHG	Reduction of GHG Emissions	We have 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 = 83,864 MT CO ₂ e Scope 2 = 41,527 MT CO ₂ e Scope 1 & 2 = 125,390 MT CO ₂ e This is a 19.8% reduction from the 2021 baseline. Scope 3 = 5,083,921 MT CO ₂ e	Scope 1 = 74,210 MT CO ₂ e. Scope 2 = 41,454 MT CO ₂ e. Scope 1 & 2 = 115,664 MT CO ₂ e. This is a 26% reduction from the baseline, which puts us two years ahead of schedule on our scope 1 and 2 emission reduction journey. Scope 3 = 5,171,324 MT CO ₂ e, a 1.7% increase over 2023. Note: Our 2023 Scope 3 baseline has been recalculated to match methodology improvements made in 2024.	We are ahead of our reduction target timeline for Scope 1 & 2 and will continue to work to maximize reductions. We are working to launch our Scope 3 reduction program in 2025 and will work to meet our 2030 reduction target.
		Invest 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 and improving our operational sustainability.	31 feasibility studies	15 feasibility studies	14 energy efficiency feasibility studies have been completed so far in 2025, with 5 more planned for later this year.
		We have committed to completing energy efficiency projects in our production facilities to reduce our environmental impact.	Completed: 19 Underway: 13	Completed: 16 Underway : 6	We expect to complete 12 projects in 2025.	
		We will continue to invest significant resources in energy efficiency projects to drive sustainability and operations cost-savings as a shared value.	Alltech invested a total of \$3.85 million in efficiency projects, including renewables, in 2023.	Alltech invested \$2.04 million in efficiency- and renewable-related projects in 2024.	We expect to invest \$4 million in projects related to delivering GHG reductions in 2025.	
		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.	Our completed energy efficiency projects reduced our emissions by 8,990 metric tons of CO ₂ e per year.	We reduced our emissions by 3,602 MTCO ₂ e.	We expect to reduce our emissions by 3,100 MTCO ₂ e in 2025.	
		We are prioritizing renewable energy opportunities within our operations.	5 project feasibility studies Completed: 2 projects Underway: 0 projects	8 project feasibility studies Completed: 5 projects Underway: 1 project	We aim to complete five renewable solar projects in 2025, with a large total of 2,170 MTCO ₂ e. We expect to start two more projects, and with the completion of the feasibility study, this will be equivalent to 750 MTCO ₂ e in 2025.	
		Invest in Renewable Energy	We will explore and support renewable energy opportunities in partnership with our value chain	We have completed a feasibility study for an anaerobic digestion (AD) plant in Ireland and are currently conducting another in collaboration with the Mid-Ulster Biorefinery and Circular Economy Cluster in Northern Ireland. These projects focus on exploring innovative methods to convert agricultural waste, byproducts and residues into renewable biomethane. Additionally, we are expanding our biochemical methane potential laboratory to support and optimize the growing AD industry around the world.	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, plans to create a 10-megawatt biomethane plant — which will turn farm waste into renewable energy.	We aim to provide expertise in fermentation to support the Mid-Ulster Biorefinery Cluster and continue our role in DAERA’s SBRI-funded project. Our Applications BMP lab will analyze samples throughout the project to optimize phosphorous removal. Furthermore, the BMP lab has developed a new product to boost the performance of anaerobic digesters that utilize waste streams, which has boosted performance by approximately 15% in on-farm trials and will be expanded to other facilities and countries throughout 2025.
Water	Sustainable Water Program	We are committed to developing a comprehensive global water efficiency and recycling program, ensuring sustainable water use and environmental stewardship across our operations.	We created a global water working group and developed a water audit and training materials for facility managers.	Two projects were identified for the global water program, four facilities were shortlisted for implementation, and a corporate global water policy was drafted.	We will continue developing systems to monitor global water usage, with data systems being put in place to track and manage water consumption more effectively.	

Key performance indicators

	Pillars	Focus Areas	Our Ambitions	2023	2024	2025	
Environment	Waste	Waste Program	Alltech is committed to developing a global waste and pollution prevention program, ensuring responsible waste management and pollution reduction across our operations	We created a waste and pollution working group to develop a program for our business	A pilot global waste reduction program was launched at select facilities. Separately, five sites independently achieved zero-waste-to-landfill status. A global waste policy was developed and was submitted to the Risk Committee for sign-off.	We will guide our shortlisted pilot facilities in identifying and implementing waste reduction opportunities that can be scaled across similar sites globally. A data system is being implemented to collect granular waste stream data to support this effort.	
		LCA	Product LCAs	Alltech is committed to calculating the environmental impact of its products through a global life-cycle assessment (LCA) program to ensure that we are providing our customers with the most transparent and accurate information.	We completed 82 product LCAs across 17 production sites globally.	57 product LCAs completed.	We will continue conducting LCAs in alignment with compliance requirements, regulations and stakeholder requests.
		Packaging	Low-Impact Packaging Strategy	Alltech is committed to developing a global sustainable packaging program, ensuring responsible packaging practices across our operations.	We created a sustainable packaging working group to develop this program.	We implemented a pilot project to identify ways to make our packaging more sustainable.	We will develop a global packaging baseline and monitor this baseline as we develop additional strategies for emissions reductions.
	Environmental Actions	Environmental Risk Assessments	Environmental Risk Assessments	Alltech is committed to conducting environmental risk assessments regularly on more than 90% of our manufacturing facilities.	Assessments of 85% of our manufacturing facilities were conducted.	90% of our facilities were visited in 2024.	We plan to assess 90% of all of our manufacturing facilities by the end of 2025.
		Environmental Training	Environmental Training	We aim for more than 90% of our applicable* team members to complete the environmental module in our LMS system bi-annually, ensuring awareness and commitment to environmental sustainability across our workforce. <i>*Includes all team members who hold an alltech.com email account. Currently, this does not include production team members.</i>	Environmental trainings were completed by 74.7% of team members with Alltech email addresses.	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.	The program will be rolled out through a series of webinars, each supported with curated learning materials. The initial launch, which will focus on the European team, will serve as a pilot phase for gathering feedback and refining the content. Following this, the program will be globally deployed via the LMS platform. The full suite of training materials is scheduled to be accessible to all regions by the end of Q3 2025.
		Environmental Performance	Environmental Performance	Alltech is committed to exploring options to help its value chain reduce its impact on the environment through the development of services and technologies.	Alltech E-CO ₂ will further develop its industry support offering with plans to build accredited models to measure LCA footprints.	We established a working group to further explore synergies within Alltech's services and technologies.	We aim to expand assessment and advisory services to encompass more of Alltech's customer portfolio, including the pet food and aqua feed industries.

Key performance indicators

Pillars	Focus Areas	Our Ambitions	2023	2024	2025	
Social	Team Member Safety, Health and Well-Being	Alltech is committed to reducing our lost time injuries (LTIR), ensuring the health and safety of our team members across all operations.	1.6 LTIR	2.3 LTIR (This number has increased because we have more facilities reporting data.)	We anticipate an increase in the numbers for 2025 as more facilities begin reporting and data accuracy improves. However, by 2026, we expect these figures to decline as reporting stabilizes and efficiency measures take effect.	
		Alltech is committed to reducing the lost time incident severity rate (LTIFRSR), ensuring the health and safety of our team members across all operations.	29.8745383 LTIFRSR	55.66 LTISR (This number has increased because we have more facilities reporting data.)	We anticipate an increase in the numbers for 2025 as more facilities begin reporting and data accuracy improves. However, by 2026, we expect these figures to decline as reporting stabilizes and efficiency measures take effect.	
		Alltech is committed to reducing our total recordable incident rate (TRIR), ensuring the health and safety of our team members across all operations.	1.4 TRIR	3.20 TRIR (This number has increased because we have more facilities reporting data.)	We anticipate an increase in the numbers for 2025 as more facilities begin reporting and data accuracy improves. However, by 2026, we expect these figures to decline as reporting stabilizes and efficiency measures take effect.	
		Alltech is committed to reducing the lost time injury frequency rate (LTIFRR), ensuring the health and safety of our team members across all operations.	8.249379 LTIFRR	55.66 LTISR (This number has increased because we have more facilities reporting data.)	We anticipate an increase in the numbers for 2025 as more facilities begin reporting and data accuracy improves. However, by 2026, we expect these figures to decline as reporting stabilizes and efficiency measures take effect.	
		Safety in the Workplace	Percentage of production team members who completed training: 100%	Hours of training: North America: 12 Latin America: 12 Asia-Pacific: 6–8 EMEA: 10–15	Global tracking systems were implemented for our production facilities.	We aim to complete training with 100% of our production facilities and team members and to make progress with our office-based teams.
		We will provide annual safety trainings to 100% of our production team members, ensuring a safe working environment across our production sites.	90% of our manufacturing facilities were assessed.	95% of our manufacturing facilities were assessed.	We intend to achieve a 95% assessment rate again in 2025.	
		Alltech is committed to conducting annual employee health and safety risk assessments for more than 90% of our manufacturing facilities, ensuring the safety of our team members across our production sites.	We continued to develop a training plan and tracking methodology.	Alltech team members are encouraged to participate biannually in health and safety training via the Alltech Learning Hub.	We intend to train over 90% of our office-based team members on health and safety issues in 2025.	
		Alltech is committed to offering regular training sessions to more than 90% of our office-based* team members on health and safety issues, ensuring a safe working environment for team members in our offices across the globe.	<i>*Alltech team members who are not production team members (e.g., Sales, Marketing, etc.)</i>			
		Health and Well-Being in the Workplace	Alltech is committed to providing access to affordable health care for our regular* team members, ensuring that their health and well-being is looked after. (<i>*Full-time, permanent team members</i>)	Over 90% of all regular team members have access to affordable health care.	Over 90% of all regular Alltech team members have access to affordable health care.	Over 90% of all regular Alltech team members will 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 set the KPIs for this goal.	We revised our wellness model to take a holistic approach including physical, emotional, social, occupational, environmental and financial well-being.	We will continue to assess the needs of our team and evolve our wellness programs as needed.	

Key performance indicators

Pillars	Focus Areas	Our Ambitions	2023	2024	2025	
Social	Talent	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.	New performance management forms were launched globally. A pilot version of the new career framework was also introduced globally in one department.	We rolled out a global talent-management system to various departments.	We will continue to scale our career path framework as we roll out our global talent management system to other departments and groups.
	Embrace Equity	Gender Equality	We promote advocacy for women and mentorship among women through programs and partnerships around the world.	Alltech sponsors the Women in Food & Ag (WFA) mentorship program. This program has a key impact, with 562 pairings of mentors and mentees and the participation of 60 Alltech team members. We also became members of The 30% Club in Ireland and the U.K.	Alltech continued to sponsor Women in Food and Agriculture (WFA) and remained constantly on the lookout for other sector-relevant partnerships. To date, there have been 658 pairs of mentors/mentees.	We intend to continue Alltech’s sponsorship of WFA, as well as Meat Business Women and the 30% Club.
			We remain focused on ensuring that we attract and retain women in leadership, investing in robust systems to record progress.	Women held 29% of executive leadership positions and 50% of board member (non-executive) positions.	Alltech’s senior leadership team was comprised of 24% women and 76% men.	We aim to deliver management and leadership training to support to support our ambition.
			We will continue to strive for gender equity in each new cohort of the Alltech Mini-MBA, our advanced management program.	The incoming class for the Mini-MBA in 2023 included 71% men and 29% women.	The Mini-MBA class of 2024 had 74% men and 26% women.	Our 2025 cohort is comprised of 53% men and 47% women. We will continue to evaluate our selection criteria to help ensure gender equity.
	DE&I	Our goal is to have more than 90% of our team members* receive bi-annual training on discrimination and harassment issues, promoting a respectful and inclusive workplace environment. <i>*Refers to all team members who hold an alltech.com email account. Currently, this does not include production team members.</i>	94.1% of team members who have access to an Alltech email address undertook harassment training.	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 and harassment awareness and prevention.	Following our 2024 implementation of the Alltech Learning Hub, all new hires with access to an Alltech email will continue to be automatically enrolled in our New Hire Onboarding program, which offers learning materials related to diversity and harassment awareness and prevention.	
	Social Impact	Make a Difference: Corporate Volunteer and Worker Voice	Alltech is implementing a tracking system to monitor the community impact projects being activated 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) to which they contribute.	We developed a tracking system to monitor our community impact projects globally and our progress on the U.N. Sustainable Development Goals to which we are committed.	Every region around the world was mandated to a financially supported ESG commitment.	We aim to collect robust data about community projects
			Alltech aims to have team member consultation programs operating in all regions, ensuring team member engagement and involvement across our global operations.	We designed a team member consultation program (Your Voice).	A pilot version of Team Voice was implemented in Ireland.	SOPs are currently under development to scale Team Voice to to other offices globally.

Key performance indicators

Pillars	Focus Areas	Our Ambitions	2023	2024	2025
Governance	Ethics and Compliance	<p>Our goal is for more than 90% of our team members to receive bi-annual trainings in ethics and human rights, ensuring a commitment to ethical practices and human rights compliance across our organization.</p> <p><i>*Refers to all team members who hold an alltech.com email account. Currently, this does not include production team members.</i></p>	<p>We achieved the following training completion rates: Human rights — 95%. Antitrust — 86%. Antibribery — 94%. Cybersecurity — 99.5%.</p>	<p>We transitioned to a new learning management system to train our team members and collect robust global data.</p>	<p>We aim to use the new system to train more than 90% of our team members in the topics of human rights, antitrust, antibribery and cybersecurity.</p>
		<p>Alltech is committed to concluding all Speak Up! investigations within 6 months of receipt, ensuring promptness, accountability and transparency in our workplace culture.</p>	<p>100% of investigations were completed within six months.</p>	<p>100% of investigations were completed within six months.</p>	<p>We plan to continue conducting 100% of investigations within six months of receipt.</p>
		<p>Alltech conducts child-labor risk assessments by country, covering 100% of all high-risk manufacturing facilities globally.</p>	<p>100% of all high-risk manufacturing facilities were assessed.</p>	<p>100% of all high-risk manufacturing facilities were assessed.</p>	<p>We will continue to assess 100% of our facilities via country-based risk assessments.</p>
		<p>Alltech is committed to zero instances of child or forced labor taking place in our manufacturing facilities, ensuring ethical practices and upholding human rights across our operations.</p>	<p>Zero incidents</p>	<p>Zero incidents</p>	<p>The goal is to continue having zero incidents.</p>
		<p>We are committed to undertaking independent human rights risk-based inspections in our facilities to ensure compliance and to maintain high ethical standards across our operations.</p>	<p>Five unannounced inspections of Alltech locations were completed in 2023, including in Cambodia, Vietnam, Thailand and Brazil, where inspections were conducted in both São Pedro do Ivaí and Sales Oliveira.</p>	<p>Three unannounced inspections of Alltech locations were completed.</p>	<p>We will complete a minimum of two unannounced inspections for child or forced labor each year.</p>
		<p>Alltech conducts anti-corruption risk assessments by country, covering 100% of all high-risk facilities globally.</p>	<p>100% of our high-risk facilities were assessed.</p>	<p>100% of our high-risk facilities were assessed.</p>	<p>We will continue to assess 100% of our facilities via country-based risk assessments.</p>
		<p>We have zero tolerance for corruption, ensuring the integrity of our business across our operations.</p>	<p>Zero incidents</p>	<p>Zero incidents</p>	<p>We aim to continue having zero incidents in 2025.</p>
Data/Information Security	<p>We are committed to having zero information-security incidents take place in our facilities, ensuring confidentiality and the integrity of our data.</p>	<p>Zero incidents</p>	<p>Zero incidents</p>	<p>We will continue monitoring for high-impact cyber incidents.</p>	

Key performance indicators

Pillars	Focus Areas	Our Ambitions	2023	2024	2025
Governance	Responsible Procurement	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.	100% of our Procurement team members received training in 2024.	We will conduct training for 100% of our Procurement team on a new topic in 2025.
		Alltech will introduce a tracking system for our suppliers' ESG performance, enhancing transparency and accountability across our supplier management process.	We circulated the Alltech Supplier Sustainability Questionnaire, with a 45% completion rate.	After assessing the completion rate of our 2023 questionnaire, we designed a new ESG supplier program, which is set to launch in 2025. In 2024, we focused on improving supplier engagement by aligning expectations through our Business Partner Code of Conduct. As of 2024, 89% of our active suppliers have agreed to the Code.	We are integrating an ESG performance review module into our mandatory Supplier Evaluation Questionnaire and 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. *Based on purchase value, product and regional risk profiles.	We developed a methodology to classify targeted* suppliers into high-risk, medium-risk and low-risk categories. *Based on purchase value and product.	One audit of a third party was completed in Brazil.	We are developing a pilot program to audit high-risk suppliers on sustainability matters in various regions.
		Alltech aims to monitor 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 child and forced labor and corruption.	We are identifying our high-risk suppliers in the area of deforestation and intend to start monitoring them as well.
		Alltech is committed to deforestation and conversion-free sourcing by the end of 2025, ensuring sustainable and responsible sourcing practices.	We established a zero-deforestation working group to conduct a forensic analysis of our supply chain, with a particular focus on sourced commodities that are typically linked to deforestation (e.g., soy, palm oil) to investigate any potential exposure.	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.	We are working to ensure our compliance with the European Union Deforestation-Free Regulation (EUDR).
		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 decision-making principles for suppliers.	We reviewed our internal procedures.	We aim to implement a program that integrates our sustainable procurement objectives into our buyer performance reviews by 2025.

Key performance indicators

Pillars	Focus Areas	Our Ambitions	2023	2024	2025
Governance	Planet of Plenty	Alltech integrates sustainability into our innovation process by applying a sustainability filter to new innovation projects. This filter serves as a lens through which every decision in the innovation process is made, ensuring that we can achieve the most significant positive environmental and social impact by considering both qualitative and quantitative information.	In early 2023, Alltech formed a new Innovation department, appointing Dr. Kyle McKinney as VP of innovation. All innovation projects must meet a set ESG requirement. Most of the projects undertaken fell into two categories: solutions that reduced the environmental footprint of animal-derived food products or that optimized the gut health, immunity and livability of animals.	To amplify our value creation, we have cultivated cross-functional teams for each innovation-related initiative that expands upon Alltech’s core competencies.	The Innovation team ensures that all Alltech research initiatives are aligned with the company’s broader sustainability commitments. Although sustainability checkpoints have not yet been standardized, every project is evaluated for its potential to advance environmental stewardship, support animal and farmer well-being, and drive responsible growth. This approach allows innovation to remain both agile and purpose-driven as we build a more sustainable future.
		Through our Planet of Plenty® partnerships and collaborations, we build and test new concepts, models, and value-creation and -capture opportunities to enable more successful outcomes across the supply chain.	The Alltech Sustainability Insights Study was completed by more than 2,500 members of the global agri-food industry. We also developed a new customer framework for collaboration.	We launched a feature-length documentary, World Without Cows, which examines the cultural, economic, nutritional and environmental impact of cows on our world. We also launched Planet of Plenty, an entity dedicated to science-based agricultural storytelling, advocacy and education, continuing the conversations started in World Without Cows.	Through World Without Cows and Planet of Plenty, we will continue to champion agriculture’s vital role in nourishing our population and planet to ensure a sustainable future for generations to come.
		Industry Leaders in Sustainability Alltech provides a climate advisory service that provides the agri-food value chain with data to inform decision-making and encourage proactive climate-management strategies.	Thirty-five countries are currently served by Alltech E-CO ₂ , with more than 25,000 on-farm and online assessments completed to date.	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.	Thirty-eight countries are currently served by Alltech E-CO ₂ , with more than 25,000 onfarm and online assessments completed to date. The Process EA™ assessment provided by Alltech E-CO ₂ has expanded to calculate the carbon footprint of pet food products and processing.
		The Pearse Lyons Cultivator 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.	100% of our projects are aligned with our sustainability goals.	The animal health chip project remains in development. 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.	We aim for 100% of our projects to be aligned with our sustainability goals. Current projects under development will deliver strong sustainability impacts in animal health and productivity, renewable energy and reduced emissions, and foster more productive and sustainable agriculture in developing countries. Specific projects include the development of an implanted biomarker to increase the productivity and the health and welfare of dairy herds; the conversion of manure into byproducts that reduce emissions from livestock farming; and the establishment of feed centers to increase the productivity and resilience of smallholder dairy farmers in Africa.
		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.	We have updated our Events and Tradeshow Guide to include new SOPs that reflect our ESG goals.	100% of the Alltech events held in the second half of 2024 followed the SOPs.	100% of all Alltech events held in 2025 will follow the SOPs.

It is important to note that these KPIs are based on Alltech’s expectations for the future and could change due to a variety of reasons.

SASB Content Index

Topic	Metric	Unit of measurement	Code	Response or location
Greenhouse gas emissions	Gross global Scope 1 emissions	metric tons (mt) CO-e	FB-AG-110a.1	2024 Scope 1 emissions, p. 20
	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	Roadmap to reduction, p. 20
	Fleet fuel consumed, percentage renewable	gigajoules (GJ), percentage (%)	FB-AG-110a.3	Collection of metric began mid-2024; will be reported in 2025.
Energy management	(1) Operational energy consumed; (2) percentage grid electricity; (3) percentage renewable	gigajoules (GJ), percentage (%)	FB-AG-130a.1	(1) 461,198 (2) 99.06% (3) 0.94% KPIs, pp. 45–52
Water management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	thousand cubic metres (m3), percentage (%)	FB-AG-140a.1	We do not currently track the metric on a global basis but we are developing tracking mechanisms.
	Description of water management risks, discussion of strategies & practices to mitigate risks	n/a	FB-AG-140a.2	Improving water stewardship, p. 23
	Number of noncompliance incidents associated with water quality permits, standards & regulations	number	FB-AG-140a.3	1 incident
Food safety	Global Food Safety Initiative (GFSI) audit: (1) nonconformance rates and (2) associated corrective action rates for (a) major; (b) minor nonconformances	rate	FB-AG-250a.1	(1a) Major nonconformance rate: 0.28; (1b) minor nonconformance rate: 4.96; (2a,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 (%) by cost	FB-AG-250a.2	60%
	(1) Number of recalls issued; (2) total amount of food product recalled	number, metric tons (mt)	FB-AG-250a.3	(1) 1 (2) 0.366 metric tons
Workforce health and safety	(1) Total recordable incident rate (TRIR); (2) fatality rate; (3) near-miss frequency rate (NMFR) for (a) direct employees; (b) contract employees	rate	FB-AG-320a.1	Worforce Health and Safety, KPIs, p. 48. 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; (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) nonconformance rate; (2) associated corrective action rate for (a) major; (b) minor nonconformances	rate	FB-AG-430a.2	(1a) Major nonconformance rate: 0; (1b) minor nonconformance rate: 2; (2a,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	We prioritize relationships with partners who have strong compliance records/responsible practices. We continue to enhance oversight and incorporate sustainability criteria into supplier evaluations.
GMO management	Discussion of strategies to manage use of genetically modified organisms (GMOs)	n/a	FB-AG-430b.1	AQS global safety standards, p. 26
Ingredient sourcing	Identification of principal crops & description of climate change risks/opportunities	n/a	FB-AG-440a.1	We do not currently track this metric on a global basis.
	% of 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 N/A 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 N/A to our operations, as we do not produce crops
	Cost of agricultural products sourced externally	currency	FB-AG-000.D	We consider this metric to be confidential information



WORLD WITHOUT COWS

A DOCUMENTARY

World Without Cows aims to broaden the conversation about cattle and the vitality of our planet. It is currently being shown at film festivals and screening events around the world, encouraging viewers to consider how cattle impact our world — and how agriculture can help combat climate change.



- 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 July 2024 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.