



Sustainability Report

2023



A letter from the CEO

Dear friends,

2023 was another milestone year for Alltech as we advanced our mission and vision of Working Together for a Planet of Plenty®. In the five years since it was launched at the Alltech ONE Conference in Kentucky, **Planet of Plenty has become a strategic driver of our business and an accelerator of what is even more important: our impact.** Through new partnerships and ongoing collaboration with trusted allies with whom we've worked alongside for decades, we continue to drive progress toward our shared goal of a world of abundance for future generations.

Here, in our 2023 Sustainability Report, you will find many examples of the ways that our Planet of Plenty vision has shaped our business. You will also see stories of the incredible work Alltech team members around the world have been doing to support producers in efficiently, profitably and sustainably producing nutritious food for all.

Alltech's seven core values can be found integrated throughout our company — written on office walls, team members' wallet cards and even on the backs of company phones. They describe what makes our company unique and binds us together. "Stay curious" is the first value. My father, Alltech founder Dr. Pearse Lyons, often said, "Those of us who are curious will see opportunity constantly." When I interview new team members, I gauge their curiosity because I believe our job is to spot the open spaces

where opportunities lie, and from those spaces, create something that delivers impact for our customers and for our business.

The diversity of our global team further fuels curiosity within our business. For many years now, we have endeavored to maintain a flat organizational structure that encourages connections and creativity because we believe sharing of unique perspectives generates new avenues of opportunity. Today, more than ever, I see an extraordinary level of openness and collaboration across all departments and levels of management. **Alltech is intentional about diversity across all aspects of our business, and the resulting mix of backgrounds, genders, cultures, education, experience and more is providing new perspectives and driving progress like never before in our company's history.**

Alltech is a confident and courageous company. Our groundbreaking World Without Cows documentary, which defies stereotypes about animal agriculture by exploring the true impact of cattle on our world, is a great example. *(Read more about World Without Cows on page 6 of this report.)* Confidence, without arrogance, creates space for curiosity and openness to new ideas. It enables us to cultivate the best outcomes by drawing on the strengths of the most talented individuals in our organization, our industry and even amongst unlikely allies.

Removing friction from our structure, aligning our team behind our mission, and inspiring and motivating them is where I put 99% of my time and effort. One of the highlights of my role is the opportunity to travel and interact with our global teams and see this dynamism and energy at work. Our team members make our business better each year with their passionate commitment to our vision and values, living them out within their sphere of influence.

I believe this report demonstrates the difference this purpose-centered mindset can make, especially when multiplied by a united global team.

The agri-food industry holds great potential to help us to meet the challenges of feeding a growing human population while also reducing environmental impact. In fact, we are uniquely positioned to play a role in reversing the climate crisis. We are one of the only industries with the ability to not only reduce our greenhouse gas (GHG) emissions, but to capture and sequester emissions that have been released by other industries, too — another story expertly told in our World Without Cows film.

I am so excited about the projects now taking place at the intersection of soil, crop, animal and climate science, initiatives that are exploring the relationship between soil microbiomes and carbon sequestration to develop innovative solutions that can support climate-smart agriculture on a global scale. What we do with this ability will chart a new path for agriculture.

I'm proud that Alltech is helping to lead the way, and I can't wait to see what the future holds.

All the best,
Mark



Mark Lyons

President & CEO of Alltech



For more information, visit 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 plants and animals, resulting in better nutrition for all and a decreased environmental impact. Our team produces **specialty ingredients, premix, supplements, feed and biologicals** backed by science, and an unparalleled platform of services.

Alltech is a global leader in the agriculture industry, with more than 100 researchers at five bioscience centers discovering natural solutions that redefine how we feed plants and animals — and nourish both people and the planet. Alltech’s nutritional products and analytical tools and services advance the health and performance of plants and animals, allowing food producers to increase their profitability and lower their impact on the environment.

Headquartered just outside of Lexington, Kentucky, USA, Alltech has a strong global presence. Strengthened by more than 40 years of scientific research, 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 adapt quickly to our customers’ needs and focus on advanced innovation.

We believe agriculture has the greatest potential to shape the future of our planet. Our more than 5,000 talented team members worldwide share in our purpose of [Working Together for a Planet of Plenty®](#). Together, we can provide nutrition for all, revitalize local economies and replenish the planet’s natural resources.

 5,000+ team members in 85+ countries	 140+ countries with customers	 5 bioscience centers	 20+ formal research alliances; collaborations with 100+ universities
			 75+ manufacturing facilities located around the world

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Working Together for a Planet of Plenty®

Agriculture holds the key to nourishing people and nurturing the planet

Sustaining our planet and all its inhabitants is at the heart of who Alltech has always been. For more than 40 years, we have helped farmers, ranchers and producers worldwide efficiently and profitably produce nutritious food.

In 1989, Alltech founder Dr. Pearse Lyons introduced the ACE Principle, which committed the business to seeking the safety, benefit and well-being of the Animal, the Consumer and the Environment. He believed that the well-being of each component depended on maintaining harmony between all three.

Thirty years later, as the agricultural sector was being tasked with increasing outputs to meet the world's nutritional needs while also reducing outputs to address climate change, **Alltech president and CEO Dr. Mark Lyons launched Working Together for a Planet of Plenty®**. Propelling the ACE Principle into the future, he issued a bold call for collaboration across industries and geographies to create and embrace science-based solutions that help sustain agriculture and provide nutrition for all, revitalize rural communities and replenish the planet's natural resources.

“Agriculture has the greatest potential to positively shape the future of our planet,” Dr. Lyons said. “Through strategic collaboration and stewardship, we can transform the future of our planet with sustainable farming and nutrition. Agriculture has already made huge strides in sustainability. Imagine what is possible when we all work toward the shared goal of creating a world of abundance for future generations.”



The agri-food industry can transform the future of our planet with sustainable farming and nutrition – by producing quality meat, milk, eggs and seafood that are high in protein and crops that are grown in healthy soil.

How Planet of Plenty shapes our future

Working Together for a Planet of Plenty transcends environmental sustainability. It is a vision of a more positive future, full of promise and possibility. It’s not just Alltech’s mission. It is our purpose.

Agriculture is at the forefront of solutions that nourish people and nurture the planet. With the advent of new agricultural technologies, the adoption of improved sustainable farming practices and the widespread commitment to innovative collaboration, we can sustainably nourish the world and minimize the harmful effects of agricultural practices on the environment.

Alltech is committed to prioritizing the efficient production of nutritious food and reducing our environmental impact while helping producers implement profitable solutions to their sustainability challenges.

“Everything we do is centered on helping us advance our purpose of Working Together for a Planet of Plenty,” said Tara McCarthy, Alltech’s global vice president for ESG. “We have made great progress, but we know that there is always more work to be done. Alltech team members around the world have shown unwavering commitment to sustainable and ethical business practices. We continue to reach for ambitious ESG targets, find areas for improvement and innovation, and strive to nurture a culture of sustainability.”



As global vice president for ESG, Tara McCarthy leads Alltech’s sustainability strategy and elevates the company’s ESG goals across all locations.

Guided by this purpose, Alltech is committed to:

- **Delivering measurable impact:** With producer profitability, production efficiency and sustainability in mind, Alltech develops and promotes the use of nutritional and digital technologies, improved farm management practices, and innovations that benefit animal well-being and human health.
- **Connecting with global partners to advance sustainable agricultural practices:** We have developed a platform for global collaboration that helps us advance our Planet of Plenty purpose, allowing us to partner with like-minded companies and individuals to solve high-impact issues.
- **Advocating for our industry:** We are sharing the sustainable power of science in agri-food through [stories and videos](#) on our Planet of Plenty website and through our social media channels. In 2024, we will release our first feature-length documentary, [World Without Cows](#), which examines the cultural and economic significance of cattle, their role in feeding the world and their impact on the environment.
- **Investing in education and research:** Alltech’s unparalleled 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. From optimizing animal health to safeguarding our natural resources, the agri-food industry faces many obstacles today, particularly as it works to nourish a burgeoning global population. To tackle these challenges, Alltech’s research teams are forging into new frontiers, addressing issues such as antimicrobial resistance, soil health, greenhouse gases, carbon sequestration — and more.
- **Sharpening our ESG strategy:** Alltech’s ESG framework guides our actions as we work to reduce our environmental impact, prioritize social responsibility and adopt governance practices that ensure transparency and accountability. The building blocks of our strategy include our proof points, industry thought leadership, organizational-skills development and our value chain partnership model (customers and suppliers).



Dr. Mark Lyons launched Working Together for a Planet of Plenty® in 2019.

Turning insights into action

To guide us on this path, Alltech conducted a global, industry-wide survey in 2023 to gather insights on the issues that matter most to the agri-food value chain and its stakeholders. Through interviews with 26 global industry leaders and a comprehensive survey completed by more than 2,500 members of the agri-food industry, we quantified attitudes about sustainability. The [Alltech Sustainability Insights Report](#) helped us identify actions to build a more sustainable future — for Alltech and for the wider agri-food industry — and effect real change across the value chain.

The survey allowed us to listen to the voices of our industry and develop a robust, future-facing program of insights support that is relevant, ambitious and genuinely impactful.

“We are an industry that has remained resilient and provides a robust and efficient food system for all. To be seen as sustainable food leaders, we need to adopt a holistic approach and continue to evolve the narrative,” McCarthy said. “While everyone across the value chain has a role to play, food producers are clearly front and center. The proactive role of the industry and policymakers in this conversation is absolutely vital.”



Alltech’s research alliance with Archbold at Buck Island Ranch created a model for estimating the ranch’s carbon footprint. On average, Buck Island Ranch sequesters more carbon each year than it emits.

Telling our story

Alltech continues to serve as a voice for the industry, advancing agri-food innovation and sharing the story of agriculture’s vital role — including the industry’s ability to capture carbon and implement technologies that increase production efficiency and sustainability.

A [strategic research alliance with Archbold](#) (Lake Placid, Florida, USA) brought together scientists from two different disciplines — ecologists from Archbold and ruminant nutritionists and researchers from Alltech — to gain a better understanding of how cattle production at [Archbold’s Buck Island Ranch](#) impacts the ecosystem and its ability to sequester carbon. Over the past five years, the research alliance has created a model for estimating the ranch’s carbon footprint — and the results have been astounding. On average, Buck Island Ranch sequesters more carbon each year than it emits. It is a net-carbon sink.

“Through the power of storytelling, real opportunities to effect change in our industry and our world lie before us. This industry is the industry that is going to save the planet. We just have to keep telling the story, because it takes a while for it to sink in.”

Dr. Mark Lyons

Research like this illustrates agriculture’s incredible ability to not only reduce our own greenhouse gas emissions, but to capture and sequester emissions that have been released by other industries. The potential to capture carbon in the soil presents an amazing opportunity for the agri-food community to embrace its critical role in solving climate change while also improving soil health, increasing crop productivity and promoting biodiversity.

We highlight agriculture’s critical role in nourishing the world and nurturing the planet by:

- Featuring sustainability stories on our Working Together for a Planet of Plenty® website, as well as podcasts, video series and blogs.
- Producing the Alltech Sustainability Insights Report, the Alltech Sustainability Report, [Agri-Food Outlook](#), [Harvest Analysis](#), Import Risk Analysis and others.
- Uniting changemakers and thought leaders to examine trends in agriculture, business, health and nutrition at our [Alltech ONE Conference](#) and the inaugural Alltech ONE World Tour, as well as sharing our research at hundreds of other events all over the world.

In 2024, we will release our first feature-length documentary, World Without Cows, which examines the true impact of cattle on our world through interviews with dozens of experts in agriculture and environmental science.

“Our goal is to challenge the prevailing narrative and start an important conversation about the role of cattle in our world by encouraging viewers to examine the science,” Dr. Lyons said. “We also want to show our industry that we can tell this story in an effective way. We can bring about change. Agriculture is vital to solving the world’s climate change challenges.”

Through all these endeavors, Alltech is advocating for agri-food in a proactive and compelling way.

Are we better off in a world without cows?

With unique access to those on the frontlines of agriculture and science, two filmmakers set out on an incredible journey around the world to learn the answer to this simple question. In the resulting documentary, **World Without Cows**, journalists **Michelle Michael and Brandon Whitworth** share an up-close look at the real impact of cows on our world — and the potential consequences of their absence.

The documentary takes viewers on a global adventure to explore the complex and often surprising ways cows shape our world — from America’s heartland to Kenya, India, Brazil and beyond. **World Without Cows** is a science-led discussion that examines people’s profound dependence on cattle in many regions of the world, as well as nutrition security, alternative proteins, population growth challenges, cattle production efficiency, soil health and carbon sequestration, greenhouse gas emissions, land usage and more.

World Without Cows aims to start an important conversation about agriculture’s role in nourishing people and revitalizing the planet. **Visit worldwithoutcows.com to learn more.**



WORKING TOGETHER FOR A
Planet of Plenty®

Creating a world of abundance for future generations

Alltech is 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.

The agri-food community is uniquely prepared to shoulder this responsibility. Amid the challenges of modern life, agriculture has the greatest potential to positively shape the future of our planet.

With the advent of new agricultural technologies, the adoption of improved sustainable farming practices and, above all, the ingenuity inherent in the human spirit, a world of abundance can be ours. But it cannot be achieved alone.

That’s why Alltech is uniting the agri-food community in Working Together for a Planet of Plenty®. A planet where science-based solutions help ensure sustainable food production for the global population. A planet where agriculture’s story is central to the development of thriving communities and ecosystems. A planet where, through collaboration and innovation, we can create a world of abundance for future generations.

Together, we can provide nutrition for all, revitalize local economies and replenish the planet’s natural resources.

Creating a future of sustainable nutrition and farming will require us to maintain a sharp focus on the three pillars of sustainability: economic, environmental and social — all three of which must be in balance to support not only those who share our planet today, but those who will inherit it tomorrow. Agriculture is integral to all three pillars, from ensuring there is enough nutritious food for all to enabling local economies and communities to thrive.



To be sustainable, we must do much more than indefinitely maintain the status quo. True sustainability includes making continuous economic, environmental and social progress. By striving to improve the health of animals, plants and soil, maximize the value of feedstuffs, increase the efficiency of the farm and reinvest in innovation, our purpose of Working Together for a Planet of Plenty drives us to share is sharing the sustainable power of science in agri-food.

Through the development of nutritional and digital technologies, improved farm management practices and innovations in animal well-being and human health, Alltech aims to:

- Support agriculture to nourish a growing population.
- Improve safety and quality within the food chain.
- Add value and nutrition to fruits and vegetables, meat, milk, seafood and eggs.
- Help meet the demands of consumers to produce their food and beverages in a way that ensures the welfare of the animal and the environment.

A global platform for collaboration

Alltech’s Planet of Plenty partners include:



Clarity and Leadership for Environmental Awareness and Research Center — or the CLEAR Center — at the **University of California, Davis**: Through this partnership, we work together to demonstrate the agriculture industry’s potential to have a positive impact on the planet for future generations. [Website](#)



La Cooperativa Ganadera del Valle de los Pedroches (COVAP): Alltech Spain and Alltech E-CO₂ are working in partnership with COVAP to minimize the environmental impact of the cooperative’s products and supply chain. [Website](#)



Noble Foods is working with Alltech to improve protein efficiency and animal welfare and to reduce food loss, carbon footprint, land use and mineral excretion — and establish itself as a sustainability leader in the global egg industry. This partnership combines Alltech’s expertise in animal nutrition and ag-tech solutions with Noble Foods’ 100 years of experience in the egg industry. [Website](#)



Emirates Food Industries (EFI) of Dubai: Alltech collaborates with two prominent dairies owned by EFI — National Dairy Farms and Masakin Dairy Farms — to bring leading-edge carbon footprint benchmarking and methane reduction efforts to the Middle East. [Website](#)

2023 sustainability highlights

Alltech is committed to prioritizing the efficient production of nutritious food while working to minimize our carbon footprint and helping producers worldwide find and implement solutions to their sustainability challenges. These efforts demonstrate our commitments to the United Nations Global Compact and the U.N. Sustainable Development Goals initiative — and to our purpose of Working Together for a Planet of Plenty®.

<p>19.8% Scope 1 and Scope 2 emissions reduction from 2021 base year</p>	<p>25% Commitment to reduce Scope 3 emissions reduction by 2030 (from a 2023 baseline)</p>	<p>85% Percentage of our facilities that conducted environmental risk assessments</p>
<p>74 Core product life-cycle analyses completed</p>	<p>3 EcoVadis sustainability medals awarded: platinum, gold and silver</p>	<p>60 Team members participating in Women in Food & Ag mentorship program</p>
<p>3 years Accredited by the Pet Sustainability Coalition for the third year in a row</p>	<p>\$3.85 million Investment in energy efficiency projects, including renewables</p>	<p>6 Renewable energy projects feasibility studies</p>

2023 emissions

Scope 183,864 MT CO₂e
 Scope 241,527 MT CO₂e
 Scope 35,697,497 MT CO₂e

Our reduction plan

Alltech has committed to the following 2030 GHG reduction targets from a 2021 base year:

- Scope 1 and 2 – 42%

Alltech has committed to the following 2030 GHG reduction targets from a 2023 base year:

- Scope 3 – 25%

Energy efficiency projects

Alltech continues to invest significant resources in energy efficiency projects to drive sustainability and operations cost-savings.

<p>19 Projects completed</p>	<p>8,950 Metric tons of CO₂e reduced by energy efficiency projects</p>
<p>31 Energy efficiency feasibility studies conducted across our production facilities</p>	<p>Scope 1 We are reducing scope 1 emissions by recovering and utilizing waste heat</p>

Sustainability spotlights

EcoVadis recognizes Alltech’s commitment to sustainability

EcoVadis is the world’s most trusted provider of business sustainability ratings, intelligence and collaborative performance-improvement tools for global supply chains. Alltech was awarded three EcoVadis sustainability medals in 2023. These medals testify to Alltech’s commitment to prioritizing the efficient production of nutritious food while minimizing environmental impacts, implementing environmentally and economically sustainable solutions, promoting fair labor practices and fostering ethical business conduct.



A platinum medal for Alltech’s production site in Springfield, Kentucky, USA, which puts this facility in the top 1% of the more than 200,000 businesses that were assessed by EcoVadis.



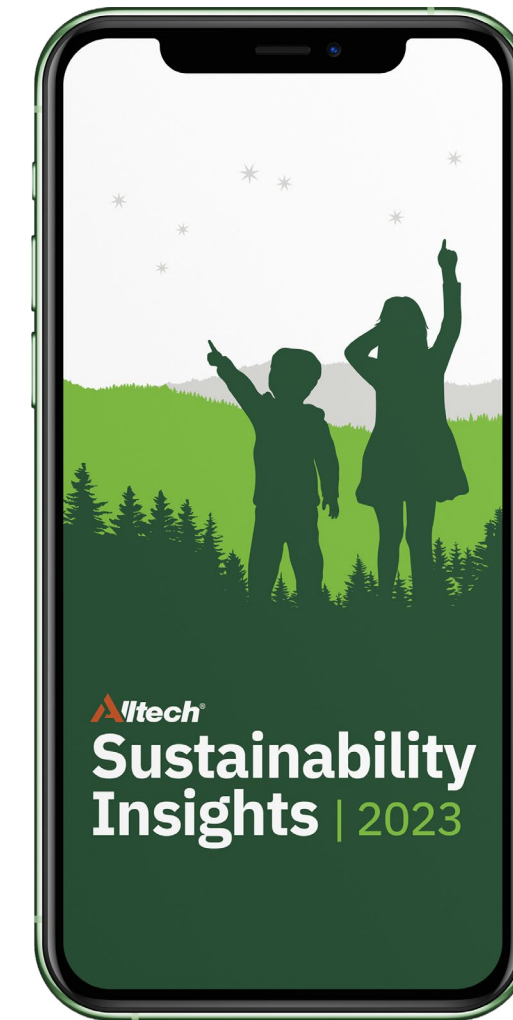
A gold medal for Alltech Coppens, which produces industrial feeds for the aquaculture sector, putting it in the top 7% of sustainable companies globally.



A silver medal for Alltech Inc., putting us in the top 25% of sustainable companies globally.

Alltech survey reveals global insights on sustainability

The [Alltech Sustainability Insights report](#), released in October 2023, asked industry leaders to share their perspectives on the issues that matter most to the agri-food value chain. In collaboration with an independent research agency, Alltech collected insights through 26 interviews with industry leaders and via a comprehensive survey completed by more than 2,500 agri-food industry members. The survey aimed to quantify attitudes about sustainability and identify tangible actions to build a more sustainable future.



The survey questions were focused on five areas: challenges and opportunities; drivers and priorities; attitudes toward change; support and guidance; and who the respondents believe is going to pay for sustainability.

Key findings included:

- **Climate and food production:** Four out of five respondents see climate change as a threat to food production – but 85% believe the food system can rise to the challenge.
- **Support needed:** 75% say more guidance is needed for environmental sustainability improvements.
- **Regulatory pressure:** The majority acknowledged regulatory pressure across the supply chain; 66% agreed that until the farmer is incentivized financially, things will never change.
- **Innovation and technology:** 92% said harnessing technology will be key to establishing more sustainable food systems.
- **Collaboration:** 93% agreed that we must all work together to create a better food system for the future.

Alltech reaccredited by Pet Sustainability Coalition



In 2023, Alltech was reaccredited (for the third year) by the [Pet Sustainability Coalition \(PSC\)](#), a nonprofit organization that accelerates sustainability in the pet industry through education, implementation tools and collaboration. This designation recognizes that Alltech has a positive impact on pets, people and the planet; we have measured the environmental and social impact of our pet business operations; and we are committed to advancing the sustainability of our company and the entire pet industry. Alltech has been a PSC member since 2019. The PSC helps companies align with responsible, sustainable business practices related to the supply chain, good governance, efficiencies and strategizing.

Alltech Serdán receives EST recertification

Alltech Serdán was re-certified in 2023 as Empresa Socialmente Responsable (ESR). This prestigious endorsement is given to businesses in Mexico that are committed to policies, programs, decision-making and actions that benefit the industry and have a positive impact on people, the environment and the communities in which the business operates.



Our sustainability commitments

Supporting global initiatives to make a positive impact on our planet

In 2019, Alltech became a signatory to the United Nations Global Compact (UNGC), which provides corporations with a value system- and principle-based approach to conducting business. Alltech strives to operate in a way that meets fundamental responsibilities in the areas of human rights, labor, the environment and anti-corruption, and we have incorporated the Ten Principles of the U.N. Global Compact into our strategies, policies and procedures.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect to employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Advancing the United Nations' Sustainable Development Goals

Alltech is committed to advancing the U.N.'s Sustainable Development Goals (SDGs), the world's largest corporate sustainability initiative, because we are passionate about sustainability and making a positive impact on the planet we all share. Our commitment to the SDGs strengthens our purpose of Working Together for a Planet of Plenty.



Alltech's SDG priorities

Agriculture has numerous opportunities to address climate change (SDG 13: Climate Action), and governments and corporations around the world are relying on farmers to deliver on the sustainability goals that they have committed to achieving within their countries and companies. Alltech's diverse portfolio of products and services helps producers worldwide improve the health and performance of animals and plants, resulting in better nutrition for all and a decreased environmental impact.

Alltech's founding ACE Principle committed all our endeavors to seeking the benefit of the Animal, Consumer and the Environment. Our Planet of Plenty purpose carries this legacy forward as we deliver smarter, more sustainable solutions for agriculture. This includes nutritional technologies that improve the health and performance of plants and animals, resulting in better nutrition for consumers and a decreased environmental impact. This mission fundamentally aligns with SDG 2 (Zero Hunger), SDG 3 (Good Health and Well-Being) and SDG 15 (Life on Land). Furthermore, when animals are more productive, their environmental footprint decreases, which advances SDG 13 (Climate Action) and SDG 15 (Life on Land).

Setting ambitious goals

Alltech has developed specific goals for each of the SDGs that align with our business. In 2024, we enrolled in the U.N. Global Compact SDG Ambition Accelerator, which challenges and supports companies participating in the of the U.N. Global Compact in setting ambitious corporate targets and accelerating integration of the 17 SDGs into core business management. We are following lessons learned in that program to identify a robust set of commercially focused SDG metrics and to develop an action plan to achieve our goals.



Our progress toward the U.N. SDGs

Committing to the United Nations Sustainable Development Goals (SDGs), the world’s largest corporate sustainability initiative, was a natural step for Alltech because “Make a Difference” is one of our seven core values. In 2019, when Dr. Mark Lyons announced our new purpose of Working Together for a Planet of Plenty™, he called for collaboration and partnership across ag sectors, industries and geographies, because sustainability knows no boundaries. Today, our commitment to the SDGs strengthens our mission to achieve a brighter future — together — and to inspire others in our industry to do the same.

We identified nine of the U.N.’s 17 SDGs that we feel most closely align with our core business. The next few pages highlight how we are advancing these goals throughout our company.



**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.

Through Alltech’s platform of analytical services, we partner with producers worldwide to achieve goals and build a profitable, sustainable future. Some of these services include:

- Our mycotoxin mitigation program offers testing, analysis and nutritional solutions to combat contamination threats.
- [Alltech IFM](#) delivers customized reports on dairy and beef rations, optimizing rumen function and digestibility.
- We conduct farm audits to boost efficiency and profitability.
- The Alltech On-Farm Support program enhances efficiency, productivity and profitability, and our bilingual workshops ensure team alignment on protocols and routines.

Alltech’s commitment to sustainable food systems is reinforced through expert training and educational programs.



**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 workforce and strives to provide a safe working environment for all. Our production team is trained on health and safety issues. The Alltech Wellness Portal offers 24/7 access to resources that support good health and well-being.

In our communities: Alltech assists farmers, producers and ranchers in producing nutritious, 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. One example: the trace mineral selenium is of fundamental importance to both animal and human health. One way to boost selenium intake in the human population is through the fortification of foods. Through Alltech’s collaboration with Lay Hong Berhad, a leading poultry business in Malaysia, consumers there are able to enjoy selenium-enriched eggs as part of their well-known Nutriplus range. These eggs are produced from birds that are fed Sel-Plex®, Alltech’s proprietary organic form of selenium yeast.

In all our global manufacturing facilities, we foster conditions that positively contribute to the health of our team members. Alltech also highlights and promotes mental wellness in the wider farming community, especially during Ag Mental Health Week.

- The Lyons Mane Charitable Challenge raised \$30,000 for six charitable organizations that support individuals battling cancer or dealing with mental health challenges.
- Alltech team members across the globe participated in a virtual Make a Difference Dash in an effort to collectively trek 3,701 miles (or 5,956.18 kilometers) — the distance between where Alltech founder Dr. Pearse Lyons grew up in Dundalk, Ireland, and our headquarters in Nicholasville, Kentucky.



**SDG 4:
Quality Education**

Targets:

Invest in education and talent development to enable the next generation to build robust careers

Our progress:

Invest

Within Alltech: To date, 124 of our colleagues have been sponsored by Alltech to pursue and complete master’s and doctorate degrees. Additionally, as of 2023, 608 of our team members have completed the Alltech Mini-MBA, our advanced management development program. Alltech also provides a variety of role-specific training and development opportunities for each department.

In our communities: Alltech and the [Pearse Lyons ACE Foundation](#) have invested \$3.9 million in global philanthropic initiatives.

Enable

Within Alltech: We offer various types of training for Alltech team members, including through our online learning management system (LMS), Back to Basics training events for recent hires, the Talent Development Program for the sales team and virtual training opportunities.

In our communities: The Alltech On-Farm Support program partners with producers around the world to help them reach their goals, troubleshoot issues and lay a foundation for a profitable and sustainable future. It provides customized, bilingual workshops to help producers ensure that all team members are following the same protocols and routines.

Our scientists and team members in other departments actively participate in educational outreach in Kentucky, Ireland, Mexico, India, China and Haiti, and at several European universities. They visit with students, both in the classroom and virtually, to demonstrate scientific activities and our expertise, offer mentorship and serve as resources for community educators. A few examples of our educational initiatives:

- Team members from Alltech India celebrated Alltech’s Make a Difference Day on July 24 with students at the Baldwin Opportunity School in Bangalore. The school serves children ages 7 to 11 with mild to moderate intellectual disabilities.
- Alltech U.S. Headquarters: Alltech co-founder Mrs. Deirdre Lyons participated in a dedication and ribbon-cutting ceremony for the Dr. Pearse and Deirdre Lyons Center for Academic Excellence at Lexington Catholic High School in Kentucky, one of the latest Alltech-supported education projects.



**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.

- Percentage of executive leadership team members by gender: 29% women and 71% men.
- Percentage of our board directors (non-executive) by gender: 50% women and 50% men.

In our communities: Alltech is proud to be involved with:

- The 30% Club, a global campaign that supports initiatives to foster a more equal gender balance at all levels of leadership throughout our industry.
- Platform 55, a self-serve online platform that empowers people to strike a balance between having both a fulfilling career and an active

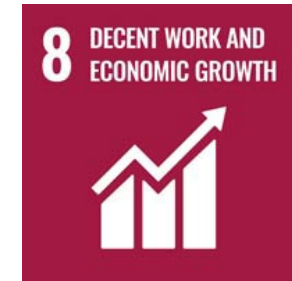
family life by providing 24/7 access to resources and expert support, including live workshops and coaching opportunities.

- Dublin City University’s Women’s Impact Network in Ireland, which supports up-and-coming students through mentorship programs and leadership development.

Empowering

Within Alltech: Of the 608 team members who have graduated from the Alltech Mini-MBA, 75% are men and 25% are women. In 2024, 55% of the class of incoming students are men and 45% are women. Our goal is the work toward gender equity in all new groups.

In our communities: Alltech has sponsored the Women in Food & Agriculture (WFA) Mentorship Program since it began in 2020. In 2023, the program matched 210 industry representatives across two cohorts as mentors and mentees. Alltech encourages its team members to participate in speaking engagements and other events and interviews that promote gender diversity, including the Feedinfo Conference, the WFA Conference, and interviews with global publications, such as the Financial Times.



**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

Within Alltech: Alltech is achieving higher levels of economic productivity via technological upgrades and innovations and by enhancing its growth through strategic acquisitions. In 2023, Alltech Crop Science acquired [Ideagro](#), a leader in agri-food R&D. Alltech also acquired a majority interest in Agolin, a company that produces plant-based nutrition solutions that empowers farmers to reach their sustainability and profitability goals.

In our communities: Alltech supports entrepreneurship, creativity and innovation through the [Pearse Lyons Cultivator](#); by participating on the board of directors of Bluegrass AgTech Development Corp., which cultivates an ecosystem of growth in the agri-food sector; and by supporting innovation contests in the regions in which we operate.

Employment

Alltech supports full employment for all that is both productive and impactful, including for young people through work placements and internships.

Alltech promotes a culture of open communication where ideas and feedback are encouraged from all levels of the organization. Regularly hosting team meetings and town halls and encouraging an open-door policy allow Alltech team members to voice their opinions and contribute to the company’s growth.

In 2023, the Team Voice initiative was designed to enhance two-way engagement and communication between team members and their managers. This initiative will be piloted in 2024 at Alltech’s European Headquarters in Ireland.

Alltech has established several team member recognition programs that highlight exceptional performance and dedication and to celebrate those who demonstrate our corporate values. We share news about these programs and the colleagues they recognize through global town-hall events and in our weekly company newsletter.

We are committed to ensuring humane working conditions throughout our supply chain and have a strategy 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.



**SDG 13:
Climate Action**

Targets:

Mitigate the risk of climate-related hazards through GHG reduction 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 2: 42%
- Scope 3: 25%

LCA: Alltech invests in transparency by conducting life-cycle assessments (LCAs) of our core technologies. In 2023, Alltech completed a total of 74 LCAs representing seven of our top specialty ingredient brands across 17 production facilities on five continents. We will build further granularity within product lines; we aim to complete 40 more LCAs as part of this work program in 2024.

In our communities: To create a world of abundance, we must do more than feed the growing 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 more than 40 years and is the only global partner with expertise from the ground up.

Alltech’s diverse portfolio of nutritional technologies helps to optimize the 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.

In our communities: The Pearse Lyons ACE Foundation works to address the urgent needs of farmers, ranchers and their communities amid natural disasters.



**SDG 14:
Life Below Water**

Targets:

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

Our progress:

Protecting

Within Alltech: [Alltech Coppens](#) adjusted all packaging sizes to ensure that we are only sending out full bags instead of crisp bags (i.e., bags that include a large amount of air). We reduced the length of our 1-tonne bags by an average of 14.3% last year. This resulted in a reduction in the amount of polypropylene needed per 1-tonne bag by 231.55 grams — for a total annual reduction of 1.556 kilograms of polypropylene and 2.966 kilograms of CO₂. We are now able to load 260 empty 1-tonne bags onto a single pallet, allowing us to ship 4% more packaging for the same cost and CO₂ footprint.

In our communities: Of all the raw marine materials sourced by Alltech Coppens in 2023, 73% of the total volume was created from trimmings — and the other 27% was made from sustainably certified wild-catch fish.

- 100% of the marine oils used were made from trimmings
- 100% of the marine proteins used were either made from trimmings or were certified accordingly. Of those proteins:

- 62.9% were created from trimmings (with the majority being sustainably certified)
- 37.1% were certified and made from wild-catch fish

Sustaining

Within Alltech: In 2023, Alltech began a multiyear Ph.D. project involving our subsidiary companies, Alltech E-CO₂, Alltech Coppens and [Alltech Fennoaqua](#), as well as our customers, our raw material suppliers and the University of Stirling in Scotland. The project aims to fully quantify the sustainability of our additive and feed technologies across the entire aquaculture value chain for two fish species (trout and African catfish), with a specific focus on the recirculating aquaculture system (RAS) model. Early progress has included the development of the first Alltech E-CO₂ Aqua EA model for RAS, which will be put forward for certification by the Carbon Trust in 2024.

In our communities: We are reducing phosphorous emissions by producing low-phosphorus diets for trout through collaboration, joint research initiatives and other knowledge exchanges with Alltech Fennoaqua. In 2023, we began research projects at two universities — the Federal University of Santa Catarina in Brazil (tilapia) and the University of Laval in Canada (trout) — to evaluate the efficacy of our technologies in reducing phosphorus emissions.

Alltech Coppens is the first aquafeed producer to use net energy in feed formulas. Our approach balances variations in raw materials and focuses on the efficiency of macronutrients. This boosts fish performance and profitability. In 2023, a Ph.D. project helped improve raw-material flexibility in trout formulas. We are also developing net-energy models for other species.



**SDG 15:
Life On Land**

Targets:

Responsibly sourcing raw materials and re-establishing farming’s positive impact on the land and the use of shared natural resources

Our progress:

Responsible

Within Alltech: In 2022, Alltech made a commitment to zero deforestation, with a goal of achieving that target no later than December 31, 2025. In 2023, we established a no-deforestation working group to conduct a forensic analysis of our supply chain, focusing on sourced commodities that are typically linked to deforestation.

One of our top priorities in 2024 is to ensure our compliance with the European Union Deforestation-Free Regulation (EUDR), which aims to address supply-side deforestation. We plan to take this work even further in 2025, with the ultimate goal of becoming deforestation- and conversion-free across Alltech’s entire global supply chain.

Re-establishing

Within Alltech: In 2023, Alltech Crop Science acquired Ideagro to accelerate our soil and crop research and to enhance our biological and other microorganism-based offerings to growers around the world. Ideagro, a leader in agri-food R&D, is committed to improving the productivity and profitability of agricultural systems. The company’s expertise in developing beneficial organisms for soil aids in the growth of crops, reduces the impact of chemical inputs and helps plants better resist biotic and abiotic stress.

In our communities: Alltech E-CO₂ has conducted more than 25,000 on-farm and online environmental assessments, helping farmers reduce their carbon footprint while also highlighting opportunities to improve resource efficiencies. Alltech E-CO₂ also works with agri-food producers to help them make more informed decisions about sustainable feed ingredients and alternatives through Feeds EA™, our environmental assessment system. In 2023, Alltech E-CO₂ completed more than 260 Feeds EA assessments, helping to identify ways to reduce the global warming potential (GWP) of rations. Some highlights from 2023 included opportunities to:

- Reduce the GWP of a beef ration by up to 32%
- Reduce the GWP of a swine finisher diet by up to 48% (from a 2019 baseline)
- Reduce the carbon footprint of a layer farm by 37%



**SDG 17:
Partnerships
for the Goals**

Targets:

Working together to support the successful accomplishment of the Sustainable Development Goals

Our progress:

Alltech is uniting the agri-food community in Working Together for a Planet of Plenty, and as part of that ambition, we have established partnerships around the globe that share knowledge, expertise and technologies to support the achievement of the United Nations' Sustainable Development Goals (SDGs).

In 2023, we conducted the Alltech Sustainability Insights Survey, which gathered information through 26 one-on-one interviews with industry leaders and a comprehensive survey completed by more than 2,500 members of the global agri-food industry. This was an exciting opportunity to quantify attitudes and perceptions about sustainability from stakeholders across the agri-food value chain and to identify tangible actions to help us build a more sustainable future for all.

Additionally, Alltech established a new framework for collaboration with supply chain partners in 2023 to address key sustainability challenges, as highlighted by the insights study. In 2024, we aim to expand upon this work through testing with both new and existing partners.

In 2023, Alltech welcomed a new Planet of Plenty partner, Emirates Food Industries (EFI). Alltech is partnering with National Dairy Farm and Masakin Dairy Farm, two prominent companies owned by EFI, to bring leading-edge carbon footprint benchmarking and methane-reducing technologies to the Middle East.



SDG 2: Alltech team members promote sustainable food production and support community food programs.



SDG 3: Alltech supports farmers in producing nutritious meat, milk, eggs, seafood and crops grown in healthy soil.



SDG 4: Alltech offers various types of training for our team members, including the Alltech Mini-MBA.



SDG 5: Alltech believes gender equality is essential. Women account for 29% of our management team.



SDG 8: Alltech supports full employment for all that is both productive and impactful.



SDG 13: Alltech's Tara McCarthy speaks at numerous sustainability conferences each year, including COP28.



SDG 14: Alltech Coppens has made significant strides toward sustainable raw-materials sourcing.



SDG 15: Alltech acquired Ideagro to accelerate our soil and crop research and enhance our biological offerings.



SDG 17: Alltech and Emirates Food Industries are bringing sustainability projects to the Middle East.

Environmental impact

Reducing the impact of our operations

Alltech is committed to prioritizing the efficient production of nutritious food while working to minimize our carbon footprint — and helping producers worldwide find and implement solutions to their sustainability challenges.

We know that it would be impossible to create a world of abundance for future generations without addressing climate change. This urgent need for action presents a significant opportunity for the agriculture industry, because we have the ability not

only to lower our greenhouse gas (GHG) emissions but also to capture and sequester emissions from other industries.

By adopting nutritional solutions, innovative technologies and optimal management practices, the agriculture industry can enhance production efficiency to ensure access to safe and nutritious foods for the global population in a way that also prioritizes planetary health.

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Environmental impact

Roadmap to reduction

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

Alltech is committed to reducing our greenhouse gas (GHG) emissions according to the reduction trajectory recommended by the Intergovernmental Panel on Climate Change (IPCC) to limit global warming and combat the most urgent challenges posed by climate change. IPCC has set ambitious targets that require significant transformations across all sectors of the global economy. The world must reach net-zero GHG emissions by 2050 to limit global warming and avoid the worst impacts of climate change. Alltech is determined to take bold action to reduce our GHG emissions and build a more sustainable 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

We have committed to reducing our Scope 1 and 2 emissions 42% below our 2021 baseline by 2030.

GHG Scope (metric tons CO ₂ e)	2021	2022	2023
Scope 1 Total	108,894	85,318	83,864
Scope 2 Total	47,525	44,636	41,527
Scope 1 & 2 Total	156,419	129,954	125,390
Change from 2021 baseline year	-	-16.9%	-19.8%

How we are reducing Scope 1 and 2 emissions

Reducing Scope 1 emissions: We are replacing or refurbishing inefficient heaters, boilers and furnaces to be more efficient. Alltech’s engineering team has also completed several successful projects to capture waste heat from the exhaust on boilers and heaters, using it instead to preheat the next batch going into the boiler or heater.

Reducing Scope 2 emissions: For many years now, Alltech has relied on more efficient lighting and electrical equipment in our facilities. Recently, we installed solar photovoltaic systems at our facilities in Mexico, Spain and South Africa and at our Ideagro offices in Spain. The engineering team is considering utilizing solar power at several other manufacturing plants.

Energy efficiency improvements

There are many opportunities to further reduce our emissions through energy conservation practices, such as upgrading to energy-efficient equipment, achieving process efficiencies and other innovative solutions. Making energy efficiency improvements is one of the most important things a company can do to improve profitability and reduce emissions.

Alltech invested \$3.85 million in energy efficiency and renewable energy projects in 2023. These 19 projects reduced our emissions by 8,990 metric tons CO₂e per year. We also completed 31 energy efficiency project feasibility studies, which will enable the next round of improvements.



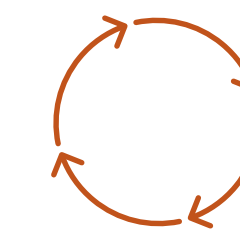
Scope 1

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

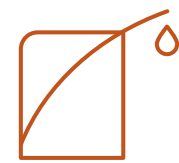
Emissions that are all other indirect emissions associated with our value chain; these are the emissions that are embedded in everything we purchase and all our activities

Recycling heat energy to reduce emissions

Alltech’s engineering department, supported by the ESG team, has developed an ambitious sustainability projects plan.

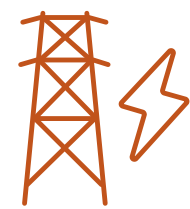
The first step in achieving our sustainability goals is to reduce and recycle energy waste. Our Asian operations and projects team, led by Asia-Pacific director of operations Keith Gribbins, recently started a new initiative at our Bioplex® production facilities in Pune, India, and Dong Nai, Vietnam.

State-of-the-art thermal heat recovery units, together with combustion optimization technologies, now recover the heat energy generated in these facilities and use that heat energy to preheat the air and water used during the drying and heating stage of the production process. This recycles a massive amount of heat energy that was previously wasted.



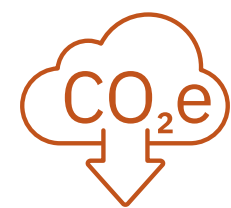
-40%

reduction in fuel consumption



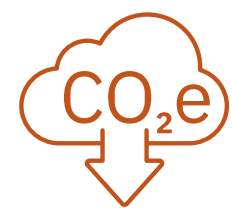
-14%

reduction in electric power consumption



-595 MT CO₂e

GHG emissions reductions per year at our facility in Pune, India



-395 MT CO₂e

GHG emissions reductions per year at our facility in Dong Nai, Vietnam

“Projects like these enable us to optimize our production processes, lower our costs significantly, achieve our sustainability goals, reduce company risks and support our purpose of Working Together for a Planet of Plenty®,” said David Valencia, global projects manager for Alltech’s engineering team.

As we advance toward our climate goals, it is important to measure our emissions more closely to identify new reduction opportunities. Therefore, we will be measuring our Scope 1 and Scope 2 GHG footprint every quarter.



Our engineering and ESG teams developed an ambitious plan to reduce emissions from our manufacturing facilities.



Alltech recycles energy waste in our operations in Pune, India, and Dong Nai, Vietnam.

Scope 3 reductions

In 2021, Alltech conducted a preliminary inventory of two Scope 3 categories: Category 1, purchased goods and services, and Category 11, use of sold products. We have now completed a full Scope 3 inventory for 2023, including a thorough assessment of forest, land and agriculture-related (FLAG) emissions. We will use this new inventory as our Scope 3 baseline.

Scope 3 Category	Emissions (MT CO ₂ e)
3.1 Purchased good and services	4,685,937
3.2 Capital goods	19,035
3.3 Fuel and energy-related activities	40,882
3.4 Upstream transportation & distribution	61,403
3.5 Waste generated in operations	754
3.6 Business travel	10,777
3.7 Employee commuting	8,879
3.11 Use of sold products	519,704
3.12 End-of-life treatment of sold products	350,126
Total	5,697,497

We have committed to reducing our Scope 3 emissions by 25% below our 2023 baseline by 2030.

Reporting our progress to CDP

In 2023, Alltech began reporting our emissions data and progress toward our targets annually in our sustainability report and to CDP (formerly called the Carbon Disclosure Project) as part of our efforts to increase transparency and accountability. This also allows us to benchmark our performance against our peers’, identify areas for improvement and communicate our progress.

Environmental impact

Life-cycle analyses

Measuring the impact of our core technologies

A life-cycle analysis (LCA) is a measurement of how a service or product impacts the environment. These analyses are an excellent tool for delivering transparent, verifiable data about a company’s environmental footprint.

LCAs consider all inputs, including ingredients, energy, transport, packaging and any pollutants generated in the production of a product. With this information, industries and businesses can explore how their choices impact the sustainability of their products and subsequently identify ways to eliminate waste and increase efficiency.

At the beginning of 2023, Alltech set an ambitious target of completing LCAs on Alltech’s core technologies across all of our manufacturing sites by the end of the year. A combined total of 74 LCAs, representing Alltech’s top seven specialty ingredient brands, were completed across 17 production facilities in five continents.

In collaboration with our operations team, we have looked at the impact of every individual ingredient, packaging and transport, as well as processes at an individual site level, said Tara McCarthy, global vice president for ESG. Alltech E-CO₂ then calculated the carbon footprint for each product at each site, utilizing a new model the team recently developed. Rather than utilizing an assumed value for cradle-to-grave analysis of products, our preference is to utilize cradle-to-gate analysis – up to the Alltech factory gate. Through Alltech E-CO₂, we can conduct on-farm livestock carbon footprints that take into account the use phase of Alltech’s technologies.



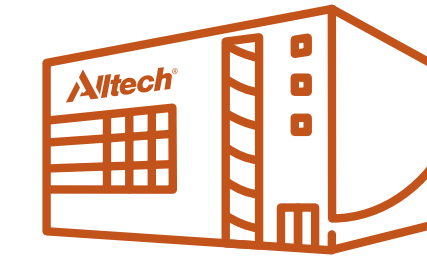
74

life-cycle analyses



7

specialty ingredients



17

production facilities



5

continents

These LCAs were conducted using Alltech E-CO₂’s Process EA™, which is compliant with the ISO:14067 and PAS:2050 methodologies. The LCAs have been verified by Carbon Trust Assurance Limited in accordance with:

- Greenhouse Gas Protocol: Product Life Cycle Accounting and Reporting Standard (2011)
- Carbon Trust’s Product Carbon Footprint Requirements for Assurance (V3)

Such verification ensures that we are providing our customers with transparent and accurate information about the environmental impact of our products so they can calculate the carbon footprint of their products and/or operations. Completing LCAs also helps Alltech comply with evolving sustainability standards around the world.

Future goals

In 2024, Alltech will build further granularity within our product families, based on the prioritization of customers and geographies. We aim to conduct 40 additional LCAs as part of this program.



Environmental impact

Reducing waste in our facilities

Developing better management systems across our global facilities

Alltech explores every avenue for reducing waste and decreasing our environmental impact. We strive to not only manufacture nutritional technologies that improve animal health and performance, but to also make sure that those products are packaged in the appropriate materials. On our path to sustainable packaging, our team carefully studies the available options, fully considering the multiple ways a change in packaging could affect the environment and the nutritional technologies we offer.



After exhausting efforts to refuse, reduce, reuse or repurpose waste, Alltech's Woolfox team members find suitable recycling programs for the remaining waste.



Success story: Woolfox reaches zero waste to landfill

The team at Alltech's Woolfox facility in the United Kingdom decided that waste management should be a primary focus. With a goal of sending zero waste to landfill, the team adopted the 5R process, with the following results:

Refuse — The first step involved refusing to accept unnecessary product packaging, opting for reusable or returnable packaging and containers wherever possible.

Reduce — Already well underway at Woolfox, the team doubled down on reducing printing, decreasing their use of non-recyclable plastic and producing as little organic waste as possible.

Reuse — The team reduced the use of single-use plastics, including items like cups, straws and gloves, by focusing on one area at a time. They replaced single-use utensils with reusable or compostable utensils, reused packaging and ink cartridges, and switched to rechargeable batteries.

Repurpose — If the Woolfox team couldn't refuse, reduce or reuse a particular item, they attempted to repurpose it instead through a process also known as upcycling.

Recycle — Team members recycled as much of the remaining waste as possible. From cardboard to paper to plastics and more, the Woolfox team baled that waste and found suitable recycling programs for those items.

Implementing this Earth-friendly waste management approach helped the Woolfox facility reach its goal of sending zero waste to landfills, which led to a **75% reduction** in waste costs and packaging waste taxes.

Learning from Woolfox's success

Lessons learned from this successful initiative are already guiding Alltech's new, overarching plan for better waste management in all our facilities and offices globally. Based on the success of the Woolfox program, Alltech has developed a simple but powerful four-point plan to bring a new waste management program to life:

- Identify and measure the waste
- Create a waste reduction management plan
- Educate our teams about reducing waste in the workplace
- Set and share timelines and specific milestones

With a top-notch, industry-leading waste management strategy, Alltech can advance our purpose of Working Together for a Planet of Plenty while also significantly cutting costs.



Improving our packaging

Alltech explores every avenue for reducing waste and decreasing our environmental impact. We strive to not only manufacture nutritional technologies that improve animal health and performance, but to also make sure that those products are packaged in the appropriate materials. On our path to sustainable packaging, our team carefully studies the available options, fully considering the multiple ways a change in packaging could affect the environment and the nutritional technologies we offer.

Alltech and our family of companies have implemented packaging changes for several of our solutions, and we are studying appropriate measures to reduce the impact of the other materials we use.

A recent example includes our progress at Alltech Coppens, where we adjusted all packaging sizes to ensure that we are only sending out full bags instead of “crisp” bags (or bags that include a large amount of air instead of being filled with product). We reduced the length of our 1-tonne bags by an average of 14.3% in 2023. This allowed us to reduce the amount of polypropylene needed per 1-tonne bag by 231.55 grams – for a total reduction of 1.556 kilograms of polypropylene and 2.966 kilograms of CO₂ on a yearly basis. We are now able to load 260 empty 1-tonne bags onto a single pallet instead of our previous maximum of 250 empty bags, allowing us to ship 4% more packaging for the same cost and with the same CO₂ footprint.

Committing to zero deforestation

In 2022, Alltech made a commitment to zero deforestation, with a target date of achieving that goal no later than December 31, 2025. In 2023, we established a no-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.

One of our top priorities in 2024 is to ensure our compliance with the European Union Deforestation-Free Regulation (EUDR), which aims to address supply-side deforestation. Certain commodities and derived products, such as cattle, cocoa, coffee, palm oil, soy and timber, will be subject to due-diligence checks before they can be eligible to be shipped into the EU.

Committing to zero deforestation advances Alltech’s purpose of Working Together for a Planet of Plenty. Protecting forests aids in preserving ecosystems and combating climate change. It also ensures the survival of many animal and plant species and helps mitigate climate change because forests act as carbon sinks, absorbing CO₂ from the atmosphere.

Forests also play a crucial role in regulating the water cycle, including maintaining groundwater levels and ensuring regular rainfall patterns. This can help prevent floods and droughts.

Zero deforestation can also help maintain soil health and prevent land degradation.



Social engagement

Making a difference every day

Alltech founder Dr. Pearse Lyons was a pioneering scientist and savvy entrepreneur, but he is also fondly remembered for his extraordinary dedication to making a difference in the lives of others. Dr. Lyons and his family made significant philanthropic donations to many charities, but he did far more than that. He was tireless in his service to others, often visiting in person and working shoulder-to-shoulder with colleagues and others to support disaster relief efforts, educational initiatives and new opportunities for underserved communities.

Dr. Mark Lyons and Mrs. Deirdre Lyons have nurtured the spirit of giving that is ingrained in Alltech’s culture and reflected worldwide through our team members. Whether it’s a companywide initiative involving thousands of team members, an ongoing charitable commitment by one of the teams at our many locations globally, or an act of kindness and generosity by an individual, we are committed to making a difference.

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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 a science lesson to grade-schoolers to conducting major research about how to capture more carbon with animals on the land, Alltech is sharing the sustainable power of science in agri-food in the communities in which we live and work.

We have created more than a dozen state-of-the-art science labs in elementary schools in Kentucky and Ireland where students can explore the world around them through a scientific lens. Our scientists and colleagues often visit classrooms or appear virtually to discuss and demonstrate scientific activities, provide expertise for science fairs and other events, and serve as resources for community educators and organizations.

Our team members have adopted educational initiatives throughout the world, such as the Classroom of Hope in the Philippines, the Nutri Milk project in India, science fairs in Ireland and more. We also provide ongoing support for schools in Ireland, Mexico, China and Haiti and for several universities in Europe. Here are a few examples of our local projects.

Inspiring the next generation of change-makers

Alltech believes in investing in the future by cultivating curiosity through a love of learning and discovery.

One way we actively promote this mission is by funding and planning the construction of state-of-the-art science laboratories at schools in Kentucky and Ireland, giving young students a chance to discover the power and excitement of science from an early age. Since 2007, 20 classroom science labs in 15 schools have been completed.



One of the latest Alltech-supported education projects is the Dr. Pearse and Deirdre Lyons Center for Academic Excellence at Lexington Catholic High School in Kentucky.

In September 2023, Mrs. Deirdre Lyons participated in a dedication and ribbon-cutting ceremony for the latest Alltech-supported education project: the Dr. Pearse and Deirdre Lyons Center for Academic Excellence at Lexington Catholic High School in Kentucky.

The 28,000-square-foot new addition allows the school to accommodate 21st-century science, technology, engineering and mathematics (STEM) programming and includes six modern science laboratories designed by Mrs. Lyons. These labs features a modern classroom setup and state-of-the-art technology and lab materials, fostering a progressive educational environment that supports collaborative learning.

The Dr. Pearse and Deirdre Lyons Center for Academic Excellence also houses multiple science classrooms, an educational enhancement center for students with learning differences, and a student commons area. It was funded through a Lexington Catholic capital campaign supported by Alltech and numerous other community donors.

Sharing science with students

Since April 2015, the Alltech research team in Dunboyne, Ireland, has inspired hundreds of primary and secondary school students to study science. Our team visits Our Lady Immaculate (OLI) Senior National School in Darndale, Dublin, throughout the academic year to conduct hands-on experiments and mentor students.

In 2023, the students visited the Alltech European Bioscience Centre in Dunboyne for an interactive educational session. They were introduced to various aspects of our research and sustainability initiatives,

and they participated in hands-on activities designed to illustrate the importance of sustainable practices in agriculture and everyday life. One highlight of the visit was a practical demonstration of milking a cow, giving the students an opportunity to experience traditional farming methods firsthand.

Our partnership with OLI allows us to engage with the community and help the next generation understand sustainable practices and why they are important. Our science outreach program supports teachers in the development of age-appropriate, hands-on experiments; portrays and communicates STEM in real, accessible terms that are relevant to children's lives; and works to inspire the students to pursue careers in science. Alltech scientists also help the students prepare for several annual science fairs.



The Alltech Primary School Science Initiative gives students insights into potential career paths they might not have imagined.



The Alltech Serdán team participates in numerous social projects, including ongoing support of a local children's home, Casa Hogar.

Connecting with the community

The team at Alltech Serdán, located in a rural area about 120 miles southeast of Mexico City, has been giving back to the community for more than 20 years.

Alltech Serdán participates in numerous social projects to make a difference in the community. Alltech volunteers have been dedicating their time to the children living at a local home for children, Casa Hogar, providing mentorship and sponsoring projects that improve their care.

In addition, they provide support for Centro de Atencion Multiple (CAM), a school for children with special needs; El Cerrito Primary School; and many other community organizations.

The local team also collaborates with several universities and high schools to strengthen educational opportunities in the region. The team members offer facility tours featuring environmental and community presentations and conduct an internship program that currently includes seven university interns working on projects at the manufacturing plant.

In October 2023, Alltech Serdán participated in relief efforts for those who were affected by Hurricane Otis, a monster storm that hit Acapulco, displacing more than 34,000 residents. In addition to a financial contribution to the Red Cross in Puebla, our team members donated nonperishable food, personal hygiene products, medicines and more to Red Cross relief efforts and volunteered to package donations that were being sent to Acapulco.

In acknowledgement of its role in the community, Alltech Serdán has been certified by Empresa Socialmente Responsable (ESR). This prestigious endorsement is given to businesses in Mexico that are committed to policies, programs, decision-making and actions that benefit the industry and have a positive impact on people, the environment and the communities in which they operate.

Supporting young leaders in agricultural journalism

Since 2005, the International Federation of Agricultural Journalists (IFAJ) and Alltech have

partnered to support the Young Leaders in Agricultural Journalism Award, which recognizes the leadership potential of its young members from countries belonging to IFAJ. We believe it is important to encourage and nurture those who are destined to develop in the profession, to help IFAJ grow and to contribute positively to the global advancement of agricultural journalism and communications.

IFAJ and Alltech offer 10 annual scholarship opportunities for young members (35 years old or younger) of the federation to attend the IFAJ Congress. Recipients participate in a unique boot camp that provides expert training and feedback through on-site writing and broadcasting assignments, as well as agriculture tours, and they develop skills through formal in-class training. As part of their learning experience, these young leaders also write or record spot news during the duration of the congress.



Alltech India team members celebrated Make a Difference Day with the children of the Baldwin Opportunity School in Bangalore, which serves children ages 7 to 11 who have mild to moderate intellectual disabilities.

Making a difference: Honoring Dr. Lyons' legacy

Alltech founder Dr. Pearse Lyons believed in living each day to the fullest and making a difference in the lives of others. His legacy lives on through our team members around the world, and through the philanthropic endeavors supported by the Pearse Lyons ACE Foundation, a nonprofit organization that supports programs for underserved families and vulnerable populations, disaster relief efforts, educational programming and other community improvement efforts.

Each year, on and around Aug. 3, Dr. Pearse Lyons' birthday, thousands of Alltechians make a point of giving back to their communities in a variety of ways as part of our annual Make a Difference Day. From delivering supplies and food donations to schools to hosting tree plantings and trash pickups, our team members make a difference across all regions on this special day.

As part of "Make a Difference Day," many team members also participate in the Make a Difference Dash. In 2023, we invited our global team members to participate in a challenge: to collectively traverse 3,701 miles (5,956 kilometers), which is roughly the distance between Dr. Lyons' birthplace of Dundalk, Ireland, and our headquarters in Nicholasville, Kentucky, USA. Our team members embraced this challenge — and well exceeded our goal, eventually logging over 5,363 miles (nearly 8,631 kilometers).

"Make a Difference Day" is a special time of reflection, unity and generosity. However, our positive impact is not limited to this moment. Alltech makes a difference year-round.

Pearse Lyons ACE Foundation

Philanthropy is a cornerstone of our culture at Alltech. We are committed to supporting the communities in which we live and work around the world. Many of our ongoing community engagement projects help support underserved families and vulnerable populations.

Rooted in Alltech’s history of active, on-the-ground disaster relief around the world, the Pearse Lyons ACE Foundation has enabled us to strengthen our support. In recent years, we have been able to aid the global agriculture community in recovery from several natural disasters. The foundation also supports educational initiatives in communities around the world.

Some of our ongoing projects include the following:

- The Alltech Vocal Scholarship Competition provides vocal students the opportunity to attend the University of Kentucky and join the U.K. Opera Theatre. Since it began, this program has allowed nearly 200 students to overcome financial barriers to pursuing their dreams.
- In Haiti, we continue to support three primary schools through a relationship established following the devastating earthquake there in 2010. Today, those schools ensure the education of more than 1,200 children. In the Philippines, we rebuilt an elementary school where more than 900 students now have access to new computers and science equipment.
- We have built more than 20 state-of-the-art science laboratories for primary schools in Kentucky and Ireland.

- In Kentucky, we support GreenHouse17, an advocacy organization and emergency shelter that provides resources to survivors of intimate partner abuse. In 2023, the ACE Foundation donated \$100,000 to the organization to support its crisis intervention and stabilization services for intimate abuse survivors — about 6,000 people every year.
- In recent years, the foundation has been able to aid the global agriculture community in its recovery from several natural disasters, including relief for farmers in Türkiye who were affected by a magnitude-5.6 earthquake in February 2023 that led to widespread damage and tens of thousands of fatalities in Türkiye and Syria; flood relief in Eastern Kentucky; tornado relief in Western Kentucky; the Australia Farming Relief Fund; the Iowa Derecho Devastation Relief Fund; Hope After Harvey hurricane relief in Texas and more.
- The foundation contributes to numerous other local causes around the world that support educational initiatives, underserved families and vulnerable populations.

Raising funds to support cancer and mental health charities

Inspired by the No-Shave November movement, Alltech president and CEO Dr. Mark Lyons and the Pearse Lyons ACE Foundation kicked off the inaugural Lyons Mane Charitable Challenge in 2023, which raised \$30,000 for six charitable organizations that support individuals battling cancer or dealing with mental health challenges. The fundraiser united Alltech team members and others in growing a beard or mustache during the month of November — or participating in their own unique 30-day challenge — to raise funds for:

- **Pieta (Ireland)**, a mental health/self-harm/suicide awareness and support organization
- **National Breast Cancer Foundation (U.S.)**, which provides early detection, education and support services to those affected by breast cancer
- **Do More Agriculture Foundation (Canada)**, an organization that champions the mental well-being of those in the Canadian agriculture industry
- **Prostate Cancer Foundation (U.S.)**, the leading organization dedicated to funding life-saving prostate cancer research

- **Cactus Instituto (Brazil)**, a nonprofit philanthropic and human rights entity that works to expand care in disease prevention and mental health promotion in Brazil
- **The Little Princess Trust (U.K.)**, a nonprofit that provides wigs for children who have lost their hair during cancer treatment

Each organization received \$5,000 from the Pearse Lyons ACE Foundation. In total, 46 participants committed to various activities, such as running 100 miles, reading 10 books, practicing a foreign language, or tracking their spending to increase savings.



Alltech presented a \$100,000 check in December 2023 to GreenHouse17, an advocacy agency and emergency shelter committed to ending intimate partner abuse.

Social engagement

In our workplaces

Diversity, inclusivity and a culture of curiosity empower Alltech

Alltech believes strong team member engagement is one of the keys to our success. We strive to foster an environment where every individual is supported through inclusivity, belonging and opportunities for continuous growth, and where our teams feel deeply connected to our purpose of Working Together for a Planet of Plenty.

- Open communication and collaboration:** Alltech promotes a culture of open communication where ideas and feedback are encouraged. Regular team meetings, town halls and an open-door policy allow team members to voice their opinions and contribute to the company’s growth. At our European Headquarters in Ireland, a Team Voice initiative enhances two-way engagement and communication between team members and management.
- Team member recognition:** The company has established several recognition programs that highlight exceptional performance. These programs are communicated through global town halls and our weekly newsletter.

Our investments in learning

At Alltech, we believe in the pursuit of lifelong learning. 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.

- To date, **124 colleagues have been sponsored by Alltech** to pursue and complete master’s and doctorate degrees.
- Since its inception in 2000, **more than 600 team members have completed the Alltech Mini-MBA program** with the University College Dublin, our advanced management development program. 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.
- In 2023, **Alltech team members undertook a total of 15,733 courses** on our online Alltech Learning Hub, an internal digital platform that allows team members to complete online courses to grow their skills and knowledge.

It offers optional and self-guided learning as well as required courses that bring our policies to life through practical training. Team members can explore courses at any time by accessing the hub on a computer, tablet or mobile device. Additional content is frequently planned and added, including new team member onboarding information and sustainability courses.

Our commitment to diversity

Alltech is proud to have a diverse global workforce. Our inclusion of varied geographies, genders, educational backgrounds and work experiences empowers our more than 5,000 team members around the world to grow robust careers.

Mini-MBA: Of the 608 team members who have graduated from the Alltech Mini-MBA, 75% are men and 25% are women; 55% of new students in 2024 are men and 45% are women.

Women in Food & Agriculture: Achieving gender balance among participants has been a key focus as we continue to leverage the Alltech Mini-MBA program, one of the industry’s leading training programs, to advance our business. 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. Alltech sponsors the Women in Food and Agriculture’s Mentorship Program, which matches applicants with mentors and offers opportunities for women in food and agriculture to develop meaningful industry connections. The 2023 program saw 210 industry representatives matched across two cohorts.



Alltech’s team by the numbers

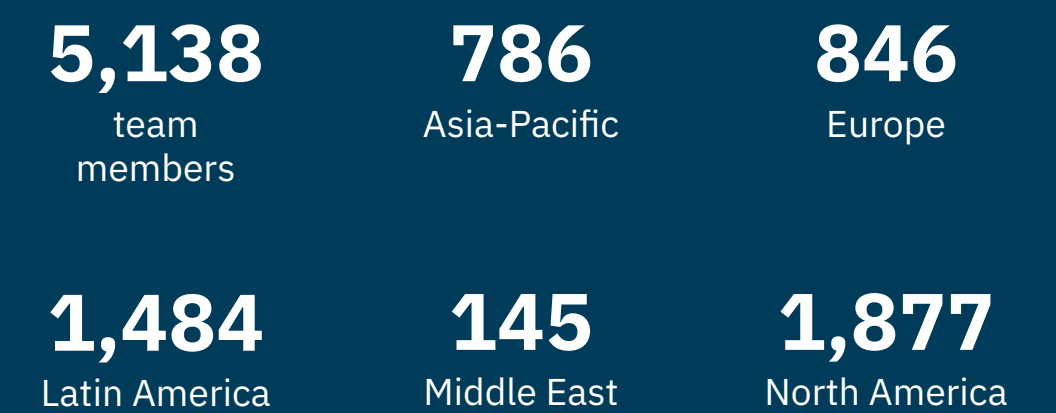
Our executive team



Our board of directors (non-executive)



Global colleagues



140 countries proudly served!

Social engagement

In our industry

Alltech is a global thought leader and connector

“Make a Friend” is one of Alltech’s seven core values. A common refrain from company founder Dr. Pearse Lyons, this simple phrase encompasses a strong culture of connection that has established us as much more than a successful global corporation and industry thought leader. Outreach and engagement are central to the way we do business. Our dedication to this value helps us publicize our services, solutions, ideas and goals and provides us opportunities to communicate with customers, colleagues, distributors, suppliers and others in the industry, from researchers, veterinarians and nutritionists to small family farms and major agri-food companies.

We have forged strong partnerships with many organizations and individuals – from startups to established industry players and more – to address some of the most pressing issues facing the agri-food community. We work with our partners to develop solutions and bring awareness to the important role agriculture plays in nourishing our population and planet, both today and for many generations to come.



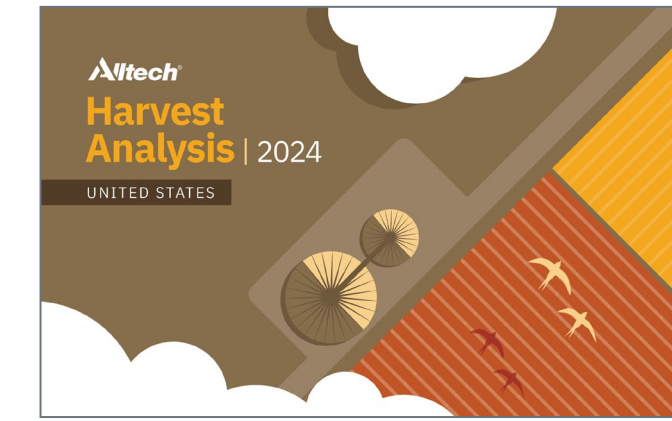
Sustainability Report

The annual Alltech Sustainability Report describes Alltech’s many sustainability-related initiatives and achievements from the previous year, from advancing the U.N.’s Sustainable Development Goals to local projects, such as our environmentally sound harvest and reforestation of yucca plants near the Alltech facility in Serdán, Mexico.



Sustainability Insights Report

The 2023 Sustainability Insights Report 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. It 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 Earth without sacrificing productivity or profitability.



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. 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 partnering labs, Alltech utilizes the services of its Alltech 37+® laboratory, which can detect up to 54 individual mycotoxins.



Agri-Food Outlook

For more than 13 years, Alltech has published the results of its annual feed survey in the Alltech Agri-Food Outlook. It includes data from 42 countries and more than 27,000 feed mills. Alltech works with feed mills and industry and government entities around the world to compile data and insights to provide an assessment of feed production each year. Compound feed production and prices are collected by Alltech’s global sales team and in partnership with local feed associations.



Working Together for a Planet of Plenty®

Alltech’s purpose of Working Together for a Planet of Plenty helps us address today’s increasing sustainability challenges. At Alltech events and external conferences, tradeshows and meetings, Alltech team members share successes, goals and opportunities related to this major initiative. Such in-person engagement is supported by extensive online outreach, centered on the Planet of Plenty website, where frequent blog posts, podcasts and videos feature a variety of internal and external experts — including farmers and ranchers on the front lines of sustainability initiatives worldwide.



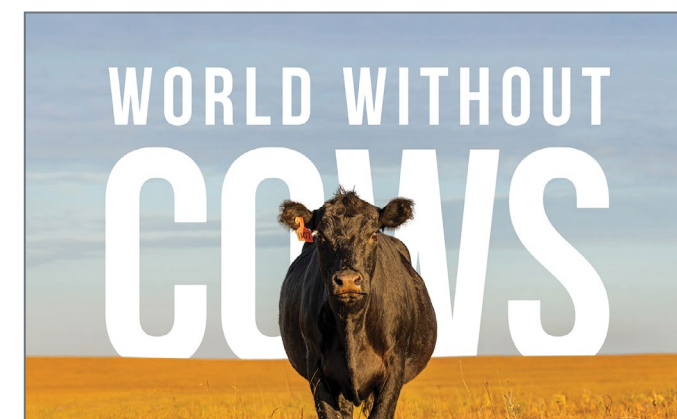
Alltech ONE Conference and Alltech ONE World Tour

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, Hungary; Dublin, Ireland; Calgary, Canada; Washington, D.C.; São Pedro, Brazil; and Dubai, United Arab Emirates. These gatherings reinforced Alltech’s position as a global partner that goes the extra mile — in this case, literally — to advance the goals of our customers and our industry.



Alltech Presidents Club

For nearly 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 2023, we held our annual event in Kentucky and the first-ever Spanish Alltech Presidents Club in Córdoba, Spain, which transcended language barriers and created a feeling of unity among the more than 90 agri-food executives from across Spain and Latin America who attended.



Upcoming documentary, World Without Cows

In 2023, work continued on our upcoming Planet of Plenty documentary, World Without Cows, which will be released in late 2024. This film addresses the ongoing controversy around cows and sustainability, starting a new conversation by posing the intriguing question, “Are we better off in a world without cows?” Through interviews with experts in environmental and agricultural science, World Without Cows presents a balanced discussion about the cultural and economic significance of cows, their role in nourishing the world and their impact on climate. The documentary aims to broaden the conversation about the role cows play in our daily lives and invites viewers to consider the implications of removing them from our world.

Visit worldwithoutcows.com to learn more.

Sharing our research and expertise

Alltech engages with our stakeholders via conferences and tradeshows, through our 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.

Tara McCarthy, Alltech’s global vice president of ESG, often participates in sustainability conferences as a speaker and attendee. In 2023, she was featured on a panel during the United Nations Climate Change Conference (COP28), which convenes country leaders each year to discuss and coordinate global efforts to address climate change. COP28 emphasized the role of food systems and agriculture in climate action.

During the panel, “The Great Food Debate,” Tara and a group with diverse views discussed the link between the consumption of animal-sourced foods and climate change. The conversation centered on how to promote more sustainable agricultural practices that reduce environmental impacts while ensuring food security, how to create a food system that makes nutritious and affordable food available for everyone, and how to think about food science and innovation in relation to nutritious and healthy diets.

“Agriculture is at the heart of a promising future for our planet — providing high-quality nutrition for all while revitalizing local economies and replenishing Earth’s natural resources. However, agriculture’s complexities, exposure to challenges, from climate to conflict, and the diversity of systems can compromise its potential for positive impact,” Tara said. “It is fundamental that we take a broader view, with openness to new thinking, solutions and collaborations.”



Bringing Alltech to the world

Alltech team members meet local challenges with global expertise. Our local focus and global connections allow 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 of the agri-food value chain, advancing innovation, collaboration and industry advocacy. Our team members are often asked to share our 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.

Some of our industry memberships include:

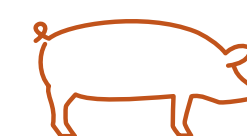
- **IFIF:** The International Feed Industry Federation (IFIF) is comprised of feed associations from Africa, Asia-Pacific, Europe, North and South America and the Middle East, as well as global organizations and corporations. Its members represent over 80% of global compound animal feed production. Dr. 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, academia, 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.)
- Sindrirações (Brazil)

Around the world, Alltech advocates for our industry. In the U.S., for example, members of Alltech’s leadership team regularly visit Washington, D.C., to build on our longstanding relationships with Kentucky’s congressional delegation and to foster connections with other members of Congress whose districts are home to our facilities throughout the United States.



Lori Stevermer, customer success manager for Alltech’s U.S. pork business and former marketing manager for Hubbard Feeds, has been a passionate advocate for pork producers for many years. In March 2023, she was named president-elect of the National Pork Producers Council, which advocates for the social, environmental and economic sustainability of U.S. pork producers and their partners.



Alltech’s Dr. Jules Taylor-Pickard was one of 20 animal nutritionists asked to share their insights about the global challenge of antimicrobial resistance during an event hosted by the Food and Agriculture Organization (FAO) of the United Nations.



Dr. Patrick Ward, Alltech’s applications manager for Europe and Asia-Pacific, was one of the featured speakers of the Alltech ONE World Tour in 2023. Nutritional technologies can improve animal performance — and, in turn, profitability — while also offering sustainability benefits, he said.

Governance

Robust structure prioritizes ESG, ensures accountability and creates positive impact

Alltech is committed to advancing and strengthening our ESG program, further developing our priorities and goals, and fostering a culture of sustainability. Our governance structure helps steer our ESG strategy, shape our priorities and goals, and integrate them into our business strategy and objectives.

This structure also emphasizes the integration of sustainability practices, highlights our commitment to ethical practices, and ensures accountability. These commitments are fundamental to Alltech’s long-term success and to advancing 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 includes three essential elements for providing direction and oversight: the board of directors, internal audits and external audits. The board of directors provides oversight on risk and compliance and strategic goals. Our internal audit function offers independent, objective assessments of the organization’s risk management and internal controls, while external audits provide an independent review of financial statements, ensuring accuracy and compliance with regulations. Together, these elements promote accountability, transparency and effective risk management within the organization.

Our sustainability governance structure is designed to enable the vice president of ESG to report directly to our president and CEO, Dr. Mark Lyons, 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.

Risk management

We strive to ensure an ethical, compliant and sustainable model within our operations. At Alltech, assessing and managing risks is a shared responsibility, from the board of directors to our executive leaders and our team members around the world, across all functions of the business.

We aim to prevent ethics, compliance and sustainability risks by implementing strong policies, procedures, controls, communications, training and due diligence. We detect ethics and compliance risks through monitoring and auditing, and we respond to concerns of misconduct through internal reporting, investigations and sanctions.

Given the importance of sustainability, we report on the progress of our sustainability targets alongside our financial targets. Additionally, we are committed to increase how often topics of sustainability risk assessments are included in the risk management process.

Understanding ESG

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 ESG 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.

Ethics and compliance

Demonstrating our commitment to transparency and achieving our ESG goals

Alltech is dedicated to upholding the highest standards of ethical behavior and compliance with all applicable laws and regulations. As a leader in the agriculture industry, we have always understood that our actions have far-reaching impacts, and we remain committed to conducting our business with integrity, transparency and accountability.

In 2019, Alltech became a signatory to the United Nations Global Compact (UNGC). We strive to operate our business in a way that meets fundamental responsibilities in the areas of human rights, labor, the environment and anti-corruption.

Our commitment to the Ten Principles

Alltech’s Labor and Human Rights Policy reflects our respect for human and labor rights standards and our commitment to treating all individuals fairly and creating a diverse and inclusive environment. Our Health, Safety and Environmental (HSE) Policy is a demonstration of our commitment to protecting the health, safety and environment of everyone who plays a part in our operations, lives in the communities in which we operate or uses our products.

Aligning with our sustainability goals

Alltech believes that a sustainable agri-food sector is both possible and essential. As a leader in the agriculture industry, we are committed to enhancing environmental stewardship, finding areas for improvement or innovation, and advocating for sustainable practices within the industry. Our policies also underscore our commitment to the U.N. Global Compact’s Ten Principles and the U.N. SDGs.

Our policies

Alltech has implemented a suite of policies that guide organizational behavior to maintain the highest standards of integrity and compliance. Policies updated and implemented in 2023 include:

- 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
- Labor and Human Rights Policy
- Non-Discrimination and Anti-Harassment Policy
- Non-Retaliation Policy
- Reporting Concerns Policy
- Responsible Sourcing Policy
- Workplace Violence Prevention Policy
- HSE Policy

Policies under development/review:

- Deforestation Policy
- Intellectual Property Policy
- Artificial Intelligence Policy
- Global Travel and Entertainment Policy
- Social Media Policy

Governance

Global Code of Conduct

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

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.

The Global Code of Conduct demands the highest ethical standards and reflects our commitment to the United Nations Global Compact.

This policy applies to all team members, members of our board of directors, and third parties acting on behalf of Alltech, including agents, distributors and consultants.

Gaining inspiration from our core values

Alltech's core values, represent our shared commitment to our customers, colleagues and communities. These values represent a public promise to uphold integrity and share in Alltech's purpose of Working Together for a Planet of Plenty®:

Stay Curious: At Alltech, we believe in the pursuit of lifelong learning. We cultivate curiosity in order 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.

Guiding principles

We put our people first: Our team members are our most important resource, and we work to create the best conditions for them to thrive. We are committed to equal opportunities and protections in the workplace, and we believe that diversity empowers our business. Alltech does not tolerate discrimination, harassment or unsafe conditions. Protecting the health, safety and environment of everyone who plays a

part in our operations is prioritized; 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: Alltech is committed to delivering our solutions and services with the highest standards of quality and safety. We also conduct business with fairness and transparency, avoiding conflicts of interest and corruption and complying with all applicable laws and regulations.

We protect the company's assets and reputation: Alltech's team members commit to protecting data, intellectual property and confidential information about the company and our partners and customers. We also uphold Alltech's image through all our choices.

We make local decisions while considering their global impact: Alltech recognizes 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.

Suppliers' Code of Conduct

In 2023, we updated our Suppliers' Code of Conduct to our new Business Partners' Code of Conduct to encompass a broader scope of ESG commitments and expectations for all business partners. This new code aligns with our values and our Global Code of Conduct.

The Alltech Supplier Sustainability Questionnaire was circulated in 2023, with a 45% completion rate. We are assessing the completion rate and designing a new ESG supplier program to improve supplier engagement. Alltech aims to introduce a tracking system for our suppliers' ESG performance, enhancing transparency and accountability across our supplier management process.

Governance

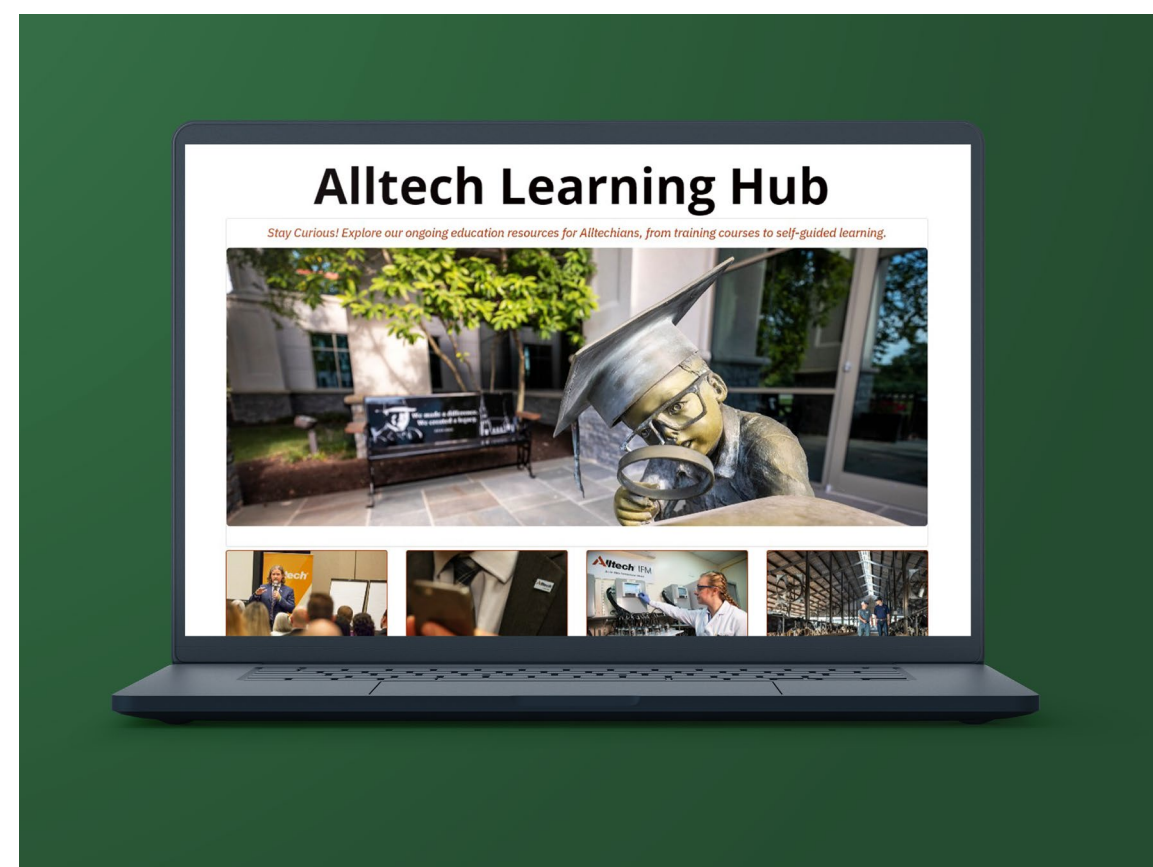
Our actions

Training and communication

In 2023, our global team members were mandated to undertake a series of courses on ethics and compliance. These courses were made available via our Alltech Learning Hub and in more than 10 languages, equipping our teams worldwide with the necessary knowledge and skills to uphold our company’s ethical and compliance standards.

- **ESG at Alltech:** Our ESG (environmental, social and governance) course, taught by Alltech’s vice president of ESG, provides a deep and broad understanding of how ESG principles drive our initiatives in sustainability, affect our policies at the corporate level, and shape our overall business strategy.
- **Protecting human rights:** This course addresses the human rights issue of modern slavery, which includes human trafficking, forced labor and child labor. What steps are governments, agencies and companies taking to eliminate it, and what strategies is Alltech implementing to support that important work?

- **Anti-bribery:** Alltech has zero tolerance for corruption when doing business. Bribery is unethical and, in many locations around the world, illegal. Our anti-bribery course creates awareness about what specific activities would constitute bribery and corruption, and it explains why bribery is a serious violation of our ethical standards.
- **Antitrust:** As our team members regularly engage in sales transactions with international clients and partners, it is essential that they understand the standards and reach of antitrust laws. By providing specific scenarios, this course helps our team members better understand the concept of antitrust laws and explains why it is important to comply with them.
- **Cybersecurity and online habits:** Smart cybersecurity practices are essential for preventing data breaches and other security incidents that can have devastating consequences for organizations. This course focuses on common pitfalls in IT security by end users, providing team members with common-sense guidelines for avoiding them.



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 ensure that bribery, corruption, cyber incidents, slavery and human trafficking do not take place anywhere in our supply chains.

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.

Alltech’s Global Compliance Program aims to prevent violations of local and international law, help us, maintain a high ethical standard in our business and ensure compliance throughout the company.

Risk assessment

Alltech regularly assesses risks in order to take appropriate preventive actions against risk factors such as corruption, cybersecurity, and child and forced labor in our operations and in our supply chain.

Internal risk assessment

To comply with laws and regulations and maintain our ethical commitments, we conduct regular risk assessments of all the countries in which Alltech has direct operations. The results of this process support reporting, inspections, audits, sanctions and other mitigation strategies.

Supplier risk assessment

A suppliers risk-management process has been implemented that utilizes global purchasing data. The goal is to identify (and risk-assess) third parties with whom we conduct business to determine which, if any, may be at high risk for occurrences of child/ forced labor and/or corruption and bribery. The results of this process support reporting, inspections, audits and other mitigation strategies.

Audits and inspections

Alltech’s audit and inspection program focuses on evaluating high-risk Alltech locations within different risk factors. The program is founded upon the principles of conducting management-independent inspections within our facilities. Inspectors visit locations, evaluate procedures and assess books based on documented risk assessments. A formal report is delivered and actions are taken accordingly. The annual internal audit plan is approved by the audit committee.

Reporting system: Speak Up!

To guarantee compliance across the organization, we utilize an internal reporting system, Speak Up! We encourage our 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 participate in investigations. Acts of retaliation are considered misconduct and are subject to disciplinary action.

Governance

Responsible supply chain

With support from Ecovadis Academy, we trained 100 of our global procurement team members in ethics, social, and environmental issues in the supply chain.

Alltech Supplier Day

The relationships that Alltech continues to build with key suppliers help to fuel our global growth and are at the heart of our purpose of Working Together for a Planet of Plenty®. In October 2023, we hosted our third annual Alltech Supplier Day at our global headquarters in Lexington, Kentucky. The group, which included 75 representatives from some of the largest multinationals in our industry, gathered to discuss the global economic environment and sustainability of the feed industry and ingredient markets.

Suppliers' commitments

We expect our suppliers to share this commitment and adhere to the highest standards of ethical conduct, sustainability and social responsibility.

In 2023, we partnered with our Legal and Procurement teams to establish standard terms and conditions for all our suppliers. Through this initiative, every purchase is backed by our

suppliers' commitment to uphold ethical, social and environmental standards in strict adherence to the law and Alltech Business Partner Code of Conduct.

To date, we have implemented these terms and conditions in all the businesses located in the United States, Canada, China and Brazil.

Information technology

Managing information

To meet increased expectations around quality data collection, and to facilitate collaboration and accountability between departments, Alltech invested in new data collection and management infrastructure in 2023.

EnergyCAP: Designed for collection of the utility bills from Alltech's production facilities around the world, EnergyCAP will enable better reporting on energy usage and savings, information that will be used to drive efficiency improvements and GHG measurement and reduction.

Watershed: This provides accurate and streamlined measurement of GHG emissions across all three scopes, which will allow Alltech to monitor progress toward climate targets and identify areas for improvement in our operations and supply chain.

Workiva: This is an overarching system for collecting ESG-related data from unlimited users across the company. Its task management system enables the

collection of individual metrics from colleagues, while its integration options make it possible to pull data in from other tools like Watershed, EnergyCAP, Intalex and Alltech's ERP systems.

Implementing Microsoft D365

With the growth of Alltech's family of companies came a new challenge: how to connect operations across multiple companies and production sites that used varying technologies and metrics.

Alltech's information technology team turned this challenge into an opportunity to align and optimize our computer systems globally through Microsoft Dynamics 365 (D365), which offers state-of-the-art enterprise resource planning (ERP). The switch had many benefits, such as updating operations that were using time-consuming manual methods for tasks such as inventory and logistics, and ensuring correct and efficient compliance with the complex regulations we must meet internationally.

In 2023, we had an aggressive rollout of D365, and Alltech plans to migrate all our ERP systems to D365 across 81 entities by the end of 2025.

This change provides real-time data and new business intelligence tools that have allowed us to streamline operations, ensure accurate reporting and transparency, reduce freight and inventory costs, centralize demand planning, and strengthen regional production planning.

Alltech is expanding its data management capabilities to connect operations across multiple companies and production sites, providing real-time data and new tools to streamline operations.

Azure Cloud migration

Alltech's team also moved its main server infrastructure to the Microsoft Azure Cloud, which is reported to be more eco-friendly than other solutions. Microsoft says that moving on-premises workloads to Microsoft Azure can reduce a company's carbon footprint up to 98%, citing a 2018 study that said the Microsoft cloud is as much as 93% more energy efficient and as much as 98% more carbon efficient than on-premises solutions. These efficiency gains are due to IT efficiencies, hyperscale efficiencies and Microsoft's purchase of renewable energy, the study said.



Governance

Alltech Quality System

Global safety and quality standards ensure consistency

The Alltech® Quality System (AQS) was created in 2005 when Alltech founder Dr. Pearse Lyons challenged the company’s quality team to create a global quality standard that would ensure consistency across all of the company’s manufacturing facilities.

AQS works to continuously ensure or exceed customer satisfaction in the areas of biotechnology, quality, safety and service. It is designed to meet or exceed all global, regional and local regulatory requirements for food and feed, including fraud, adulteration prevention and feed defense systems.

Some of our certifications include FCI, FAMI QS, AFIA Safe Feed/Safe Food, ISO 22000, HACCP and AIC FEMAS. Our leading-edge quality assurance system is used at all Alltech production facilities and warehouse sites across the globe.

Quality processes accompany each step of our operations, including supplier approval, raw material receiving, raw material storage, formulations and batching, the production process, packaging, finished goods storage and shipping. All suppliers,

raw materials and finished goods are assessed using our risk-management process, and each batch is evaluated to make sure the final formulation guidelines are met.

Batches are traceable from the receipt of raw materials until our products are delivered to the customer, and Alltech’s organic feed lines are kept separately from other feeds.

Alltech’s quality team follows a strict training process for team members, and safety and quality standards are rigorously enforced at every Alltech site.

- Documentation is available at all sites, including job descriptions, work instructions, annual training and skills matrices.
- During onboarding, trainees observe and work with an approved trainer before performing tasks independently. New hires receive training on personal hygiene, HACCP, VACCP, TACCP regulations, general quality, and more, repeated annually through video and in-person sessions.
- AQS works to identify potential health and safety impacts during the product-use phase and has implemented policies regarding the monitoring and detection of toxigenic substances.



Alltech Research

Meeting local challenges with global expertise

Alltech’s smarter, more sustainable solutions for agriculture are built on a strong foundation of science that began when founder Dr. Pearse Lyons first harnessed his expertise in yeast fermentation. Our global presence and research foundation have powered the creation of solutions that improve the health and performance of animals and plants, support sustainable agri-food production and result in better nutrition for all. These technologies and services also help producers achieve greater efficiency, profitability and sustainability.

Our research activities are led by nearly 100 scientists across five Alltech bioscience centers and five divisions: ruminant, monogastric, chemistry and toxicology, biological sciences and life sciences. Alltech 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.

Alltech has also established research alliances with leading universities and institutions around the world that bring together experts in their respective fields and provide the necessary resources to drive industry transformation. Our researchers create leading-edge

solutions to nourish people and the planet.

Alltech works with producers around the world 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. Our on-farm analytical services empower producers to meet their goals, troubleshoot issues and lay a foundation for a profitable and sustainable future.

Alltech E-CO₂

Helping producers measure and reduce impact

Alltech E-CO₂ on-farm environmental tools and assessments provide opportunities to benchmark and improve efficiency, profitability and sustainability. It provides a comprehensive range of advice, tools and services to help measure and improve environmental performance.

The company has conducted more than 25,000 on-farm and remote assessments and has developed assessment models for crop and all major livestock species. Certified environmental assessments provide 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 and improve farm efficiency.

Key performance indicators

Measuring our progress and setting ambitious goals for the future

Alltech believes that a sustainable agri-food sector is both possible and essential. As a leader in the agriculture industry, we are working to align our business processes with our goal of creating a world of abundance for all.

To continue advancing our purpose of Working Together for a Planet of Plenty®, Alltech has developed this set of key performance indicators (KPIs) to evaluate the sustainability of our business and stay on target to meet our goals.

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Key performance indicators

Pillars	Focus Areas	Our Ambitions	2022	2023	2024	
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 = 85,318 MT CO ₂ e Scope 2 = 44,636 MT CO ₂ e Scope 1 & 2 = 129,954 MT CO ₂ e This is a 16.9% reduction from the 2021 baseline.	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 = 5,697,497 MT CO ₂ e	Our Scope 1 and 2 emissions reductions have already exceeded our 2024 goal. Energy efficiency and renewable energy projects completed in 2023 and early 2024 should move us even further ahead of schedule.
			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.	47 feasibility studies	31 feasibility studies	We are on track to conduct 28 projects with complete feasibility studies for 2024.
		Invest in Energy Efficiency in Our Facilities	We have committed to completing energy efficiency projects in our production facilities to reduce our environmental impact. We will continue to invest significant resources in energy efficiency projects to drive sustainability and operations cost-savings as a shared value.	Completed: 5 Underway: 2	Completed: 19 Underway: 13	We expect to fully complete 12 projects in 2024. Alltech plans to invest \$980,000 in 2024 in projects related to delivering GHG reductions.
			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 7,600 metric tons of CO ₂ e per year.	Our completed energy efficiency projects reduced our emissions by 8,990 metric tons of CO ₂ e per year.	We expect to reduce our emissions by 7,000 MTCO ₂ e in 2024.
		Invest in Renewable Energy	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 optimise the growing AD industry across Ireland, Europe, and around the globe.	5 projects feasibility studies Completed: 2 projects Underway: 0 projects	5 projects feasibility studies Completed: 2 projects Underway: 0 projects	We are on track to complete four more solar (renewable) projects with full feasibility studies in 2024. We also anticipate launching a large solar system project in Asia by the end of 2024.
	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 conducted a water consumption review across our business divisions to identify facilities with higher water usage.	We created a global water working group and developed a water audit and training materials for facility managers.	Develop a global water policy and reduction targets. Identify high priority conservation projects for 2025.
	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 reviewed current waste and pollution prevention strategies.	We created a waste and pollution working group to develop a program for our business.	We will develop a comprehensive global waste program that is supported by a global waste policy and reduction targets. We will also select facilities to pilot the program.

Key performance indicators

	Pillars	Focus Areas	Our Ambitions	2022	2023	2024
Environment	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 set KPIs for this goal.	We completed 74 product LCAs across 17 production sites globally.	We will complete an additional 40 product LCAs to expand the granularity within our product lines.
	Packaging	Low-Impact Packaging Strategy	Alltech is committed to developing a global sustainable packaging program, ensuring responsible packaging practices across our operations.	We determined the KPIs for this goal.	We created a sustainable packaging working group to develop this program.	We will implement a pilot project to identify ways to make our packaging more sustainable.
	Environmental Actions	Environmental Risk Assessments	Alltech is committed to conducting environmental risk assessments regularly on more than 90% of our manufacturing facilities.	Assessments were conducted on 25% of our manufacturing facilities.	Assessments of 85% of our manufacturing facilities were conducted.	We plan to assess 90% of all of our manufacturing facilities by the end of 2024.
		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>	A suite of training materials covering ESG topics has been developed and made available to 100% of our global workforce with email access.	Environmental trainings were completed by 74.7% of team members with Alltech email addresses.	We will invest in improving the depth and breadth of the ESG-related materials available on Alltech's Learning Hub.
		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.	To date, Alltech E-CO ₂ has completed 25,000 on-farm assessments that provide data and guidance to food producers and value chains.	Alltech E-CO ₂ will further develop its industry support offering with plans to build accredited models to measure LCA footprints.	We will establish a working group to further explore synergies within Alltech's services and technologies.

Key performance indicators

Pillars	Focus Areas	Our Ambitions	2022	2023	2024
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.	1.3 LTIR	1.6 LTIR	The standardization of global measurements and reporting.
		Alltech is committed to reducing the lost time incident severity rate (LTIFRSR), ensuring the health and safety of our team members across all operations.	44.39912 LTIFRSR	29.8745383 LTIFRSR	The standardization of global measurements and reporting.
		Alltech is committed to reducing our total recordable incident rate (TRIR), ensuring the health and safety of our team members across all operations.	1.2 TRIR	1.4 TRIR	The standardization of global measurements and reporting.
		Alltech is committed to reducing the lost time injury frequency rate (LTIFRFR), ensuring the health and safety of our team members across all operations.	6.530546 LTIFR	8.249379 LTIFR	The standardization of global measurements and reporting.
		Safety in the Workplace	Percentage of production team members who completed training: 100%	Percentage of production team members who completed training: 100%	
		We will provide annual safety trainings to 100% of our production team members, ensuring a safe working environment across our production sites.	Hours of training: North America: 11 Latin America: 8–10 Asia-Pacific: 6–8 EMEA: 6.13	Hours of training: North America: 12 Latin America: 12 Asia-Pacific: 6–8 EMEA: 10–15	We will implement a global tracking system for in-person trainings.
		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.	90% of our manufacturing facilities were assessed.	90% of our manufacturing facilities were assessed.	We will assess more than 95% of our manufacturing facilities by the end of 2024.
		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.	We began developing a training plan and tracking methodology.	We continued to develop a training plan and tracking methodology.	We are mandating that all office-based team members undertake health and safety training via the Alltech Learning Hub bi-annually.
		<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>(*Those with long-term contracts)</i>	Over 90% of all regular team members have access to affordable health care.	Over 90% of all regular team members have access to affordable health care.
We aim to provide tools and support that benefit the well-being of all team members, as is encompassed in our revised well-being model.		We set the KPIs for this goal.	We are replacing our existing wellness portal with a more holistic well-being model. A framework for the pillars of wellness that have been identified to support our team members will be developed by the end of 2024.		

Key performance indicators

Pillars	Focus Areas	Our Ambitions	2022	2023	2024	
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.	We set the KPIs for this goal.	New performance management forms were launched globally. A pilot version of the new career framework was also introduced globally in one department.	We continue to scale our career path framework, with ambitions to roll out the framework to three more departments globally.
	Embrace Equity	Gender Equality	We promote advocacy for women and mentorship among women through programs and partnerships across the globe.	We set the KPIs for this goal.	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.	We will continue to sponsor WFA and endeavor to expand our network by targeting at least one additional sector-relevant partnership initiative.
			We remain focused on ensuring that we attract and retain women in leadership, investing in robust systems to record progress.	Definitions were set and agreed upon.	Women held 29% of executive leadership positions and 50% of board member (non-executive) positions.	We will deliver management training on inclusion to support the achievement of our target.
			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 2022 included 48% men and 52% women.	The incoming class for the Mini-MBA in 2023 included 71% men and 29% women.	Increasing our focus on selection criteria will help us ensure gender equity among new groups.
	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>	11.90%	94.1% of team members who have access to an Alltech email address undertook harassment training.	100% of all new hires who have access to an Alltech email address will undertake mandatory training.	
	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 reviewed the best practices for tracking progress on the U.N. Sustainable Development Goals.	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 is now mandated to a financially supported ESG commitment.
			Alltech aims to have team member consultation programs operating in all regions, ensuring employee engagement and involvement across our global operations.	We explored best practices for a team member consultation program (Your Voice).	We designed a team member consultation program (Your Voice).	A pilot version of Your Voice will be implemented in Ireland.

Key performance indicators

Pillars	Focus Areas	Our Ambitions	2022	2023	2024
Governance	Integrity	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. <i>*Refers to all team members who hold an alltech.com email account. Currently, this does not include production team members.</i>	We set the KPIs for this goal.	We achieved the following training completion rates: Human rights — 95%. Antitrust — 86%. Antibribery — 94%. Cybersecurity — 99.5%.	100% of all new hires who have email access will undertake mandatory training.
		Alltech is committed to concluding all Speak Up! investigations within 6 months of receipt, ensuring promptness, accountability and transparency in our workplace culture.	88%* of Speak Up! investigations were completed within six months. <i>*For investigations that exceeded 6 months, the delays were primarily attributed to COVID-19 pandemic-related travel restrictions.</i>	100% of investigations were completed within six months.	95% of investigations have been concluded within six months of receipt.
	Human Rights Compliance	Alltech conducts child-labor risk assessments by country, covering 100% of all high-risk manufacturing facilities globally.	We set the KPIs for this goal.	100% of all high-risk manufacturing facilities were assessed.	100% of our manufacturing facilities will be assessed via country-based risk assessments.
		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.	Zero incidents	Zero incidents	The goal is to continue having zero incidents.
		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.	We set the KPIs for this goal.	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.	We will have a minimum of two unannounced inspections for child or forced labor each year.
	Anti-Corruption Compliance	Alltech conducts anti-corruption risk assessments by country, covering 100% of all high-risk facilities globally.	We set the KPIs for this goal.	100% of our high-risk facilities were assessed.	We will continue to assess 100% of our facilities via country-based risk assessments.
		We have zero tolerance for corruption, ensuring the integrity of our business across our operations.	Zero incidents	Zero incidents	The goal is to continue having zero incidents.
	Data/Information Security	We are committed to having zero information-security incidents take place in our facilities, ensuring confidentiality and the integrity of our data.	We set the KPIs for this goal.	Zero incidents	The goal is to continue having zero incidents.

Key performance indicators

Pillars	Focus Areas	Our Ambitions	2022	2023	2024
Governance	Responsible Procurement	<p>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.</p>	100% of our Procurement team members received training.	100% of our Procurement team members received training.	We will conduct training for 100% of our Procurement team on a new topic.
		<p>Alltech will introduce a tracking system for our suppliers' ESG performance, enhancing transparency and accountability across our supplier management process.</p>	We created the Alltech Supplier Sustainability Questionnaire.	We circulated the Alltech Supplier Sustainability Questionnaire, with a 45% completion rate.	We are assessing the completion rate of our 2023 questionnaire and are designing a new ESG supplier program to improve supplier engagement.
		<p>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.</p> <p>*Based on purchase value, product and regional risk profiles.</p>	We reviewed the current best practices regarding on-site inspections.	We developed a methodology to classify targeted* suppliers into high-risk, medium-risk and low-risk categories.	We are developing a pilot program to audit a high-risk supplier in one region.
		<p>Alltech aims to monitor 100% of our high-risk* suppliers for compliance with child and forced labor, deforestation and corruption standards.</p> <p>*Based on purchase value, product and regional risk profiles.</p>	We identified our high-risk suppliers for child and forced labor and corruption and developed a tracking methodology.	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.
		<p>Alltech is committed to deforestation and conversion-free sourcing by the end of 2025, ensuring sustainable and responsible sourcing practices.</p>	We explored no-deforestation commitments and how to implement them.	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 are working to ensure our compliance with the European Union Deforestation-Free Regulation (EUDR), which aims to address supply-side deforestation.
		<p>Alltech is linking supplier ESG targets/commitments to buyer performance reviews, ensuring alignment with our sustainability goals and promoting responsible sourcing practices.</p>	We examined sustainable-procurement best practices.	We reviewed our decision-making principles for suppliers.	We aim to implement a program to integrate sustainable procurement objectives into our buyer performance reviews by 2025.

Key performance indicators

Pillars	Focus Areas	Our Ambitions	2022	2023	2024	
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.	Informal sustainability filters are being utilized while the innovation process is being built out. These filters will be adjusted to maximize the impact of future innovation projects to meet Alltech’s ESG requirements.	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 initiative that expands upon Alltech’s core competencies. Through our strategic focus on discovery, incubation and acceleration, we’ve established a robust foundation from which to navigate and capitalize on the intricacies of innovation effectively, helping us ensure that each phase highlights key ESG requirements.	
		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.	We developed partnership criteria and pursued collaboration with like-minded partners to further our purpose of Working Together for a Planet of Plenty®.	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 will launch an innovative communications project that supports the agri-food industry while defending and building its brand reputation.	
		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 countries are currently served by Alltech E-CO ₂ .	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 are expanding to include the new Aqua EA™ and Process EA™, which calculate the carbon footprint of aquaculture and products/processing, respectively. Nine existing feed and livestock assessment services are in the process of being re-certified by the Carbon Trust.
			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.	100% of our projects are aligned with our sustainability goals.	A key action is to bring our animal health chip project into the customer pilot phase in the second half of 2024.
		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 reviewed how to develop a marketing and events charter that reflects our ESG goals and discussed ways to measure our progress.	We have updated our Events and Tradeshow Guide to include new SOPs that reflect our ESG goals.	Implementing the new SOPs within our Events and Tradeshow Guide and piloting it at a global event is a top priority.

Coming Soon

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 to build awareness and help secure distribution on a streaming platform.



- Learn more about the film
- Sign up for updates
- Request a screening
- Dig deeper into the issues
- Help turn this movie into a movement



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.