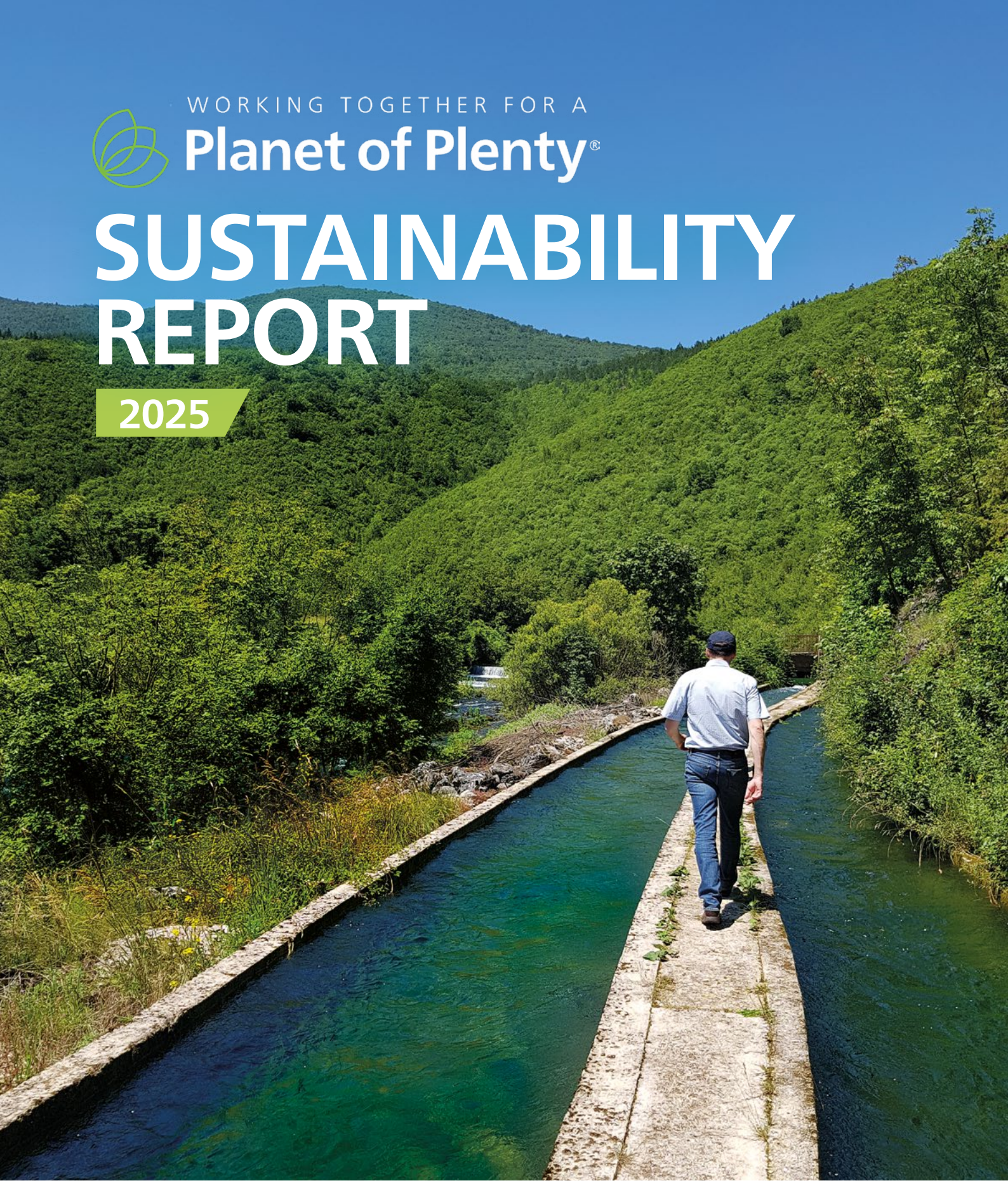
WORKING TOGETHER FOR A

Planet of Plenty®

SUSTAINABILITY REPORT

2025



Alltech® COPPENS

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MESSAGE FROM OUR CEO

The world continues to undergo profound change. Geopolitical uncertainty, the lasting effects of the COVID-19 pandemic and the accelerating impacts of climate change are shaping our sector and redefining the way food is produced. These developments directly affect aquaculture, influencing both production systems and the sourcing of raw feed materials. As a vital contributor to global food security, our industry plays an increasingly critical role for the growing population.

At Alltech Coppens, we feel a strong responsibility toward sustainability. Our mission remains clear: to produce high-quality fish feeds responsibly, supporting safe and reliable food production while conserving natural resources. In 2025, this responsibility became more relevant than ever, and we remain fully committed to driving progress toward a more environmentally sustainable and ethical world.

Our commitment is demonstrated through concrete action. We continue to reduce emissions, increase transparency and develop efficient, high-performance feeds tailored to the diverse production systems of our customers. We are proud to have strengthened our sustainability credentials with the achievement of the ASC Feed Certificate and CIPA certification, further reinforcing our commitment to responsible sourcing, quality and industry best practices. In addition, our production site in Nettetal, Germany, now operates on 100% green electricity, and the Alltech Coppens Aqua Centre (ACAC) is fully gas-free — both of which are important milestones in lowering our environmental footprint.

Our efforts have again been recognized with the prestigious EcoVadis Platinum Medal, placing us among the top performers globally for environmental, social and governance (ESG) practices aligned with the United Nations Sustainable Development Goals. We continue to apply life cycle assessments (LCAs), improve energy efficiency, strengthen circular practices and increase the use of high-quality byproducts as raw materials in our feeds.

While we are proud of this progress, we recognize that sustainability is a continuous journey. We are working diligently toward obtaining ISO 14001 and ISO 27001 certifications, with the goal of further strengthening our environmental management systems and information security practices. These efforts reflect our long-term commitment to responsible operations, risk management and continuous improvement.

Looking ahead to 2030, we will continue to advance research at the Alltech Coppens Aqua Centre, refine our raw material strategies and further strengthen our leadership in sustainable aquaculture. Our journey toward Alltech's purpose of Working Together for a Planet of Plenty® is made possible through the dedication and collaboration of our teams and partners. This report highlights their valuable contributions, and I am proud of the passion and professionalism that drive our company forward.

Thank you for your continued trust, support and interest in our sustainability journey. We invite others to join us. Together, we can make a meaningful impact and ensure the long-term prosperity of our industry and our planet.

Ronald Faber
CEO, Alltech Coppens
Global Aqua Lead, Alltech

HISTORY OF ALLTECH COPPENS

Coppens International BV (CI) was established in 1993 by three Dutch shareholders. At the time, CI developed and sold fish feeds worldwide and sold animal feed and premixes in the Netherlands and beyond.

CI fish feeds were produced by the majority shareholders, the Coppens family, at their feed mill, Coppens Diervoeding, in Helmond, the Netherlands. Initially, the feeds were produced by pelletizing and were sold mainly in the Mediterranean for seabass and seabream. In 1995, the first extruder was put into operation at the factory in Helmond.

In 1996, a change in shareholding took place. From 1998 to 1999, the Coppens product range was diversified with ornamental fish feeds, baits and feeding pellets for the angling market. The export of animal feed and premix, which had always been a small part of the business, was divested in early 2000.

During this period, the company's first research trials were outsourced to the "Organisatie ter Verbetering van de Binnenvisserij" (OVB), or the facility now known as the Alltech Coppens Aqua Centre (ACAC), in Leende. Over the following two decades, this collaboration gradually intensified and the number of trial days significantly increased. Additionally, for a period of 13 years, CI had a joint venture in a fish feed factory with an Israeli company, Raanan Marketing Coppens (RMC); that shareholding was divested in 2009.

In the company's first 10 years, the number of team members increased from five to 25, and the sales volume from 1.000 MT to 15.000 MT. In 2003, a major investment was made in a vacuum coater to allow for the production of high-energy feeds for additional species, like trout and eel.

A market shift eventually became necessary due to the high risk, long payment terms and low feed prices in the Mediterranean, upon which the company was heavily dependent. To compensate for the loss of sales in the Mediterranean, the focus shifted to recirculating aqua systems (RAS) in Europe, trout in the Balkans and Russia, catfish in Western Africa, and loan production for the French company Sarb Gheerbrant (SARB). In 2006, the loan production with SARB was terminated as the production line reached its maximum capacity, mainly due to the fast growth of sales in Western Africa. Over the following years, that surplus of sales was outsourced to different European fish feed producers.

In 2010–2011, the Coppens family decided to sell their shares to an investment company. In 2012, CI purchased a pet food production facility in Nettetal, Germany (now known as Alltech Coppens GmbH), started a complete renovation project and invested in additional warehousing. Also during 2012, CI purchased the brand name SARB and all its intellectual rights. At the end of 2014, the last batch of fish feed was purchased from Coppens Diervoeding; from that moment onward, all of the company's fish feeds have been produced at the current production location.

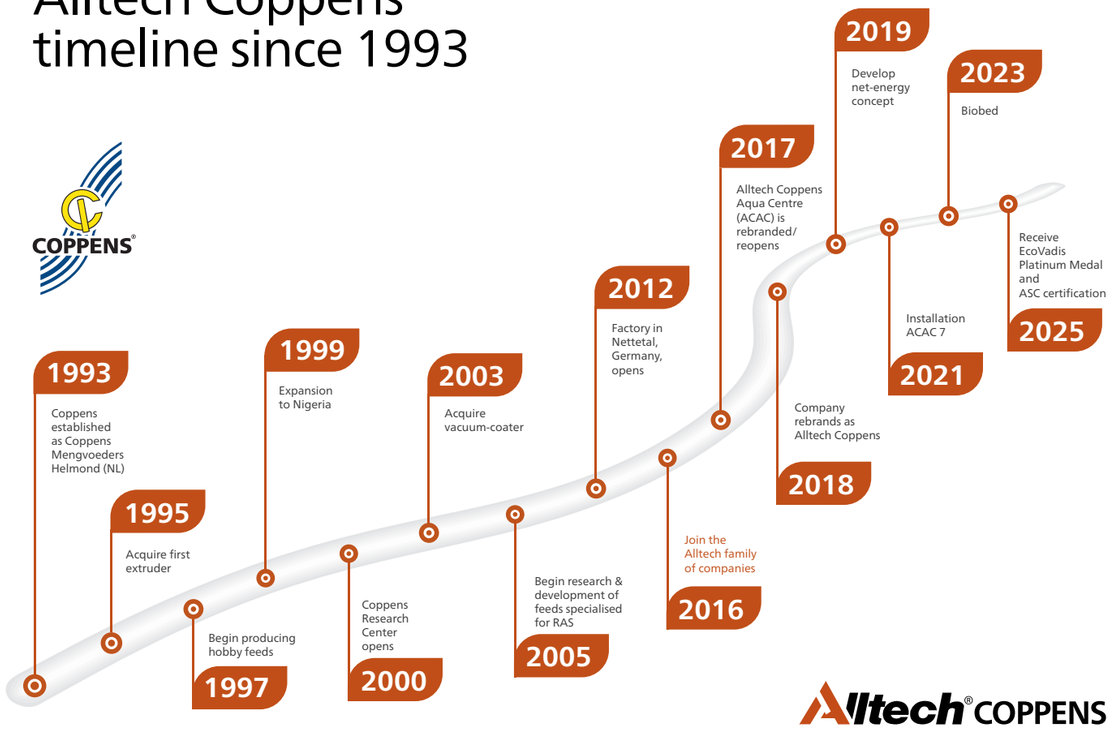
In 2015, GLOBALG.A.P. and ISO 50001 certifications were obtained. In mid-2016, 100% of the shares of all three entities — which are now known as AC BV, AC GmbH and the ACAC — were purchased by Alltech Ireland, a daughter company of agri-tech giant Alltech, based in the U.S.

In the second half of 2017, the completely modernized ACAC was opened and, shortly afterwards, became the fourth Alltech Bioscience Centre.

Alltech Coppens celebrated its 25th anniversary and opened the third extruder line at AC GmbH in 2018. That same year, the company was officially rebranded as Alltech Coppens.

The Alltech Coppens roadmap towards 2030 is defined by a strong focus on sustainability and profitability. In line with this roadmap, we received the EcoVadis Platinum medal again in 2025.

Alltech Coppens timeline since 1993



PRODUCT PORTFOLIO

We offer a wide range of specialised fish feeds, which can be divided into two categories: industrial feeds for the aquaculture sector and hobby feeds for the ornamental and angling sectors.

We are recognized in particular for our high-quality feeds for a broad range of species, including trout, sturgeon, catfish, eel, seabass, seabream, tilapia and carp. For each species, we provide a full range of feeds, from starter feeds to grow-out and broodstock feeds.

We specialise in trout feeds for diverse culture systems. Our focus species are trout and sturgeon for semi-intensive and intensive systems and RAS.

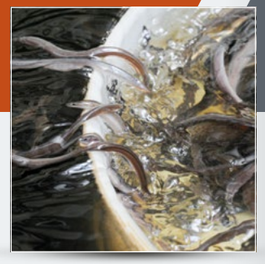
Alltech Coppens is currently exporting to more than 60 countries worldwide.

INDUSTRIAL

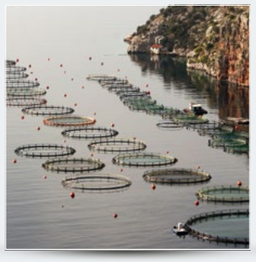
TROUT

STURGEON

CATFISH



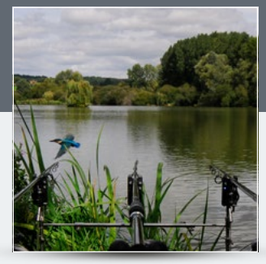
EEL



SEABASS | SEABREAM

CARP

HOBBY



ANGLING

KOI

POND

AQUARIUM

MISSION STATEMENT

The global population continues to grow quickly, and so does the demand for healthy food. The world is changing rapidly, and everyone has a role to play. At Alltech Coppens, we produce fish feed to help farmers cultivate a product that meets the highest market and consumer demands and is also in balance with nature and society.

Our mission is clear: to support fish health, optimize growth and drive sustainability in aquaculture. Through our advanced feed technologies and commitment to research, we help our partners achieve better performance, higher profitability and a lower environmental footprint. We pursue this mission guided by what we call the ACE Principle — our promise that, in doing business, we have a positive impact on the Animal, the Consumer and the Environment.

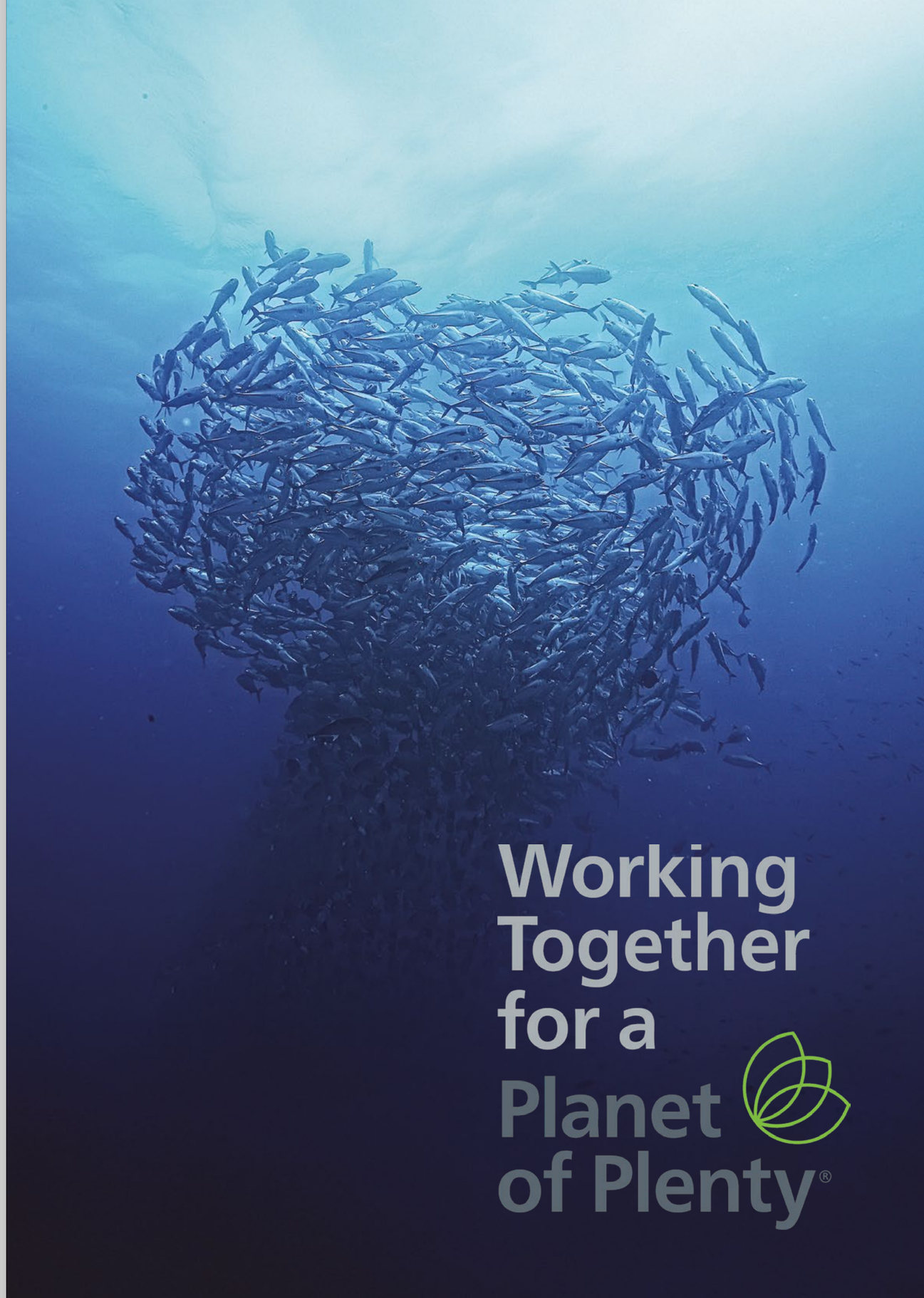
At Alltech Coppens, we believe aquaculture has the greatest potential to positively shape the future of our planet.

We are inspired by the great challenge the world has presented us — to produce enough safe, nutritious food for all while caring for our animals and sustaining our land, air and water for future generations. Our natural resources may be finite, but human ingenuity is infinite.

At Alltech Coppens, our purpose of Working Together for a Planet of Plenty® guides us to:

1. Elevate the seafood sector. It's critical that we recognize aquaculture's ability to address some of the most significant issues facing our planet — including nutrition, the well-being of humans and animals, and the preservation of natural resources. We do this by telling true but rarely told stories about the passionate people who are working within the aquaculture sector to foster a Planet of Plenty.
2. Inspire farmers and producers to embrace new technologies, business models and improved farm management practices.
3. Create new business models to help our customers and grow our business.

Working Together for a Planet of Plenty is a vision of promise, possibility and positivity for the future. It is our belief that a world of abundance is achievable, but making it a reality will take all of us working together. It's a vision that must be led by science, technology and a shared will to make a difference — to plant trees we'll never see grow.
Sustainability means taking positive action today for the success of tomorrow. It's a pursuit where there's always room for improvement — and new ideas.



WORKING TOGETHER FOR A PLANET OF PLENTY®

The ACE Principle

Alltech's mission is guided by our founding ACE Principle, which commits all our endeavors to seeking the safety, benefit and well-being of the Animal, the Consumer and the Environment. This was a radical idea in the early 1980s, when it was first introduced by Alltech founder Dr. Pearse Lyons, but the ACE Principle remains central to our core values and is reflected in our vision for the future: Working Together for a Planet of Plenty®.

At Alltech, we passionately believe that aquaculture has the potential to positively shape the future of our planet. On July 12, 2019, we committed ourselves to the United Nations Global Compact (UNGC), which provides corporations with a value system and a principle-based approach to conducting business. We strive to operate in a way that meets fundamental responsibilities in the areas of human rights, labour, the environment and anticorruption, and we incorporate the Ten Principles of the UNGC as well as the five pillars of the Aquaculture Stewardship Council (ASC) into our strategies, policies and procedures.

Sustainability means taking positive action today for the success of tomorrow. It is a pursuit where there is always room for improvements backed by innovative ideas.

Our belief in the possibility of a Planet of Plenty is rooted in the reality we see on farms throughout the world. We are committed to telling the stories of the passionate men and women advancing aquaculture and bringing us one step closer to the future we envision.

The United Nations Sustainable Development Goals

Being a global company comes with important responsibilities that extend beyond running a profitable business. We strive to benefit the markets in which we operate, and sustainability is embedded in our business strategy as part of that goal. Achieving real and lasting change is only possible through the collective efforts of everyone who works at Alltech Coppens, along with our customers, partners and suppliers, as well as NGOs, governments, local communities and other stakeholders.

We are determined to contribute to the United Nations' Sustainable Development Goals (SDGs). Our chosen focus areas are linked with specific SDGs and their targets, ensuring that we can make a meaningful and transparent contribution to these global goals as we strive to protect the planet.

It is becoming increasingly evident in our interconnected world that one single decision or action can have a significant impact elsewhere — and when all of the puzzle pieces come together, they create a unified agenda for sustainable development. Governance, gender equality, decent work, life on land and life below water: Every SDG is relevant and has an impact on our business, and in the same way, our actions have an impact on every SDG.

We at Alltech Coppens are aware that the world is rapidly changing, and we see the growing focus on environmental and social issues as an opportunity. We believe that everything we do as a company should be guided by a sense of purpose, which drives our support for the communities in which we operate.

Corporate guidance in these endeavours is first provided by our internal Planet of Plenty team, which includes the team members listed below, who are divided cross-functionally and in departments throughout the company:

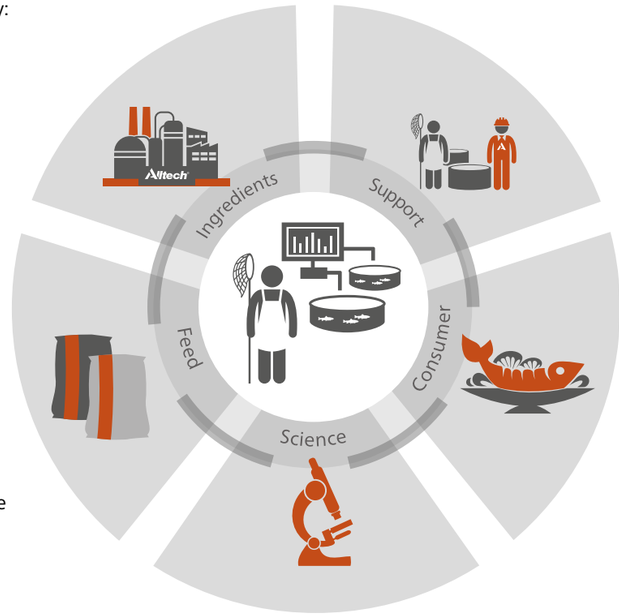
- **Guido Crolla** Head of Procurement, Sustainability and IT
- **Katja Hermans** Director of Human Resources and Legal Compliance
- **Carsten Thelemann** Head of Operations
- **Christian Langer** Head of Supply Chain
- **Robin Biermann** Head of the Alltech Coppens Aqua Centre
- **Anita Venmans** Marketeer/Support and Global Aqua Lead
- **Hanna Tretiakova** Customer Service PSCS
- **Martijn Dundov** Export Manager
- **Marco Unger** IT Manager
- **Maud Valkenaars** Nutritional Researcher
- **Jürgen Kalina** HSE Employee
- **Guus Fonken** Marketeer

From there, our team members adopt local causes that are close to home, giving each endeavour personal attention.

We also believe that education is the primary catalyst for success and that progress is driven by an insatiable curiosity. Alltech leads multiple initiatives to inspire the next generation of change-makers. Throughout the world, examples of our educational initiatives abound. From funding doctoral studies to supporting primary schools, we have shown our dedicated support of education across every region. Our scientists and colleagues are active in local science education outreach across the globe, discussing and demonstrating scientific activities, providing expertise, and serving as resources for community educators and organizations.

Alltech E-CO_2 is helping Alltech Coppens in these efforts as well by delivering and promoting sustainability programs. Together, we work across the supply chain to provide our stakeholders with a comprehensive range of advice, tools and services to help them measure and improve environmental performance. (Visit www.alltech-e-co2.com for more information.)

We are also proud that the Alltech ONE Conference, the Alltech ONE World Tour and Alltech Coppens Ambassador Days have challenged stakeholders from around the world to innovate and adopt more sustainable practices.



OUR STAKEHOLDERS

For over 30 years, Alltech Coppens has actively engaged in an ongoing dialogue with both internal and external stakeholders. Our collaborative projects have focused on enhancing the nutritional and environmental performance of feed and developing multi-stakeholder approaches to help establish best practices for the industry. Alltech Coppens is also involved in numerous public research projects and local educational initiatives, which contribute significantly to the development of our corporate culture and drive the continuous improvement of our operations and our products. We aim to reach out to all interest groups to discuss and share information and to learn from each other through our business intelligence.

In line with these goals, we conducted a stakeholder analysis, which involved identifying and striving to gain a better understanding of the individuals, groups and organizations that have an interest or stake in Alltech Coppens' sustainability initiatives. This analysis will help us engage more effectively with our stakeholders, address their concerns and leverage their support for achieving our sustainability goals.

The first step in our stakeholder analysis was to identify key stakeholders — which includes anyone who is affected by or could themselves affect Alltech Coppens' sustainability efforts. The stakeholders we identified include:

- **Alltech Coppens team members:**
  This group plays a key role in all our processes and in the implementation of our sustainability practices. It includes people who are highly affected and influenced by our policies and work environment.
- **Customers:**
  Increasingly, customers around the world are extremely interested in the sustainability practices of the companies from which they purchase products or services. Without customers, Alltech Coppens would not exist.
- **Suppliers and partners:**
  These individuals play a role in the supply chain and can impact our sustainability outcomes. Together with these stakeholders, we can improve processes more quickly and drive sustainability forward even faster.
- **Local community and society**:
  The local community can be affected by a company's operations, which contribute to the community's social and environmental well-being. We are always open to questions from and conversations with members of our local communities and society at large.
- **Regulatory bodies:**
  These groups establish and enforce regulations that we must comply with when enacting sustainability practices.
- **Educational institutions:**
  We work with a variety of colleges and universities on multiple initiatives, including the development of future fish feeds and other new materials, assessing the impact of our decision-making and decreases to our carbon footprint.
- **Environment:**
  All the decisions and actions we take have both a direct and indirect influence on the environment. Conversely, the environment also influences each action we take.

After identifying these stakeholders, we analysed their interests and their potential to influence Alltech Coppens' sustainability initiatives. We wanted to gain a better understanding of what each stakeholder group cares about most in relation to sustainability. For example, our team members might prioritize higher wages, while customers might focus more on environmentally friendly products and ethical practices. We also assessed the degree of influence each stakeholder could have on our sustainability efforts, including their ability to affect our decisions, to support or oppose our initiatives, and to impact Alltech Coppens' overall reputation and success.

Based on our analyses of their interests and influence, we subsequently identified our most high-priority stakeholders and turned our attention to those with the greatest influence and interest.

For Alltech Coppens, our three most important primary stakeholders are our team members, our customers and the environment.

Our team members have an extremely important level of influence and interest because their engagement and actions directly impact our business processes and sustainability performance. Our customers also exert considerable influence and interest, as their purchasing decisions and feedback similarly drive Alltech Coppens' business performance and sustainability agenda. Last but not least, the environment is a key topic in each action we take. The playing field is created by the environment, which is directly impacted by the decisions we make.

Following the initial stakeholder analysis, we developed specific strategies for engaging each key stakeholder group most effectively, as outlined below.

TEAM MEMBERS:

- Involvement: Engage team members in sustainability initiatives by forming cross-functional teams and committees and introducing additional rewards/ incentives for their efforts.
- Communication: Regularly update team members on our sustainability goals, the progress we've made, and how their roles contribute to our efforts, both through digital communications and by sharing information on our facilities' communication boards and monitors.
- Training: Provide training and resources to help our team understand and implement sustainable practices.
- Recognition: Recognize and reward team members' contributions to our sustainability efforts.

ENVIRONMENT:

- Resource efficiency: Continuously optimize the use of natural resources, such as water, energy and raw materials, across all of our operations to minimize our environmental impact.
- Pollution reduction: Implement measures to reduce emissions and waste, ensuring that production processes are as clean and sustainable as possible.
- Biodiversity and conservation: Support practices that protect local ecosystems and biodiversity, including sourcing responsibly and reducing any negative impact on habitats.
- Continuous improvement: Regularly monitor, evaluate and improve our environmental performance, setting measurable goals for energy use, carbon footprint and waste reduction.
- Sustainable innovation: Develop and adopt innovative technologies, processes and feed formulations that help reduce our environmental impact and promote long-term sustainability.

CUSTOMERS:

- Transparency: Communicate openly about our sustainability practices, goals and achievements through various channels, and assist where required and needed.
- Feedback: Solicit customer feedback on our sustainability initiatives and incorporate their suggestions.
- Education: Educate customers on the sustainability benefits provided by our services and solutions through seminars and onsite training.
- Engagement: Create opportunities for customers to participate in sustainability programs, such as recycling initiatives, community projects or tailormade fish feed formulations.

Our key focus areas related to ESG are:

- Sustainable sourcing of ingredients (e.g., fishmeal and fish oil alternatives)
- Carbon footprint and energy usage in production
- Water usage and waste management
- Supply chain transparency
- Aquaculture's impact on biodiversity
- Social issues (e.g., labour standards in the supply chain; diversity and inclusion)
- Compliance with local and international regulations
- Product innovations for improved sustainability (e.g., low-phosphorous feeds and/or low-carbon footprint feeds)

The matrix on the right illustrates our assessment of where Alltech Coppens stands on each issue in terms of both their financial materiality and their impact materiality.

Based on that matrix, we established several action points which are outlined below.

ESG factor	Financial materiality	Impact materiality
Sustainable sourcing	High	High
Carbon footprint	Medium	High
Water and waste management	Medium	High
Supply chain transparency	Medium	Medium
Impact on biodiversity	Medium	High
Social issues	Medium	Medium

Action points

1. Sustainable sourcing

Goal: Reduce our dependency on wild-caught fishmeal and fish oil and shift to more sustainable or alternative feed sources.

- **Invest in research and development to expand the use of plant-based or alternative proteins in aquafeed.**
- **Partner more with certified-sustainable suppliers (e.g., MSC-certified fisheries) to ensure that all fishmeal and fish oil have been responsibly sourced.**
- **Set a target to reduce the fishmeal/fish oil content of our feeds by a specific percentage within 5 years (e.g., a 25% reduction by 2030).**
- **Work with non-government organizations (NGOs) or academic institutions to explore novel circular-economy solutions, like only using fish byproducts or circular products.**

Trials completed at the Alltech Coppens Aqua Centre (ACAC) in 2025 focused once again on finding alternative proteins and fats for our diets. We collaborated with different NGOs to create more sustainable feed — including, for example, Wageningen University, with whom we collaborated to create a more sustainable feed for European eels (see border).

In 2025, 71,7% of our marine ingredients were made out of trimmings and 100% of our marine raw materials were from trimmings and/or were certified according to sustainable standards (including Fish Improvement Projects, or FIP). Even when excluding the FIP, 100% of the fish oil and 85,9% of the fishmeal used in our products came from trimmings and/or was certified.

Creating more sustainable feeds for European Eels

Eel farming presents a unique chance to work with a remarkable fish species that is known for its complex life cycle — from hatching in the Sargasso Sea to maturing in European rivers and returning to their birthplace to spawn. While breeding in captivity remains difficult, aquaculture farmers support the species by raising wild-caught glass eels. This method opens doors for innovation and conservation, helping to ensure the future of eel populations and farming.

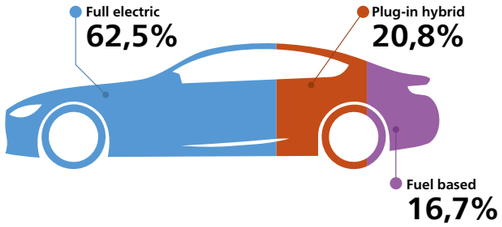
Eels have strict dietary needs and rely heavily on fishmeal and fish oil due to their short digestive tracts and selective feeding habits. With support from the European Union through the European Maritime Fisheries and Aquaculture Fund, the Alltech Coppens Aqua Centre is developing a sustainable eel feed that can halve the amount of wild-caught fish currently needed for eel feed production. In collaboration with Wageningen University, ACAC will lead the development and testing of this low-fishmeal/fish oil feed utilizing innovative approaches. The aim of this collaborative project is to secure both the future of the eel as a species and the sustainability of the eel farming industry. Achieving success will enable the eel farming sector to take a significant step toward improved sustainability.

2. Carbon footprint reduction

Goal: Lower carbon emissions in our production facilities and transports.

- **Set up more renewable energy systems (e.g., solar panels at production sites) and gradually phase out the use of fossil fuels.**
- **Optimize our transport logistics to reduce emissions — by, for instance, implementing more efficient routes, utilizing hybrid or electric vehicle fleets or partnering with low-emission transport services.**

Since 2025, we have exclusively used green electricity. Due to several difficulties with the installation of solar panels, mainly resulting from the infrastructure of our buildings, we decided to outsource the entire thing and to only purchase certified green electricity. Additionally, our car fleet has added more electric cars, and we intend to replace the last fuel cars in the fleet with electric cars by 2027.



Together with our partners, we started to map the carbon footprint of all our outbound shipments. At the moment, we measure the CO_2 footprint of approximately half of our outgoing shipments, and our goal is to expand into measuring more shipments in 2026.

3. Water and waste management

Goal: Minimize water usage and improve waste recycling in our production processes.

- **Invest in water-recycling technology to reuse wastewater in the production process.**
- **Commit to a "zero waste" target by implementing a circular-economy approach (e.g., converting organic waste into biofertilizers or biogas).**
- **Establish water use-reduction targets and track performance through digital monitoring systems.**

Decreasing our water usage has been a struggle, as our production must remain food-safe. Additionally, our water usage increased with the installation of the biobed. In the base year 2021, we used 539,37 liters of water for 1 ton of fish feed. By 2025, we required 661,90 liters of water for 1 ton of fish feed. Our Operations department is setting targets for 2026 in this area, and we are currently consulting with various external parties about realistic ways to decrease our water usage.

Meanwhile, our waste management is ongoing, as we only have residual waste, which is not recycled. Compared to the 2021 base year, our residual waste has decreased by 58,8%. More details about our waste management efforts can be found on page 46 of this report.

4. Supply chain transparency

Goal: Ensure full visibility and accountability in the supply chain to ensure responsible sourcing and fair labour practices.

- **Implement blockchain or other digital traceability systems for tracking raw materials from the source to the final product.**
- **Require suppliers to provide more documentation related to sustainability.**
- **Continuously/annually audit high-risk suppliers to ensure their compliance with sustainability standards.**

Our quality system, Lims, offers full traceability so we can track down any and all raw materials, from sourcing through the final product. We have updated our self-assessments for suppliers to meet ASC standards, and in 2026, the Procurement team aims to have at least 95% of our suppliers sign this document while also providing us with additional information.

In 2025, nine Alltech Coppens team members completed a weeklong training by an external company to keep up with best practices related to doing audits. Following the due diligence outlined by the ASC Standard, we are not using any high-risk raw material suppliers — and in 2026, we will complete several audits of medium-risk suppliers. Furthermore, we continue to display the CO_2 footprint of our feed formulation, with and without land use, on all our feedbags. The values for these raw materials come either directly from suppliers with a validated LCA or from the GFLI Database.

5. Biodiversity conservation

Goal: Mitigate the effects of fish farming and aquaculture feed production on biodiversity.

- **Partner with local conservation organizations to rehabilitate ecosystems impacted by aquaculture.**
- **Develop and promote fish feeds that support sustainable aquaculture, such as feeds that reduce nutrient discharge into waterways.**
- **Support certification for farms that use Alltech Coppens products, encouraging the adoption of biodiversity-friendly practices.**
- **Monitor environmental impacts near production facilities, implementing habitat restoration or buffer zones to protect wildlife.**

In 2025, we initiated a project, called Fast-Tracking Planet of Plenty™, to accelerate our efforts to foster a more sustainable planet and adopt more responsible business practices.

As part of this project, we launched an initiative to visit other companies in our supply chain to learn about their sustainability journeys and practices. The companies the team visited in 2025 included:

- **ABN AMRO** | Bank and investor
- **Geelen Counterflow** | Supplier
- **Claresse Visverwerking** | Customer
- **ASC** | Certification organisation
- **Schönmackers** | Waste management service provider

Following these visits, our team gathered to evaluate and discuss what insights they gained, as well as how those insights could be used to enhance sustainability within our own organization.

At the start of November 2025, we proudly hosted Alltech Coppens Ambassador Days — an event where sustainability wasn't just a passing topic but an integral part of the conversation.

Several sustainability-related highlights from the event included the following:

- **Sonac–Darling Ingredients** shared an insightful perspective on their business and their innovative use of animal byproducts in aqua feed.
- **ABN AMRO** emphasized why sustainability matters to them and their clients and explained how they support businesses on their own sustainability journeys. They also addressed the financial impact of climate change on the economy and how client sustainability assessments play a key role.
- **Karin van de Braak** introduced the concept of the "Blue Revolution" and outlined transition pathways toward regenerative aquaculture.
- **Vivi Koletsi** showcased how Alltech and Alltech Coppens are moving beyond sustainability — by pushing boundaries to create a lasting impact. Stay tuned for an upcoming article by Karin and Vivi about regenerative aquaculture, soon to be published on Alltech.com.

The Alltech Coppens Ambassador Days event delivered valuable insights, meaningful discussions and new connections for those in attendance. Everyone left with plenty of food for thought, reinforcing our shared commitment to a more sustainable future.

The Naturpark Partner program of the Schwalm-Nette Nature Park focuses on sustainability, climate protection and regional engagement, illustrating how businesses can actively contribute to protecting the environment in the Nettetal region. Alltech Coppens was recently awarded the "Naturpark Partner" designation at a conference held at the Ophover Mill in Wegberg. This award, said Naturpark Managing Director Michael Puschmann, is a quality seal highlighting both a strong connection to the park and a positive contribution to the region. This is the second year in which Alltech Coppens has received this honour, thanks to our focus on active climate protection, collaboration and mutual promotion.

6. Social responsibility

Goal: Improve labour conditions, community relations and employee well-being within the company and across the supply chain.

- **Hold regular training sessions for employees on health and safety, diversity and sustainability initiatives.**
- **Communicate more about our diversity and inclusion program to increase the representation of women and other groups who have historically been under-represented in leadership positions.**
- **Engage local communities through educational programs on sustainable aquaculture practices and the responsible use of resources.**

Through the Alltech Coppens Academy, our team members are trained on a regular basis — and can even volunteer to participate in additional sessions. Additionally, our monthly internal newsletter, "Let Me Ecotain You!", features communications about everything related and relevant to sustainability at Alltech Coppens.

With assistance from technical sales support and our Quality, Research and Nutrition departments, the Sales team organized 21 seminars, webinars, trainings or presentations in 2025. These seminars — some of which were internal-only, while others were hosted by universities and/or were open to the public — were offered in an array of countries and regions, including Turkey, Lithuania, Armenia, the Czech Republic and Kyrgyzstan, and featured discussions on such diverse topics as fish health, microscopy, catfish reproduction, sturgeon feed formulation and fish preparation.

7. Product innovation and development

Goal: Enhance the Alltech Coppens product portfolio with sustainable and innovative solutions.

- **Continue investing in feed formulations that reduce environmental impacts (e.g., low-phosphorus feeds to help prevent water pollution).**
- **Develop a premium product line focused on ecolabels for environmentally conscious customers.**
- **Experiment with novel feed ingredients to reduce our reliance on traditional fishmeal and fish oil.**
- **Integrate lifecycle assessments (LCAs) into the product development process to ensure that the potential environmental impact is considered during the design phase.**

At the Alltech Coppens Aqua Centre, we are working continuously on new feed formulations with novel ingredients that will help lower the environmental impact while also increasing feed performance. More details on these initiatives can be found on page 42 of this report. Additionally, Alltech Coppens is proud to fund the doctoral studies of one of our team members researching life-cycle assessments (LCAs) in the aquafeed supply chain.

European Seaweed Association (EUSA)

Alltech Coppens is proud to be part of the European Seaweed Association (EUSA), a professional network that brings together companies, researchers and stakeholders involved in the seaweed value chain across Europe. The mission of the EUSA is to promote sustainable seaweed cultivation, innovation, and the integration of seaweed into food, feed and industrial applications. Being part of the EUSA network provides access to shared knowledge, research collaborations, policy discussions and emerging market opportunities. Membership also strengthens the credibility of member organizations by aligning them with recognized sustainability and innovation goals in the blue bioeconomy. Alltech Coppens' membership in the European Seaweed Association network underlines our commitment to sustainable raw materials and forward-looking aquaculture solutions.

8. Stakeholder engagement and reporting

Goal: Build trust with stakeholders by transparently reporting our progress on sustainability initiatives.

- **Publish annual sustainability reports aligned with global standards — like GRI, SASB or TCFD — to illustrate our progress on key ESG targets.**
- **Conduct regular stakeholder dialogues (e.g., with investors, customers and employees) to gather input on our sustainability priorities.**
- **Launch a sustainability-focused internal communications campaign to encourage team members to engage in sustainability initiatives.**

In January 2025, we introduced the monthly, internal "Let Me Ecotain You!" newsletter, which is focused on sustainability and encourages team members to engage more in sustainability initiatives. We also host numerous stakeholder dialogues, from interviews for trade magazines to shared posts on social media for certification companies and podcasts. For example:

- The Fefana case study: In a research initiative launched by Alltech Coppens and Alltech Fennoaqua and led by nutritional researcher Maud Valkenaars, life cycle assessments (LCAs) were used to quantify sustainability in aquaculture feed. Early trials showed reduced phosphorus excretion in trout, supporting cleaner aquatic environments.
  Read the case study in full here.
- Press release about Alltech Coppens receiving ASC certification.
- Blog about developing more sustainable fish feed. Interview in Intrafish.

Through this report, which features a management review of our goals and targets, we are transparently reporting the steps on our sustainability journey — including both the successes and the challenges.

CERTIFICATIONS

The certification of products, processes and organizational units according to the strictest available standards is a cornerstone of Alltech Coppens' sustainability strategy. Such certifications ensure the independent and objective verification of our performance while integrating sustainability goals into every aspect of our business.

All of our raw material suppliers are required to be certified by independent certification bodies in accordance with the standards set by the Global Partnership for Safe and Sustainable Agriculture (GLOBALG.A.P.) and the key pillars of the Aquaculture Stewardship Council (ASC) standard. To maintain and monitor compliance, our team members conduct thorough audits at supplier sites and within other organizational units. These audits are independent, documented processes that evaluate how effectively we are meeting the criteria of the implemented standards.

To strengthen this capability, nine of our team members completed an additional five-day training program on performing (internal) audits, equipping them with advanced skills to conduct audits with even greater rigor, accuracy and objectivity. This helps ensure that our internal audit process not only supports certification requirements but also contributes to continuous improvement across the organization.

GLOBALG.A.P.

GLOBALG.A.P. is a brand of smart farm assurance solutions built on a portfolio of standards for safe and responsible production processes in agriculture, aquaculture and floriculture. Its holistic approach to certification is developed through extensive collaboration with sector experts. GLOBALG.A.P. activities are supported by a rigorous integrity program and a broad network of community member organizations from across global value chains. Today, GLOBALG.A.P. solutions provide some of the most respected and internationally recognized standards supporting the global trade of farmed products. GLOBALG.A.P. certification has been extended to almost 200.000 producers around the world. The standard is built on a system of modules that enable producers to get certified for several sub-scopes in one audit. To become certified, producers must comply with all the control points and compliance criteria (CPCC) relevant for their sub-scope. The modules comprise:

- General regulations: These map out the criteria for successful CPCC implementation and set guidelines for the verification and regulation of the standard.
- CPCC: These clearly define the requirements for achieving the quality standard required by GLOBALG.A.P.

In July 2025, Alltech Coppens passed the audits for GLOBALG.A.P. certification with the add-on assessment module GLOBALG.A.P. NON-GM, ensuring that Alltech Coppens is not using any genetically modified products.

EcoVadis

In February 2025, Alltech Coppens was assessed by EcoVadis and, as a result, was proudly awarded a Platinum Medal with a score of 99 — which signifies that our performance ranks higher than 99% of all companies evaluated by EcoVadis. This prestigious recognition reflects our ongoing commitment to environmentally responsible and socially ethical business practices.

The EcoVadis assessment is built around four central pillars: the environment, labour and human rights, ethics, and sustainable procurement. This Platinum Medal demonstrates that Alltech Coppens not only meets but exceeds expectations in each of these areas.

Key highlights of our sustainability practices:

1. **Responsible raw material sourcing**
   We prioritize sourcing ingredients for our fish feed from sustainable and ethical sources, ensuring that every raw material contributes positively to the environmental and social standards we uphold.

2. **Minimizing environmental impact**
   Alltech Coppens continuously implements measures to reduce energy consumption, water usage and waste generation. By optimizing our production processes, we minimize our environmental footprint while maintaining high-quality feed production.

Aquaculture Stewardship Council (ASC)

The ASC Feed Standard certifies feed mills that meet comprehensive and internationally recognized requirements for responsible aquafeed production. The certification is built around five key pillars: environmental responsibility, social responsibility, responsible sourcing, animal welfare and health, and transparency with full traceability across the entire feed supply chain.

Within these pillars, the ASC Feed Standard addresses critical topics such as the sustainable sourcing of marine and non-marine raw materials, the reduction of environmental impacts from feed production, ethical labour practices, the health and safety of employees, and respect for local communities. It also includes strict requirements for quality management systems, food and feed safety, and continuous improvements to production processes. Transparency and traceability are core elements of the ASC Feed Standard, ensuring that all ingredients used in feed can be traced back to responsible and verified sources.

By meeting these requirements, ASC-certified feed mills support aquaculture producers in achieving more sustainable farming practices and in complying with ASC farm standards. We are proud to announce that Alltech Coppens successfully received ASC Feed certification on 20 August 2025, demonstrating our long-term commitment to sustainability, responsible sourcing and the delivery of high-quality aquafeeds that contribute to a more responsible and resilient aquaculture industry worldwide.

3. **Social responsibility**
   We actively promote fair labour practices and community engagement, and we support initiatives that enhance the well-being of the communities in which we operate. Our commitment to people is as strong as our commitment to the planet.

4. **Traceability and transparency**
   Transparency is central to our operations. Through robust traceability systems, we ensure that the origin and journey of all raw materials can be tracked, building trust with consumers, partners and stakeholders.

5. **Innovation in feed formulation**
   Research and development drive our ability to create feed formulations that maximize nutritional efficiency, reduce waste and support fish health, contributing to more sustainable aquaculture practices worldwide.

The EcoVadis Platinum Medal confirms that Alltech Coppens leads the way in sustainable aquaculture, combining innovation, responsibility and transparency to create a lasting positive impact for the environment, our communities and the industry as a whole.

CIPA

CIPA certification recognizes feed mills that comply with high standards of quality, safety and good manufacturing practices in feed production. This certification is built around core principles such as feed and food safety, quality assurance, traceability, regulatory compliance and continuous improvement, ensuring that feeds are produced in a controlled, consistent and responsible manner.

The CIPA standard covers key aspects of feed manufacturing, including the implementation of Good Manufacturing Practices (GMP), hygiene and sanitation programs, raw material control, process management and finished product quality. It places strong emphasis on risk management, often aligning with HACCP principles, to prevent contamination and ensure product safety throughout the production process. Documentation, staff training, internal controls and the full traceability of ingredients and products are essential requirements, supporting transparency and reliability across the supply chain.

By meeting CIPA requirements, certified feed mills demonstrate their commitment to delivering safe, high-quality feed while maintaining efficient and well-controlled operations. We are proud to confirm that Alltech Coppens holds CIPA certification with the maximum score, reinforcing our dedication to quality, feed safety and responsible production practices that support sustainable and reliable aquaculture production.

ISO 50001:2018

ISO 50001:2018 is an internationally recognized standard for Energy Management Systems (EnMS). It provides a framework for organizations to establish, implement, maintain and continually improve their energy performance. This standard helps organizations use energy more efficiently, reduce costs and improve their environmental impact.

In 2025, Alltech Coppens successfully completed the surveillance audit, confirming that our energy management system remains fully compliant with ISO 50001:2018. Our certification is valid until 17 July 2027.

Key aspects of ISO 50001:2018 and our contribution to sustainability:

1. **Energy efficiency**
   ISO 50001 focuses on optimizing energy performance across the organization. By identifying opportunities to reduce energy consumption, Alltech Coppens improves our operational efficiency and contributes to the conservation of natural resources.

2. **Systematic approach**
   The standard promotes a structured "Plan-Do-Check-Act" (PDCA) cycle, integrating energy management into our overall business processes. This ensures that energy efficiency becomes a continuous and measurable part of our operations.

3. **Cost savings**
   Reducing energy consumption directly lowers operational costs, making our operations more financially sustainable while conserving resources. Energy efficiency is not only environmentally responsible but also economically beneficial.

4. **Environmental impact**
   Energy use is a significant contributor to global greenhouse gas emissions. By managing energy systematically, we can reduce Alltech Coppens' carbon footprint and align our operations with broader environmental sustainability goals.

5. **Regulatory compliance**
   Implementing ISO 50001 helps ensure compliance with energy-related regulations, supporting sustainable business practices and proactive environmental stewardship.

6. **Continuous improvement**
   The ISO 50001 standard emphasizes ongoing improvement, encouraging regular reviews of and updates to energy management practices. This commitment ensures that Alltech Coppens maintains effective energy performance and drives sustainable progress over time.

Projects in 2026

ISO 14001

ISO 14001 is an internationally recognized standard for environmental management systems that helps organizations systematically manage and reduce their environmental impact. This certification is built around key principles such as environmental responsibility, legal compliance, risk management, continuous improvement and stakeholder awareness, ensuring that environmental considerations are fully integrated into daily operations and long-term strategy.

The ISO 14001 standard covers areas including the efficient use of energy and resources, reductions of emissions and waste, the prevention of pollution, and preparedness for environmental risks and emergencies. It requires organizations to identify and assess environmental aspects, set measurable objectives and targets, monitor their performance and continually improve their environmental management practices. Strong documentation, internal audits and management reviews are essential components of ISO 14001, as they help ensure transparency, accountability and ongoing compliance with environmental legislation.

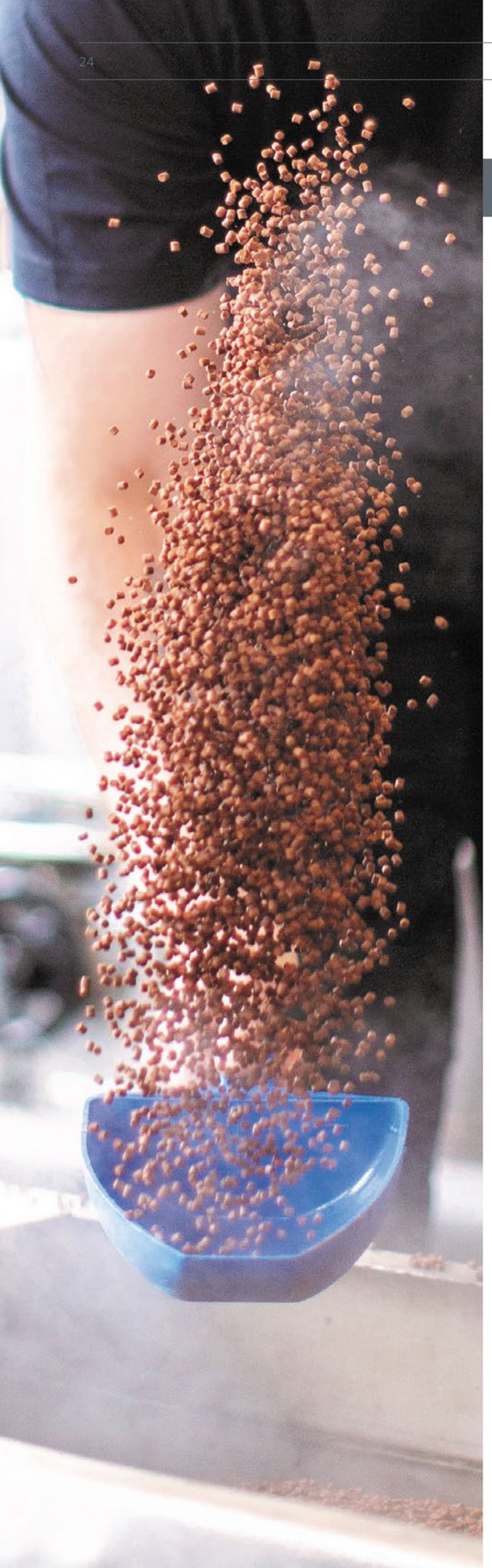
By implementing ISO 14001, organizations demonstrate a proactive approach to environmental stewardship while improving their operational efficiency and reducing environmental risks. We are proud to announce that Alltech Coppens completed our first ISO 14001 audit in February 2026, proving our commitment to minimizing our environmental footprint, complying with applicable regulations, and continuously improving our environmental performance in line with globally recognized best practices.

ISO 27001

ISO 27001 is related to cybersecurity. A reality of modern society is the fact that threat actors often try to steal personal information and ransom companies for their own profit.

For any company, ensuring the safety of the virtual corporate environment allows for the continuity of the business and safeguards its reputation — and it offers the added benefit of increasing efficiency. The standardization of this process helps companies avoid doing unnecessary work and saves time, effort, energy and the use of equipment. ISO 27001 encourages the responsible use of technology and privacy protection. This aligns with a broader trend of centring "digital sustainability" — a commitment to a safer, more ethical, future-proof digital society.

At Alltech Coppens, we believe that ensuring the highest level of cyber safety is a best practice for any company in the 21st century. As a result, we launched this project in early 2025 with a statement of applicability, which helps determine if a potential risk is applicable for a company's technical environment. After that, we completed a risk assessment to uncover all potential issues and to rate our risk level based on the potential of a cybersecurity breach and its impact on the company. The risk assessment also documented the measures we already have in place, as well as potential areas of improvement — which will allow us to check and potentially adjust our current policies or write new ones. An internal audit with gap analyses was planned for March 2026, and the final audit is scheduled for Q3 2026 (Read more about the Alltech Coppens IT team on page 41 of this report.)



OPERATIONS

Operations is the part of the supply chain where our ideas, orders and various types of raw materials are transformed into finished feed that we can deliver to our customers. Our production facility in Nettetal, Germany, turns incoming raw materials into production runs, which then create the actual fish feed. Getting this right means producing quickly and at an appropriate quality and cost. The finished feed then moves on to the logistics and shipping process for onward distribution.

Within our production process, we reuse the steam produced by the extruders to heat our dryers and liquid raw material tanks. We do the same with the air they produce. We also use outside air for our coolers, and after passing through the coolers, this warm air is used in our dryers.

For Alltech Coppens, achieving operational excellence depends on five key focus areas:

1 RESPECT

This is valued from the top down, as well as the bottom up. We encourage open discussions within and between departments. We follow procedures and act in line with agreed-upon standards.

In 2025, we conducted an employee survey asking our team members to share their thoughts about respect within the company, among other topics. In each question, employees were asked to rate the company on a scale of 1 to 10. For the seven survey questions related to respect, employees responded with an average overall score of 5,6. Compared to the survey responses in 2023, this was a decrease in ratings related to respect. To determine why the rating was lower in 2025, the HR department conducted interviews and questionnaires — and through that process, it became clear that there was not a consensus among team members about what "respect" means. The HR team subsequently created a proposal, shared in management meetings in November 2025, to launch group discussions about how we can improve employees' thoughts about "respect" at Alltech Coppens in 2026 and beyond.

2 SAFETY

We continually increase the knowledge and awareness levels of our team members, resulting in a safer environment.

Safety is very important at the Alltech Coppens plant — even more so in the operations area. Safety is not something that can be ensured by a few team members; it requires everyone's participation. To achieve a high safety level in the plant, we work with ArbeitsSchutzAusschuss (ASA), or an occupational safety committee. This team — which includes Carsten Thelemann, Christian Langer, Katja Hermans, Gerrie van der Mee and Jürgen Kalina — meets every month to discuss safety, and the decisions they make are based on input from Alltech Coppens employees and a group of external advisers, who meet at and tour the plant every quarter.

In 2025, to improve safety awareness among our employees, we asked all team members at the Nettetal plant to identify at least two unsafe situations on campus. The team members identified 85 areas for improvement — 80 of which have since been resolved or fixed, while the remaining five are under construction.

Date	Unsafe situations
2021	52
2022	150
2023	158
2024	152
2025	83

In our health, safety and the environment (HSE) figures, we keep track of the total number of days without accidents, as well as the amount of time since the last accident. The longest stretch of time without an accident thus far has been 594 days.

Year	Accidents	Lost days	Days without an accident at 31 Dec.
2021	4		141
2022	3		249
2023	3		84
2024	0	0	449
2025	2	8	131

We do our utmost to increase the periods of time without accidents and, in the same vein, to decrease the number of accidents per year, and we regularly offer instruction about safety and awareness to help achieve that goal.

Improving safety in parking spaces with sidewalks

For our HSE figures, we work with Intelex, a helpful and easy software tool used for reporting. By using Intelex and evaluating these reports, we can share information among our team members that will ultimately help us avoid accidents and improve safety at all Alltech locations. The Alltech Coppens team began using Intelex in 2024, but while we hoped to introduce more team leaders to the program and make further improvements in 2025, we faced several challenges that kept that from happening. Rolling out and integrating Intelex among our teams in 2026 is now our goal.

3 SUSTAINABILITY

Sustainability is increasingly important worldwide — and for Alltech, where we are committed to our purpose of Working Together for a Planet of Plenty®. This is why sustainability is the third pillar of operational excellence for Alltech Coppens.

Waste

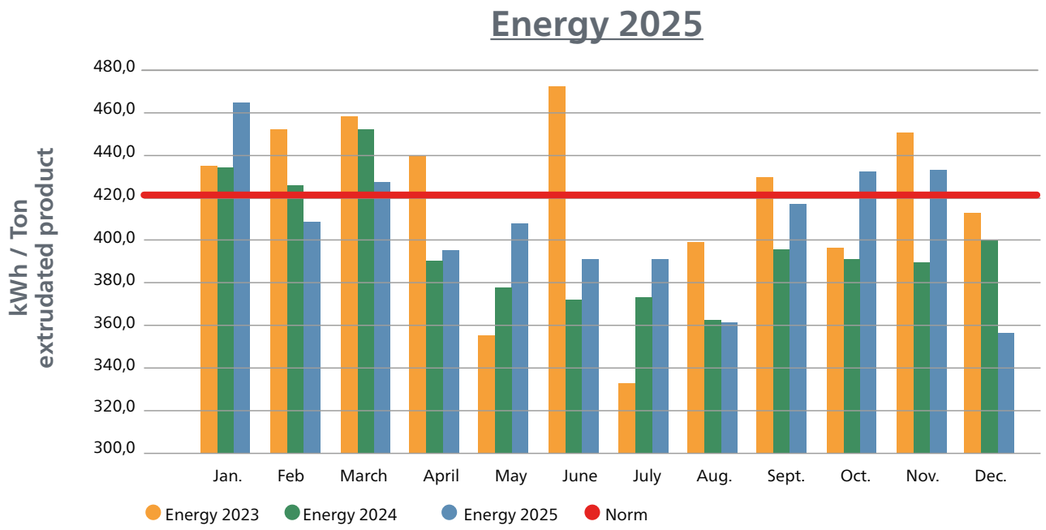
Waste is a broad category with numerous definitions, as it encompasses raw material waste (also well-known as rework), energy-related waste, bagging material waste and water waste, among others. As mentioned on page 20 of this report, Alltech Coppens was proud to receive a platinum medal from EcoVadis in 2025, which shows that we are well underway toward meeting our sustainability goals.

Energy

The energy team at the Alltech Coppens plant collaborates with several external advisors to identify possible ways to reduce our energy consumption. In 2025, Alltech Coppens was re-certified for ISO 50001:2018 — which requires us to provide in-depth insights about our energy consumption. In 2025, producing 1 ton of Alltech Coppens product used an average 415,3 kWh — representing a decrease of up to 388,5 kWh. Along with this KPI, to remain in compliance with ISO 50001:2018, we intend to conduct a separate management review.

Water

Water is a topic that is growing in importance globally. In 2025, Alltech Coppens used 630 liters of water per metric ton of extruded product produced. In 2026, our Operations department will look for potential improvements to decrease that number — which will not be easy, but using the least amount of water possible is important to us as a company.

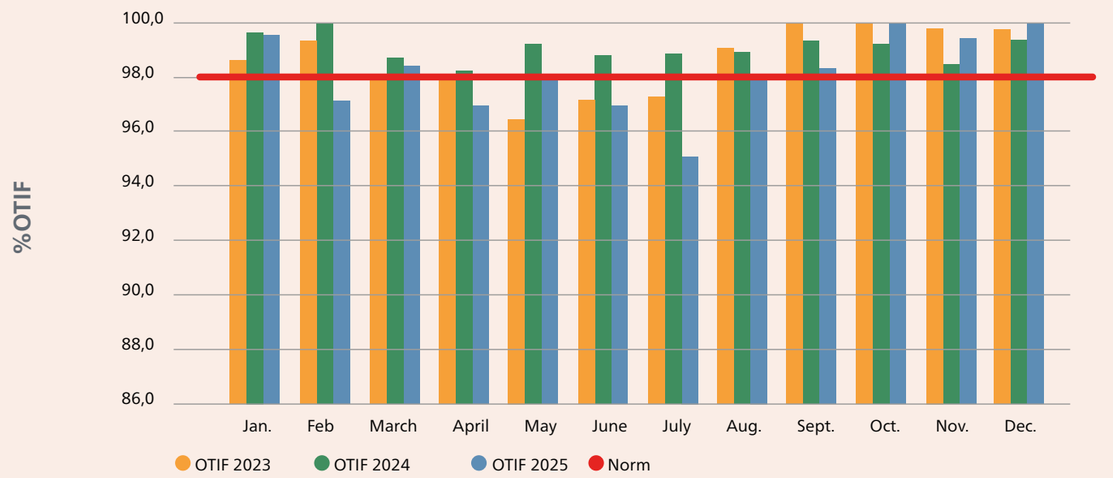


4 QUALITY

To achieve an even higher quality of solutions and services, we strive to increase our team members' knowledge of our technologies, as well as how our equipment could possibly be improved.

In 2023, most of our departments initially implemented 5S, a workplace organization system whose five steps — sort, set in order, shine, standardize and sustain — are designed to boost a company's efficiency, safety and productivity. While it took time to get buy-in among team members, our 5S system became more visible for employees and visitors in 2024, and the fact that our work follows the 5S principals was completely clear to visitors by 2025. Still, keeping everyone on track through the system requires time.

To achieve a clean factory, we implement several measurements, including 5S, weekly cleaning with reports, quarterly cleaning with reports and special cleaning projects. To further improve cleanliness, we introduced a hygiene team at the end of 2023, which has helped us achieve an even higher level of hygiene. In 2025, we invested in two new sweeper trucks and a dry steam cleaner. As a result of our efforts, the local government office on hygiene standards (the Veterinäramt) and the Global GAP and ASC auditor have complimented us about the cleanliness of the facility.



5 EFFICIENCY

We are always working to help our team members learn more about the equipment they are working with while also increasing the reliability of our plant and investing in new possibilities, with the overall goal of lowering costs.

For six years, we have been focused on boosting our "on time in full", or OTIF, a metric used to measure the success of a company's delivery process by calculating the percentage of on-time deliveries made in full, compared with all deliveries. This metric can be used as a performance indicator for suppliers, manufacturers and logistics companies.

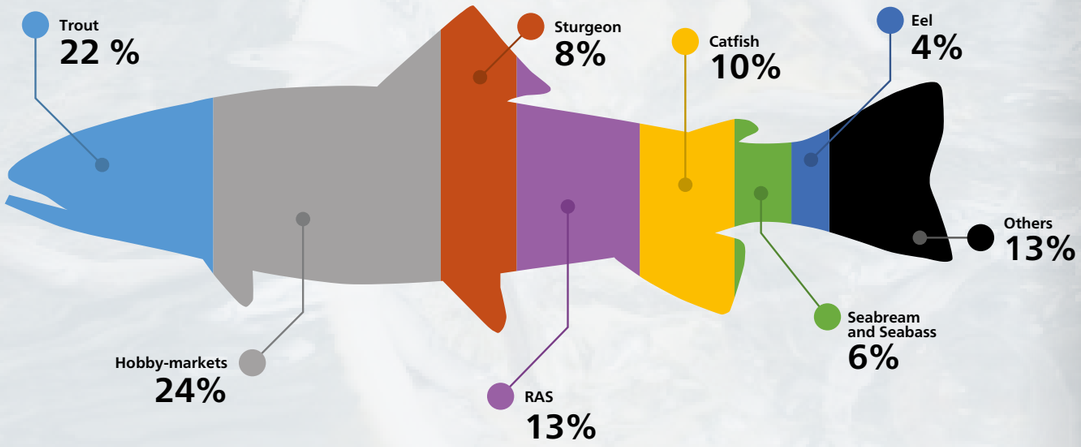
In 2019, our OTIF performance stood at 95,7%. This improved to 97,7% in 2020 and even further, to 99%, in 2024. In 2025, our OTIF performance decreased to 97,9%, primarily as the result of the lower stock building completed that year and sales of several new products that had not been foreseen in the budget.

SALES

At Alltech Coppens, we export to over 60 countries worldwide, with a strong presence across Europe, the Commonwealth of Independent States (CIS) and Western Africa. Our sales department is split into two divisions: the home markets, which includes Germany, the Netherlands, Belgium, France, Austria and Switzerland, and exports, which represents all other countries.

Despite the challenges the industry has faced in recent years, we have now entered a more stable and predictable period for the raw material supply. However, fish farms continue to face pressures related to persistently high labour, energy and oxygen costs. Additionally, the general shortage of skilled workers is driving increased investments in automation. At Alltech Coppens, we recognize these evolving challenges and remain committed to providing feed solutions that align with our customers' changing needs. Another key factor affecting today's fish farming industry is climate change. Prolonged droughts and rising summer temperatures, which lead to higher water temperatures, have had a significant impact on outdoor farming operations. These conditions are increasingly challenging for our more traditional customers not using RAS.

At Alltech Coppens, we are committed to supporting and enhancing our customers' on-farm performance through exceptional service, our extensive network and continuous product innovation. Through research and collaboration, we work hand-in-hand with our customers to create sustainable solutions.



Marketshare per species/system

FOCUS-ON

Global developments — such as sustainability (including efforts to reduce carbon emissions, among others), increasing pressure from international compliance authorities complicating international payment transfers, a trend toward imposing more import duties and a bigger number of local fish feed mills — offer us an opportunity to reinvent ourselves and to implement concepts beyond the traditional sales and export of feed. The future lies in partnerships — and we are working to cooperate much more closely with fish feed mills worldwide.

To address our vision of partnerships, we have implemented a value-driven sales approach that focuses on identifying and addressing "opportunities and profit leakage" within a customer's business. Together with INOVA, we have developed a sales tool that our team can use when meeting key prospects or existing customers. By effectively addressing the challenges and leveraging the strengths of our approach, we can position our business and sales managers as trusted advisors and drive sustainable growth.

In 2025, we established a cooperation with Salmofood, a Chilean fish feed factory that is part of Vitapro. This feed mill produces salmon feeds and wanted to complete its portfolio with a line of starter diets (including crumbles and micro-pellets). Alltech Coppens was selected thanks to our long-term sustainability goals, as well as the high protein and high quality of our products. To strengthen this cooperation and partnership with Salmofood, our team is also gaining knowledge about the development of salmon feeds — which could be of great use as we enter other regions where salmon is produced.

WORKING TOGETHER FOR A PLANET OF PLENTY®: A STATEMENT FROM VAIDAS JUODIS, MANAGING DIRECTOR OF FISHNET

Just like Alltech Coppens, FishNet puts sustainability at the foundation of their operations. Vaidas Juodis, managing director of FishNet, says, "I strongly believe that our recirculating aquaculture system (RAS) represents one of the most sustainable aquaculture farming methods available today. Our farm operates in a fully heat-insulated building, allowing us to maintain stable production conditions throughout the year without heating or cooling the water, regardless of the season." This approach significantly reduces their energy consumption. FishNet has also invested in land infrastructure with lagoons and underground drainage systems, enabling a substantial share of filtered water to be safely returned to the ground and, in turn, ensuring responsible water management.

*"We use only **high-quality feed supplied by Alltech Coppens,"** said Juodis. "This feed performs exceptionally well in our systems, delivering reliable growth, a high feed-conversion ratio (FCR) and excellent fish health. Its consistent quality allows us to operate without issues and has a **very positive impact on water quality,** as lower feed waste results in reduced organic load and cleaner production conditions."*

FishNet remains committed to continuous improvement, responsible resource use and transparent operations. Much like Alltech Coppens, its main goal is to produce high-quality trout while minimizing environmental impact and contributing to a more sustainable aquaculture sector.

HUMAN RESOURCES

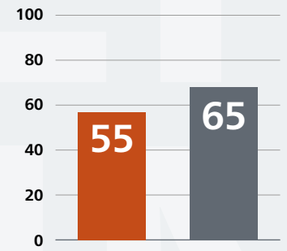
Human Resources (HR) acts as the central interface between management and team members. This department's central task is to establish, negotiate and implement clear, reliable and fair rules that provide orientation, stability and trust across the organization.

Beyond its operational responsibilities, the HR department remains conscious of its responsibility to shape and safeguard our corporate culture. Structural organizational design, role clarity and professional change management are core elements of the team's work, as well as key levers for long-term organizational stability.

Sustainability in HR means embedding social responsibility, ethical standards and long-term thinking into all people-related processes. We integrate these principles consistently across our leadership, recruitment, development, performance management and collaborations.

DIVERSITY IN THE WORKPLACE IN 2025

Commercial/ Production

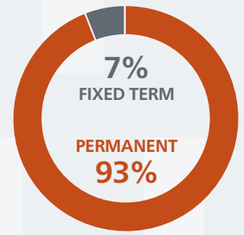


Nationality

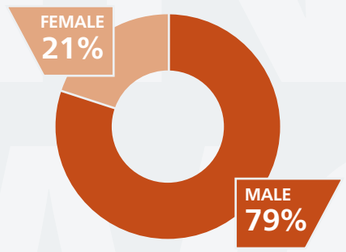
14
different nationalities

Every 9th employee has a different nationality.

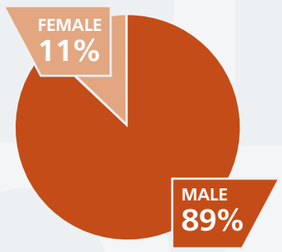
Contract Status



Gender in the Company



Gender in Leadership Positions



Strength lies in differences, not in similarities.

Workplaces that are perceived as diverse have the highest levels of engagement.

Alltech® COPPENS

FROM EMPLOYEE LIFECYCLE TO EMPLOYEE JOURNEY

At the end of 2025, we replaced our traditional "Employee Lifecycle" method with a new "Employee Journey" to create a more consistent and sustainable approach to people management.

We understand employment as a connected system in which decisions made at one stage influence engagement, performance, retention and knowledge continuity over time. The Employee Journey allows us to manage these interdependencies in a structured and transparent way.

By aligning all HR activities along this journey, we ensure stability, clarity and long-term orientation for both management and team members. This approach supports responsible growth, strengthens organizational resilience and enables us to actively shape culture, collaboration and leadership in a sustainable manner.

Training and development

Training and development activities are an integral part of our Employee Journey and a key element of our social sustainability approach. Based on documented training measures, we implemented a broad and continuous range of structured training activities throughout the year, including both short awareness sessions and more in-depth formats.

The focus of these training activities was clearly aligned with employee health, safety and well-being, as well as responsible leadership. More than half of all training hours addressed physical and mental health, stress prevention, ergonomics and work-related well-being. This reflects a preventive and long-term-oriented approach to maintaining employability and reducing work-related risks.

A significant portion of these training activities focused on occupational safety, health protection and compliance-related topics, including risk assessments, psychological risk evaluation, hazardous substances, hygiene and accident prevention. Several topics were addressed repeatedly throughout the year, demonstrating a systematic approach to risk mitigation and legal compliance.

Leadership and people management trainings supported responsible leadership behaviour, clear communication and sustainable performance management. These measures strengthen accountability and contribute to a more stable and respectful working environment. In addition to structured training sessions, continuous learning opportunities — such as language courses and digital learning platforms — were provided to support inclusion, capability development and long-term employability.

From an ESG perspective, training and development primarily contribute to the social dimension of sustainability. By focusing on health, safety, leadership responsibility and continuous learning, we support organizational resilience, knowledge retention and sustainable workforce development.

Katja's experience at Women in Food and Agriculture

"It was a fantastic chance to meet great colleagues, engage in valuable discussions and gain exciting new insights."

A particular highlight for me was participating in the 'Future Work' panel, where I had the privilege of discussing the future of work in the agriculture and food sector alongside other experts. The working world is changing rapidly, and it was fascinating to talk about new challenges, innovative approaches and the role of women in this transformation. The exchange was truly inspiring and gave me plenty of new ideas to reflect on.

Equally impressive was the screening of the film World Without Cows, produced by our parent company Alltech. The documentary compellingly illustrates the essential role cows play in culture, economy, nutrition and the environment — it's an absolute must-watch that sparks thought and reflection.

Beyond the inspiring talks and panels, the personal exchange with like-minded individuals was a true highlight. It is always incredibly motivating to see so many strong women actively shaping the future of our industry.

I am taking away so much from these days: new impulses, valuable connections and the reaffirmation that our work in the agriculture and food sector is not only important but essential for a sustainable future. I am already looking forward to the next WFA event and to continuing to work together toward a better future for our industry!

Katja Hermans
Director of HR and Legal Compliances

Women in Food & Agriculture (WFA)

We at Alltech Coppens are a proud partner and sponsor of Women in Food & Agriculture (WFA). Katja Hermans, our director of HR and Legal compliances, had the opportunity to attend the WFA Conference, held February 24–25, 2025, in Amsterdam. This inspiring annual gathering promotes diversity, equality, sustainability and inclusion in the agriculture and food industries.

RESEARCH & DEVELOPMENT

In 2025, 28 trials were conducted at the Alltech Coppens Aqua Centre (ACAC), with a focus on new and innovative nutritional solutions. All research conducted by Alltech Coppens is related to our "four pillars," or categories in which important measurables are brought together. We use these four pillars — palatability, performance, pollution control and the planet — to translate customer needs into the most relevant research programs. By quantifying the measurables in the available raw materials and defining the needs of the market, the fish farm and the consumer, we are able to design our feed in a more flexible way to achieve the highest quality and the best results for our customers.

In recent years, Alltech Coppens has noticed that the fish farming market is changing. In the past, one standard feed was enough for most farms. Now, more and more customers want feed that fits their specific needs. Customers are looking for better results, higher profits and feeds that meet sustainability rules, like ASC and BAP certifications.

To help with this, the Alltech Coppens R&D team created a system to measure the sustainability of our feeds. All ingredients are evaluated for their impact on the environment, including aspects like climate change, water use, land use and how fishing affects nature. Trusted data and scientific methods, such as life-cycle assessments (LCAs), are being used in this process. Thanks to this system, in 2025, we reduced our impact on global warming in our recipes by 6,7% from 2024.

Based on that fourth pillar — the planet, which encompasses everything related to sustainability — the R&D team instituted a project to develop a sustainability scoring system for our feeds. Additionally, our nutritional researcher, Maud Valkenaars, embarked on Ph.D. research to study how feeds affect the planet from start to finish. Another major project (which you can read more about on page 15) started last year, with EU support, brought together the Alltech Coppens Aqua Centre is collaboration with Wageningen University to develop a sustainable eel feed that halves the need for wild-caught fish, securing both the future of the eel and a more sustainable eel farming industry. Through this work, Alltech Coppens is helping fish farms become more efficient and sustainable at the same time.

THE 4 PILLARS MEASURABLE STANDARDS

PALATABILITY
Taste
Maximum feed intake
Gut transit time

PERFORMANCE
Digestibility
Feed conversion ratio & growth
Deformities, mortality & fish health
Fillet coloration, quality and yield
Nutrient retention

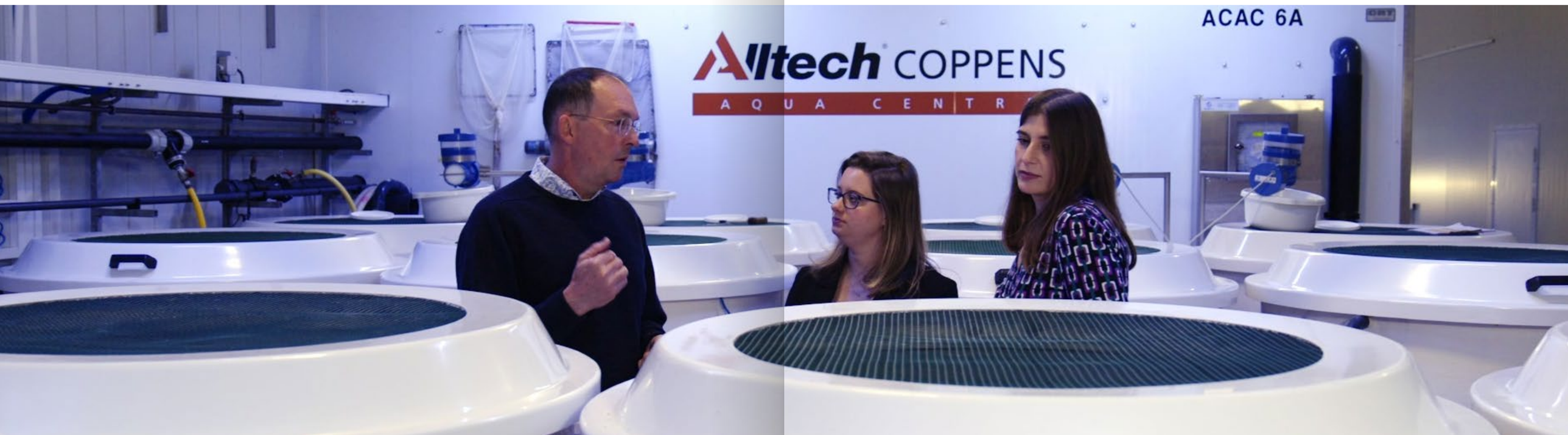
POLLUTION CONTROL
Indigestible nutrients
Physical feces properties
Effect on water turbidity
Non-retained nutrients

PLANET
Carbon footprint
Sustainability score
Fish-in, fish-out
Consumer health

Research spotlight: Advancing sustainable aquaculture with LCAs

Roughly two years ago, Alltech Coppens and the University of Stirling in Scotland began collaborating on a Ph.D. project that focuses on improving life-cycle assessment (LCA) tools to enhance sustainability in aquaculture. LCAs are used to measure the environmental impact of a product from start to finish, including the raw materials, production, use and disposal of, in our case, a fish feed. By analysing the environmental impact of different fish feed ingredients and optimizing feed formulations, the study aims to develop more sustainable nutritional strategies.

This research is being conducted in collaboration with several fish farmers to evaluate the entire production chain, from feed ingredients to the feed itself to farmed fish. In trials with catfish and rainbow trout at Alltech Coppens Aqua Centre, the study is measuring nutrient digestibility and fish performance, as well as how these metrices translate into an environmental footprint. The findings will contribute to more sustainable feed production, enabling informed decision-making and strengthening our position in sustainable aquaculture. This research represents a vital step toward the sustainable future of aquafeed and fish farming.



Research spotlight: Optimizing eel feed formulations for a more sustainable aquaculture industry

Eel farming offers a fascinating opportunity to work with one of the most unique and remarkable fish species, thanks to the eel's distinctive biology and nutritional profile. One of the eel's most intriguing features is its complex life cycle: Born as larvae in the distant Sargasso Sea, they make an incredible journey to European freshwater systems to mature before eventually returning to their birthplace to reproduce. While breeding eels in captivity remains a scientific challenge, aquaculture farms currently support the species by raising young wild-caught glass eels to maturity. This approach also highlights the potential for innovation and conservation efforts aimed at securing both the future of eel populations and the sustainability of eel farming.

Eels have very specific nutritional needs. They are highly piscivorous and, as a result, require feeds that are high in fishmeal and fish oil to support healthy growth. Because of their short digestive tract and picky eating habits, replacing fish-derived ingredients in their feed is extremely difficult.

With support from the European Union through the European Maritime Fisheries and Aquaculture Fund, the Alltech Coppens Aqua Centre is developing a sustainable eel feed that halves the amount of wild-caught fish needed for eel feed production. Alltech Coppens Aqua Centre BV, in collaboration with Wageningen University, will lead the development and testing of this low-fishmeal/fish oil feed by taking an innovative approach. The aim is to secure both the future of the eel as a species and the sustainability of the eel farming industry. This will enable the eel farming sector to take a significant step toward further sustainability.

The goal of the current project is to develop a new eel feed that cuts the forage fish dependency ratio (FFDR) in half while maintaining eel health and growth.

Collaborating on R&D

Joint research programs

Alltech Coppens operates the Alltech Coppens Aqua Centre (ACAC). Researchers from both Alltech Coppens and Alltech Fennoaqua work together to design trials, analyze data and develop feed formulations that are tested on-site. In 2026, Alltech Fennoaqua is committed to participating in a minimum of three trials at the ACAC, and Alltech Fennoaqua's presence has stimulated a cooperation between Alltech Coppens and the research institute LUKE.

Nutritional innovation

Teams from both institutions focus on precision nutrition, developing feed formulas that optimize growth rates, fish health and feed conversion ratios (FCR). Alltech Fennoaqua plans to implement Alltech Coppens' net energy (NE) concept, while Alltech Coppens has begun the process of lowering the phosphorous emissions of our feeds based on knowledge shared by Alltech Fennoaqua.

Training and best practices

Alltech Coppens and Alltech Fennoaqua collaborate to provide farmers with training and educational resources on effective feeding practices, feed management and best practices for aquaculture farming. Alltech Coppens supports Finnish RAS farms, and Alltech Fennoaqua facilitates on-farm evaluations of the Alltech Coppens astaxanthin model.

Sustainability and environmental impact reduction

By focusing on lowering the Scope 3 LCA of our feed, the collaboration between Alltech Coppens and Alltech Fennoaqua aims to minimize the environmental impact of fish farming. The Ph.D. research being undertaken by Maud Valkenaars (featured on page 34 of this report) is fully supported by both institutions and will speed up the quantification of this important environmental impact of our feeds.

ALLTECH COPPENS AQUA CENTRE

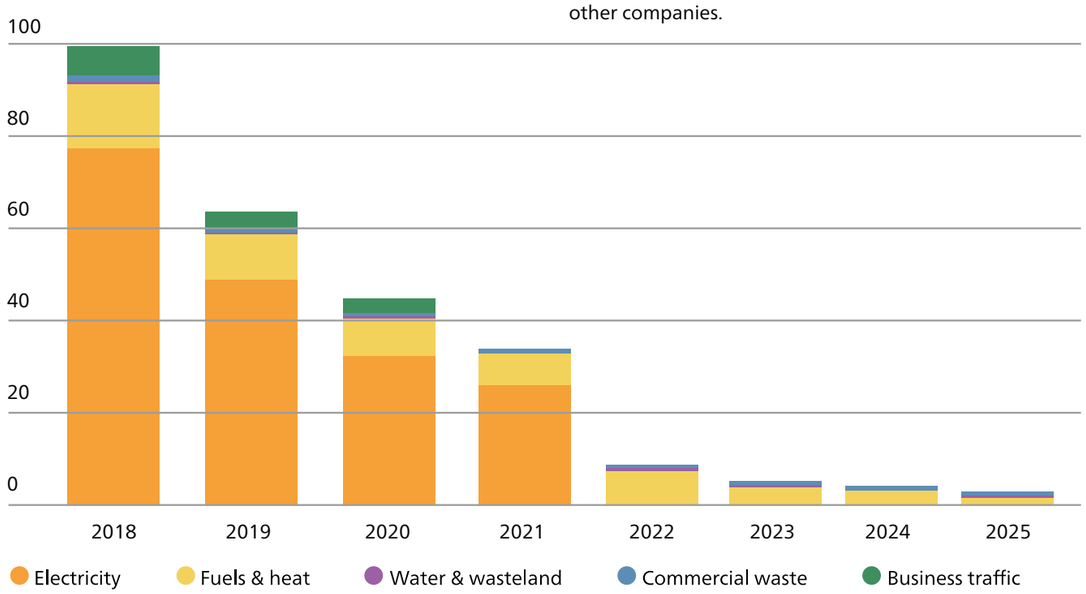
As published in the last Alltech Coppens Sustainability Report, the Alltech Coppens Aqua Center (ACAC) has made big steps towards improved sustainability by using green electricity contracts, insulating our research systems, minimizing our water usage and installing solar panels in December 2024. Slightly more than one year later, the solar panels are producing 40% of the energy required by the facility.

A big action point for 2025 was our dependency on gas — and the team tackled that challenge by switching the heating of all our research systems to heat pumps. Additionally, the ACAC offices and intern rooms are now heated and cooled by an air-conditioning system. Warm water for showers and sinks is supplied by an electric boiler, and the old gas cooking stove was exchanged for an induction plate.

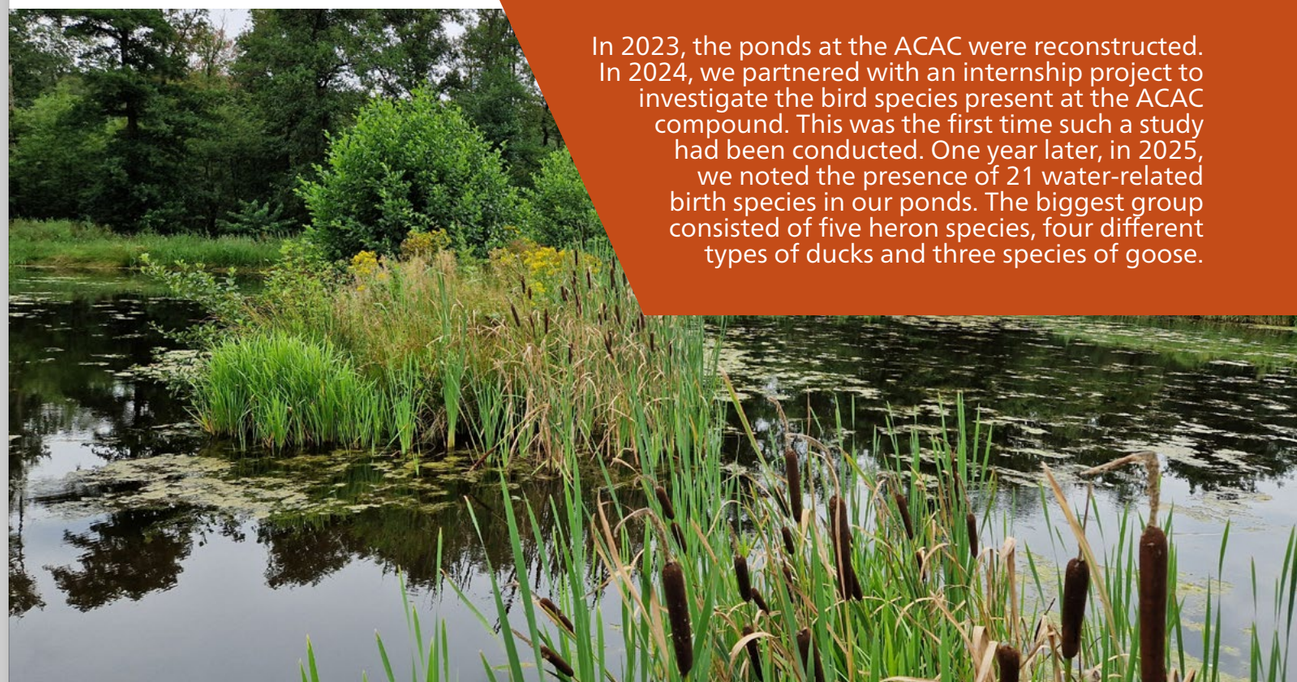
The ACAC ended its use of gas in May 2025. And with a smile, the main gas valve was closed on 18 July.

In 2022, we made the switch to green electricity. Even though the Alltech Coppens Aqua Centre was already solely using green energy, one of the biggest projects we undertook in 2024 was the installation of solar panels. This new energy source will cover a major percentage of the research facility's energy requirements.

The chart below shows the distribution of the environmental impact per trial day. The calculated environmental impact is the combination of various types of environmental damage (e.g., fine dust, acidification and the greenhouse effect). The environmental impact of the first year in the chart (2018) was translated to equal 100%. Since the chart calculates the impact per trial day, the outcome is less dependent on size. As a result, the outcome is more comparable to previous years and/or other companies.



In 2018, the first reporting year, we measured a CO_2 footprint of 220 kilograms of CO_2 per trial day. In 2025, this decreased to a CO_2 footprint of 3,98 kilograms of CO_2 per trial day — for a deduction of 98,2% in just 7 years' time!



In 2023, the ponds at the ACAC were reconstructed. In 2024, we partnered with an internship project to investigate the bird species present at the ACAC compound. This was the first time such a study had been conducted. One year later, in 2025, we noted the presence of 21 water-related birth species in our ponds. The biggest group consisted of five heron species, four different types of ducks and three species of goose.

IT

The Alltech Coppens IT department had a remarkable year in 2025. Our old servers were replaced and moved to a more suitable location, and the new servers are consuming less energy. Additionally, the number of physical servers was reduced thanks to the fact that Alltech Coppens is moving more and more to cloud application and storage. As a result, the need for physical servers will decrease every year. Additionally, around 20 employee laptops were replaced in 2025 with new models that are much more energy-efficient than the older ones. Notably, instead of being thrown away, the old laptops were sold to the employees for their personal use — keeping them from the landfill while saving our team members resources instead of needing to buy new laptops at the store.

ISO 27001

Cybersecurity is of major importance to Alltech Coppens, as strong cybersecurity doesn't just protect data — it also protects the systems, infrastructure and efficiencies that make sustainability possible. By preventing the loss of data, disruptions in the supply chain and the need to replace compromised hardware, cybersecurity helps us avoid unnecessary additional emissions into the environment.

Getting ISO 27001 certified is an important element of our strategy to protect our virtual environment. To achieve this goal, we established a team with representatives from departments across the business — including HR, Sales, Procurement, Quality & Research and IT. With the support of an external consultant who has 30 years of experience in auditing, Alltech Coppens is moving forward. The ISO 27001 team has been working to get all of the necessary processes and documents in place to achieve certification. An internal audit took place in March 2026, and the team is working hard to ensure that all aspects of our corporate cybersecurity are checked carefully before the official audit takes place in Q3 of 2026. Additionally, an Information Security Management System will be established and maintained to ensure that the company continues to follow all the proper measures and processes. Continual improvement is key for optimal cybersecurity.

PROCUREMENT AND SOURCING

Alltech Coppens is committed to ethical, lawful and sustainable sourcing practices built on trust and long-term collaboration with suppliers. We expect our partners to comply with applicable legislation, uphold social and environmental standards, and deliver products that meet defined quality and safety requirements. Responsible sourcing focuses on transparency, regulatory compliance and shared accountability across the supply chain.

Our suppliers must ensure that all products comply with EU legislation, as well as the local laws in the country of origin and agreed-upon product specifications. Materials must be free from genetically modified organisms unless otherwise approved, and packaging must meet EU regulatory requirements. Plant ingredients must be sourced from supply chains that prevent ecosystem destruction and deforestation, with a cutoff date of no later than January 2021. Feed ingredients must not originate from fish species classified as vulnerable or endangered by the IUCN. Deliveries must meet hygiene standards, and suppliers must immediately report any risks affecting product safety or compliance. Suppliers are also expected to ensure that all working conditions align with the principles established in the UN Global Compact.

We extend our commitment to legal and ethical conduct across the supply chain through our Supplier Code of Conduct. The key principles of the Supplier Code of Conduct include freely chosen employment, health and safety protections, ethical business behaviour, environmental responsibility and sound management systems. Non-compliance can lead to corrective action, suspension or termination of business relationships. Administrative controls are applied to verify financial transactions, including initial payment verification procedures.

Additional requirements aligned with Aquaculture Stewardship Council (ASC) principles further define our expectations for suppliers. These include respect for freedom of association, compliance with labour laws, non-discrimination, prohibition of child labour, fair wages, controlled working hours and transparent grievance mechanisms. Disciplinary practices must be fair and respectful, and workplaces must ensure employee safety, dignity and access to adequate facilities. Ethical recruitment and responsible medical testing practices are required, and suppliers must integrate these standards into risk-management systems and cascade our expectations to their own supply chains.

Suppliers must also respect Indigenous and tribal peoples' rights by engaging constructively, safeguarding cultural and resource access, and ensuring accessible grievance processes without retaliation. Environmental stewardship obligations include responsible water use and reporting, effluent identification and lawful discharge management, and monitoring of energy consumption and greenhouse gas emissions. Suppliers are expected to implement efficiency plans, disclose their resource usage and contribute to climate mitigation objectives.

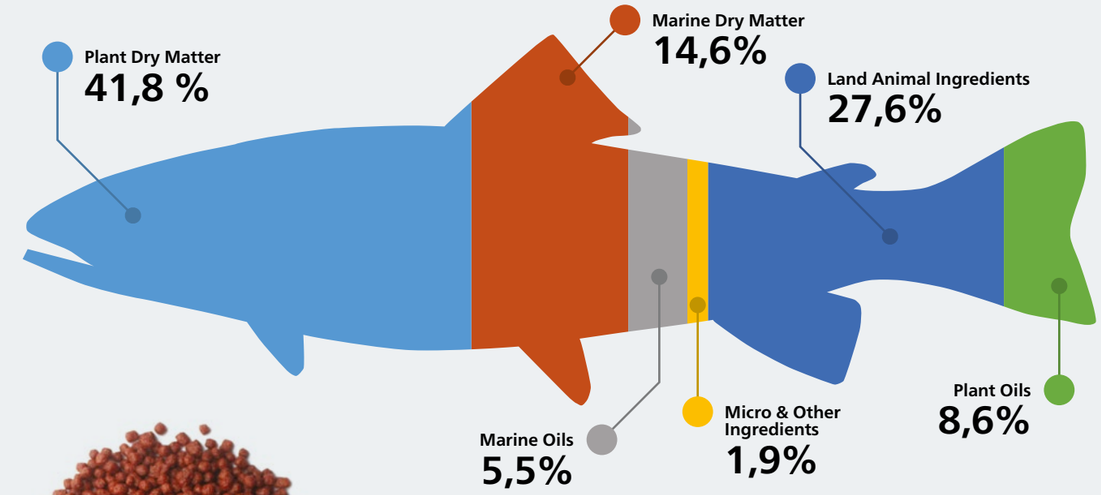
Products must be free from antibiotics or medicinal feed additives unless explicitly approved — in which case, full transparency and traceability regarding the type and dosage are required.

Overall, our purchase policy establishes a comprehensive framework ensuring legal compliance, ethical labour practices, environmental responsibility, product integrity and transparency throughout our global supply chain.

As of 31 December 2025, 99,2% of Alltech Coppens' active suppliers were signatories to our policy and code of conduct, with signatures dated no more than three years prior. Upon adjusting our policy slightly in early 2026, it was re-sent to each supplier to sign, with the goal of having at least 95% of our active suppliers sign this document by the end of 2026.

In 2025, 92,3% of our raw materials were produced within Europe. Of those raw materials, 71% came from Germany and neighbouring countries. The composition of the raw materials bought in 2025 is shown below:

Composition of the raw materials used in Alltech Coppens feeds in 2025.



CIRCULARITY

Circular raw materials are sourced from waste or byproducts, as defined by the EU Waste Framework Directive. Scientific methods, such as life-cycle analyses (LCA), enable us to calculate the carbon footprint of all our raw materials. An LCA looks at the complete production cycle through the end of life for a product. This tool evaluates the potential environmental impacts of a product, including the initial material or resources, processing those materials, processing of the product, distribution/transportation, usage and the end of the product (disposal or reuse). An LCA is a tool that is used to support decision-making for sustainable development, and it also helps to promote the sustainable design of products and processes, leading to a reduced overall environmental impact. In 2024, 54,5% of all raw materials used by Alltech Coppens were circular and restorative raw materials, based on the definition provided in the EU Waste Framework Directive. In 2025, 56,7% of our raw material intake came from circular/ restorative materials — for a slight increase of 2,2% compared to 2024.

One of our circular suppliers is Conserveros Reunidos, a Spanish producer of fish meals and oils from fish byproducts. These meals are prepared daily by the canning factories in the closest environment for human consumption, and they are processed in a matter of hours to ensure that the final products retain the maximum freshness and quality. At Conserveros Reunidos' factories, which are extremely modern and are linked to the circular economy, production focuses on the permanent supply, innovation, quality and sustainability.

Conserveros Reunidos Accelerates Green Transition with €2.6-Million Investment in Sustainability

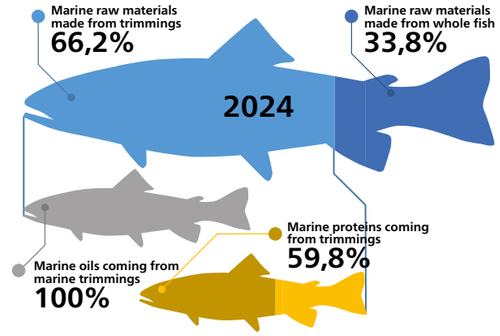
Conserveros Reunidos strengthens its circular economy model with new projects in energy efficiency and wastewater management. Backed by international certifications, such as MarinTrust and Sedex, Conserveros Reunidos is working to reduce plastics in the commercialization of its finished product.

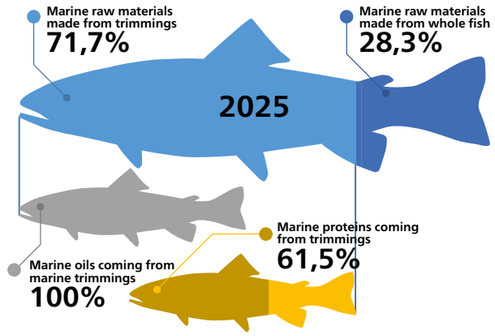
Already a leading company in the valorization of byproducts from the fish processing industry, Conserveros Reunidos is consolidating its commitment to the blue bioeconomy through an ambitious strategic investment plan. The company, whose core business is transforming marine discards into high-value resources, is currently mobilizing €2.6 million to maximize its efficiency and neutralize its environmental impact.

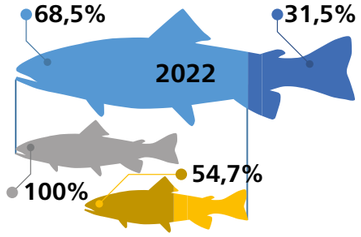
As part of this plan, the company is executing a €1.8-million investment focused on optimizing discharges with the construction of a new wastewater treatment plant, as well as by improving its energy efficiency. This project has been selected as a beneficiary of the European Union's PERTE Circular Economy Funds, integrated into the Recovery, Transformation and Resilience Plan. Additionally, an extra €800,000 has been allocated to the near-total reduction of plastic packaging in the commercialization of its finished product by opting, instead, for bulk sales, which meet the demands of an increasingly conscious global market.

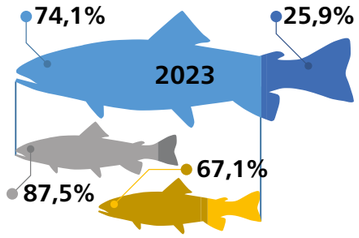
"Our goal is total excellence," said the Conserveros Reunidos management team. "We not only valorize 100% of the raw material, but we do so under the strictest controls of quality, ethics and respect for the environment."

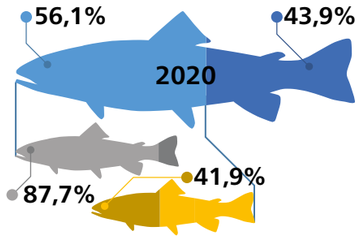
Working closely with strategic partners such as Alltech Coppens, Conserveros Reunidos strengthens a collaborative model focused on innovation, sustainability and responsible resource management across the value chain.

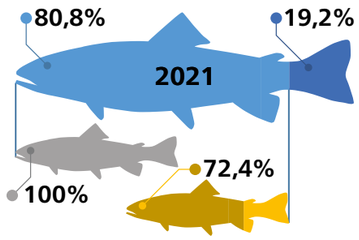


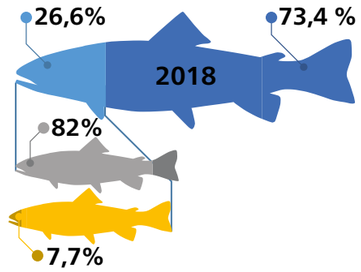


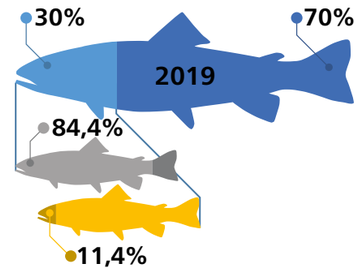












At Alltech Coppens, we recognize that many companies have carbon "tunnel vision" — but sustainability is much more than a carbon footprint. As a company, we must also consider other parameters to quantify the sustainability of our feeds. The concept of sustainability is currently in transition, moving from being defined simply by carbon footprinting to include other indicators as well. As a result, we are looking beyond carbon emissions to marine resource sustainability, global warming potential, acidification, ozone formation and depletion, among other measurements, as is illustrated on the following pages of this report.

Within the aquaculture sector, usage of fishmeal and fish oil in feed is often considered problematic because of its relation to the depletion of ocean fish stocks and to ecosystem damage, which is not included in the standard LCA method. To remedy this and make the LCA method more suitable for our industry, we created a midpoint impact category called "marine resources," a damage pathway called "fish stock depletion," and an endpoint called "damage to marine resource availability". The data that we used for scoring the raw materials using an LCA came from the GFLI and BLONK databases.

WASTE MANAGEMENT

Alltech Coppens utilizes an extended waste management system. Our waste streams are carefully separated and are then sent for further use or disposal via various external service providers. In 2025, individual waste materials were assigned to one of 16 different waste classes prior to disposal. Additionally, all waste streams, minus residual waste, have been reused or recycled. In 2025, our residual waste totalled 35.970 kilograms.

We decreased the usage of our residual waste by 58,8% compared to the usage in base year 2021 (85.660 kilograms) — and by 5% compared to 2024 (37.780 kilograms). Compared to last year, we decreased our feed residues by more than 23%. We also didn't dispose of any of our big bags, choosing instead to give them to one of our customers who is using those big bags again in his production.

Description	Quantity in 2024	Quantity in 2025	Unit
Grease separator	65,67	102,466	M^3
Plastics	2,88	2,15	MT
Paper/cartons	23,26	15,12	MT
Big bags	19,08	0	MT
Standard LDPE	15,87	21,54	MT
Impure LDPE	3,19	3,27	MT
Operating fluids	0,15	0,58	MT
Construction rubble	3,96	1,48	MT
Treated wood	8,69	4,05	MT
Residual waste	37,78	35,97	MT
Insulation	0,33	0	MT
Light tubes	0,03	0	MT
Electronics	0,79	0,724	MT
Mixed scrap metals	30,09	31,03	MT
Street cleanings	0,50	0,38	MT
Sewer cleanings	1,79	0	MT
Feed residues	502,35	386,44	MT
Green waste	5,56	3,01	MT
Bulky waste	0	1,7	MT
Cooling equipment	0	0,067	MT

Alltech Coppens disposed of a total of 386 tons of feed in 2025 — a significant decrease compared to 2024. Those feed leftovers were picked up by a waste disposal company and were subsequently used in a biogas plant, which utilizes a series of processes to generate electricity, gas and heat. First, the feed residues are introduced into a pre-pit before being mixed in the agitator. The mixed residues are then fed into the fermenter, where biogas is produced by stirring with a suitable agitator.

This gas is used to generate electricity. This production process creates climate-friendly heat that is used to heat buildings, while the biogas is used as fuel and for heating. The fermented biomass, which is collected in the final storage facility, serves as a valuable odorless fertilizer. Biogas enables the needs-based production, storage and further processing of the energy obtained, and it is free from any seasonal and daily influencing factors. Biogas reduces CO_2 emissions, making it an essential component of climate protection.

EMISSIONS

The carbon footprint (CF) of a feed describes the total amount of greenhouse gas emissions that are generated throughout the entire life cycle of the product. This includes emissions from all relevant stages, such as the production of raw materials, processing and transportation, up to the point where the feed leaves the factory. The CF provides insight into a product's impact on the climate, especially its contribution to global warming, and is expressed as kilograms of carbon dioxide (CO_2) equivalents per tonne of feed produced.

At Alltech Coppens, the carbon footprint is calculated using a cradle-to-gate approach — meaning that all emissions are considered, from the extraction of raw materials up to the finished feed at the factory gate. This assessment follows the European Union Product Environmental Footprint (PEF) methodology (https://environment.ec.europa.eu) and also takes land-use change into account.

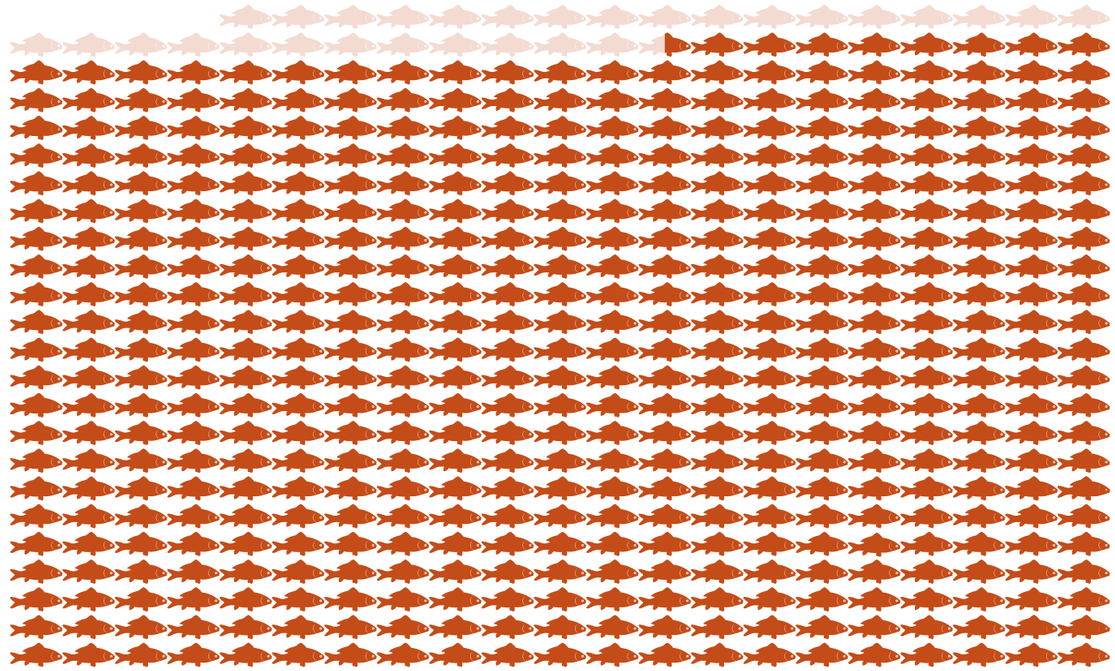
Greenhouse gas emissions are commonly grouped into three categories, known as scopes. Scope 1 includes direct emissions from sources that are owned or controlled by the company, such as on-site gas use. Scope 2 covers indirect emissions related to purchased energy, including electricity or heat. Scope 3 includes all remaining indirect emissions across the wider supply chain, such as those from raw materials, transportation to customers and packaging.

The values stated on the right were calculated using the following values and sources:

- Water usage: Envirometer (www.milieubarometer.com)
- Alltech Coppens car fleet: DKV Euroservice
- Transport: Envirometer, as well as the values coming directly from the carriers
- Packaging: Validated LCAs from the supplier/third parties, as well as the GFLI-Database
- Gas: OMV, our gas supplier, validated by our energy supplier, ENConcept
- Electricity: DREWAG, our electricity supplier, and the Umwelt Bundesamt (Herkunftnachweisregister)
- Raw materials: GFLI-Database, as well as validated LCAs from supplier(s)

In 2025, our total carbon footprint (CF) measured 43.991.939,88 kilograms of CO_2-equivalent — which breaks down to 0,970 kilograms of CO_2-equivalent per kilogram of fish feed. In the base year 2021, our CF broke down to 1,118 kilograms of CO_2-equivalent per kilograms of fish feed. Our 2025 total represents a reduction from our 2021 base year of 0,148 CO_2-e per kilogram of feed (13,2%).

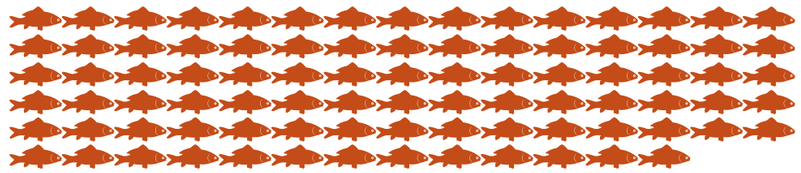
To break that total down further, 0,0569 kilogram of the CO_2-e per kg of feed (5,9%) came from Scope 1 emissions, while Scope 2 emissions represented 0% of CO_2-e per kilogram of feed, as our complete electricity usage has been covered by a proof of electricity cancellation from renewable sources. Scope 3 emissions made up the largest portion (94,1%), being responsible for 0,9131 kilogram of CO_2-e per kilogram of feed.



5,9% Scope 1 **0,0%** Scope 2 **94,1%** Scope 3

Breakdown of Scope 3 emissions

Raw materials (including LUC) **88,3%**



Road transport **2,8%**

Packaging **1,6%**

Sea transport **1,3%**

Alltech Coppens car fleet **0,2%**

Water usage **0,02%**

Green electricity **0%**

OUR FUTURE

We are motivated by one of the world's greatest challenges: producing enough safe, nutritious food for everyone while protecting animal welfare and preserving our land, air and water for future generations. Natural resources may be limited, but human creativity and innovation are not.

What began as the vision of a single company has grown into a shared call for collaboration. Our purpose — Working Together for a Planet of Plenty® — guides our commitment to building a future defined by opportunity, optimism and potential. We believe a world of abundance is possible, but only through collective effort. As an agricultural company, we are convinced that our mission must be driven by science, technology and a common determination to create a meaningful impact — investing in outcomes we may never personally witness. Sustainability means acting responsibly today to ensure success tomorrow.

It is a pursuit where there is always room for improvements that lead to new ideas.

"As a global company spanning the entire food supply chain, we are uniquely positioned to have a positive impact on a diverse range of sectors," said **Dr. Mark Lyons, president and CEO of Alltech.** *"The pages of this report reflect our call to customers and partners to join us in a collaborative effort to adopt new technologies, improve business practices and embrace innovation in order to create a world of abundance."*

In alignment with our purpose of Working Together for a Planet of Plenty®, we created

OUR PROMISES FOR 2030

and also want to share where we stand with those promises at the end of 2025.

- We will use 75% circular/restorative raw materials.
  In 2025, 56,7% of our raw material intake came from circular/restorative materials.
- 90% of our suppliers must be certified sustainable.
  We are in the process of updating this data, as we don't have a complete catalogue at this time, and it will be included in next year's report.
- We will achieve carbon neutrality across Scopes 1 and 2.
  In 2025, we only used green electricity. We are investigating opportunities to increase our electricity connection to be able to replace our gas-run equipment with electrical alternatives.
- We will reduce our water usage by 15% compared to baseline numbers from 2021.
  We are struggling with this promise, as our production must be food-safe. Our water usage also increased with the installation of the biobed. In the base year 2021, we used 539,37 liters of water per 1 ton of fish feed. In 2025, we used 661,90 liters of water for 1 ton of fish feed. Our Operations department is setting targets for this goal in 2026, and we are also speaking with different parties about how we can decrease our water usage.
- We will reduce our residual waste by 70% compared to baseline numbers from 2021.
  In 2021, we had 85.660 kilograms of residual waste. In 2025, our residual waste totalled 35.290 kilograms — for a reduction of 58,8%. To reach our final goal, we must have a maximum of 25.698 kilograms of residual waste.
- We will reduce our Scope 3 emissions by at least 35% over our baseline numbers from 2021.
  We focused mainly on raw materials, as they account for the majority of our Scope 3 emissions. In our base year, those raw materials had an average footprint of 1,0948 kilograms CO_2-eq per kilogram of raw material. In 2025, we bought 42.409.821 kilograms of raw materials, with a total CO_2 eq. footprint of 35.835.910,16 kilograms. This implies an average footprint of 0,8450 kilogram CO_2-eq per kilogram of raw material. This translates to a reduction of 23%.
- We will remain on track to be net-zero by 2045.
  While we still have a long way to go toward this goal, we see improvements each year.
- We intend to achieve zero-waste emissions (in terms of recycling and reusing) throughout the life cycle of our fish feed.
  We are working on this, as illustrated elsewhere in this report. Currently, Ph.D. research on the life-cycle assessment (LCA) of our fish feed is still ongoing.
- All our marine ingredients are 100% certified and/or are made from trimmings.
  In 2025, 100% of our marine oils were made from trimmings. For our fishmeal, 85,9% was made from trimmings and/or was certified. The other percentage was not from trimmings or certified, as we do not see FIP as certification. In total, 89,6% of our marine raw materials were certified and/or were made from trimmings in 2025.

Every second of every day, there are people thinking, trying, testing, flying, investing, inspiring and and applying new ideas, with an insatiable drive to foster a world where people, animals and plants can thrive.

Please join us in Working Together for a Planet of Plenty® and contact us on social media or our website.

www.alltechcoppens.com

Working Together for a Planet of Plenty®

With great passion and care, we develop and supply a wide range of high-quality fish feed programs.

Whether in the lab or the field, our teams of reliable experts are focused solely on aquatic feeds and are fully dedicated to the performance of our customers.

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