WORKING TOGETHER FOR A

Planet of Plenty®

SUSTAINABILITY REPORT

2024

Alltech® COPPENS

TABLE OF CONTENTS

MESSAGE FROM OUR CEO

The world has undergone significant changes in recent years. Unexpected conflicts, a pandemic and the serious impacts of climate change are affecting our sector. These changes are reshaping our industry, influencing aquaculture production and raw feed material sourcing. This is important food production in general and critical for a growing population.

At Alltech Coppens, we feel a strong responsibility to sustainability. Our mission is clear: produce fish feeds responsibly to support safe food production while conserving our natural resources. We are dedicated to continuing our efforts in this journey towards a more environmentally sustainable and ethical world.

Our commitment is evident in our actions: reducing emissions, enhancing transparency, and developing efficient feeds suitable for the diverse production systems of our customers. We also acknowledge that our current sustainability practices are just the beginning. We continue to search for new approaches to drive positive change, committing to Alltech's purpose of Working Together for a Planet of Plenty.

Our ongoing progress and commitment to sustainability are highlighted in this report. We were awarded the prestigious EcoVadis Platinum Medal for sustainability. It reflects our commitment and adherence to environmental, social and governance (ESG) principles aligned with UN Sustainable Development Goals. We use Life Cycle Assessment (LCA), energy efficiency and circular practices and increase the rate of byproducts as high-quality raw material in our feeds.

Looking ahead to 2030, we aim to advance research at the Alltech Coppens Aqua Centre (ACAC), refine raw material choices, and strengthen our leadership in sustainability. Our journey towards a Planet of Plenty™ is made possible through the collaboration of multiple departments and stakeholders, each playing a crucial role. This report provides further insight into their contributions. I'm proud of our dedicated and outstanding team that continues to drives us toward our goals.

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

Ronald Faber
CEO of 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.

Fish feed was produced by the majority shareholders, the Coppens family, at their feed mill, Coppens Diervoeding, in Helmond. 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 1998-1999, the product range was diversified with ornamental fish feeds, baits and feeding pellets for the angling market. The export of animal feed and premix had always been a small part of the business, and was divested in the beginning of 2000.

In this period, the first research trials were outsourced at the "Organisatie ter Verbetering van de Binnenvisserij" (OVB), now known as ACAC, in Leende. Over the following two decades, the collaboration gradually intensified and the number of trial days significantly increased.
Over 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 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 be able to produce high-energy feeds for additional species, like trout and eel.

A market shift was needed due to the high-risk situation, long payment terms and low feed prices in the Mediterranean, upon which the company was heavily depending. To compensate for the loss in sales in the Mediterranean, the focus shifted to 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 in sales in Western Africa. Over the following years, the surplus of sales was outsourced to different European fish feed producers.

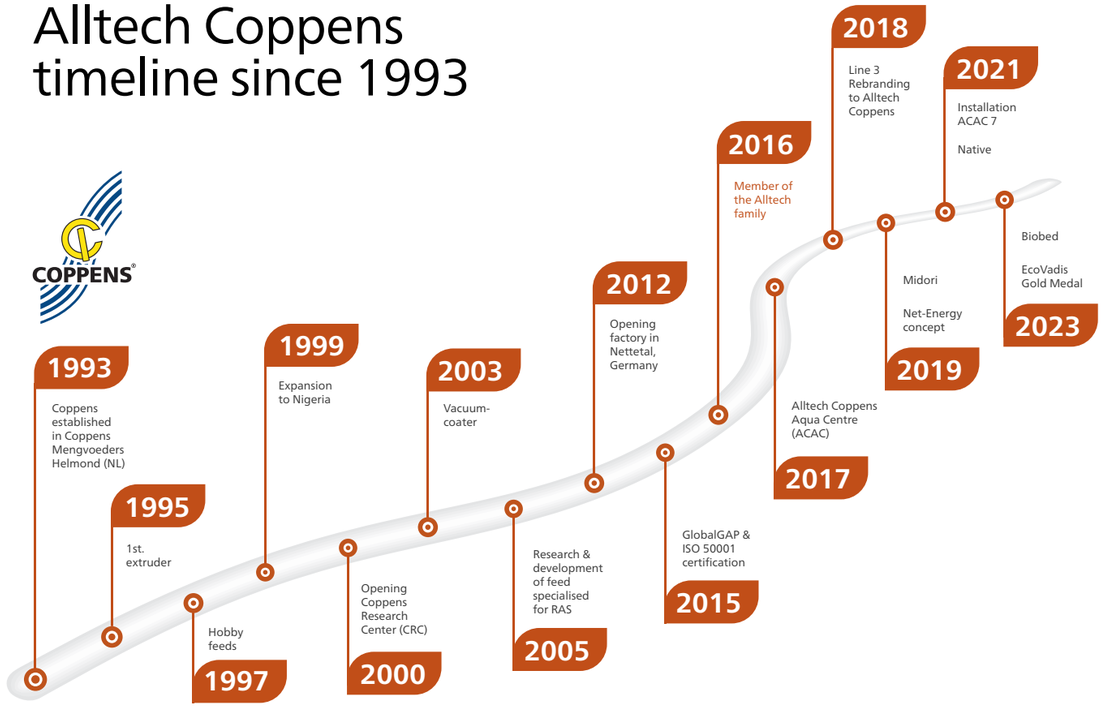
In 2010-2011, the Coppens family decided to sell their shares to an investment company. In 2012, CI purchased a pet food production facility in Nettetal, Germany (now known as Alltech Coppens GmbH), started a complete renovation and invested in additional warehousing. Also during 2012, CI purchased all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

In 2015, GLOBALG.A.P. and ISO 50001 certifications were obtained. In the middle of 2016, 100% of the shares of all three entities, which are now known as AC BV, AC GmbH and 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.

AC celebrated its 25th anniversary and opened the third extruder line at AC GmbH in 2018. In the same year, the company was officially rebranded as Alltech Coppens. We defined our future roadmap towards 2030 with a strong focus on sustainability and profitability.

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.

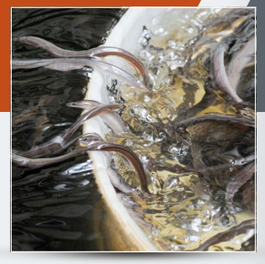
Alltech Coppens is currently exporting to more than 60 countries worldwide.

INDUSTRIAL

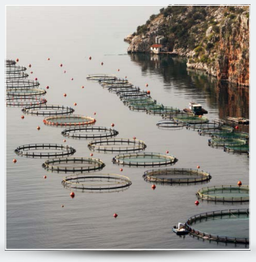
TROUT

STURGEON

CATFISH



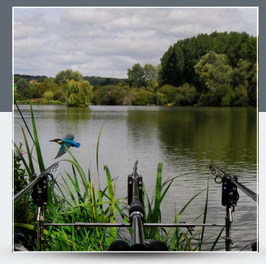
EEL



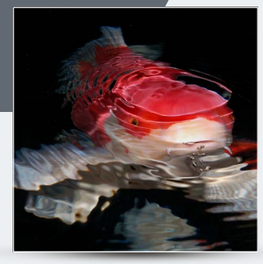
SEABASS | SEABREAM

CARP

HOBBY



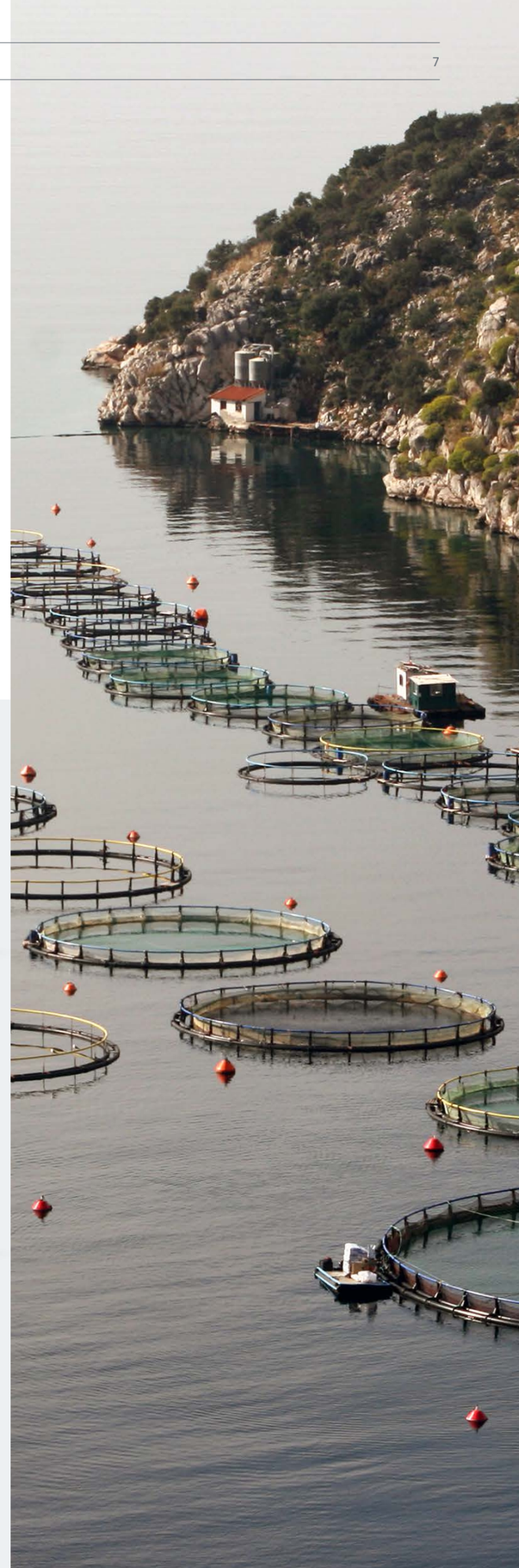
ANGLING



KOI

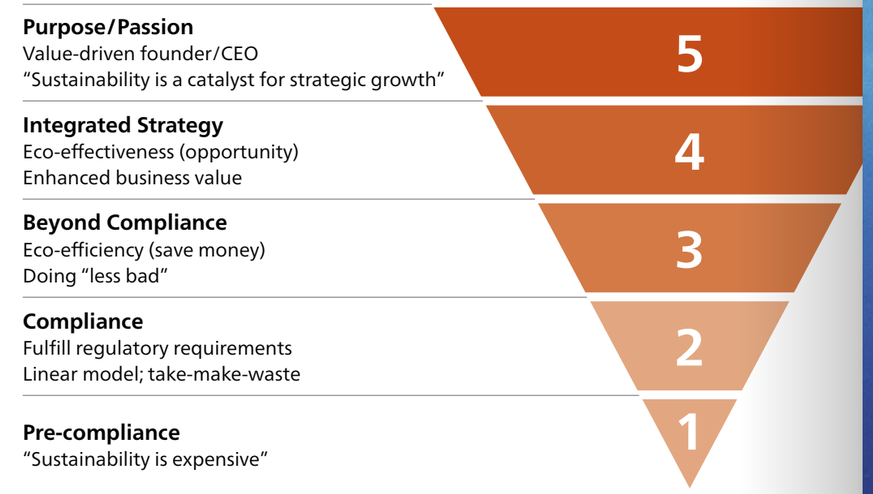
POND

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 will answer to the highest market and consumer demands and is in balance with nature and society.



Our mission is to improve the health and performance of people, animals and plants through nutrition and scientific innovation.

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.

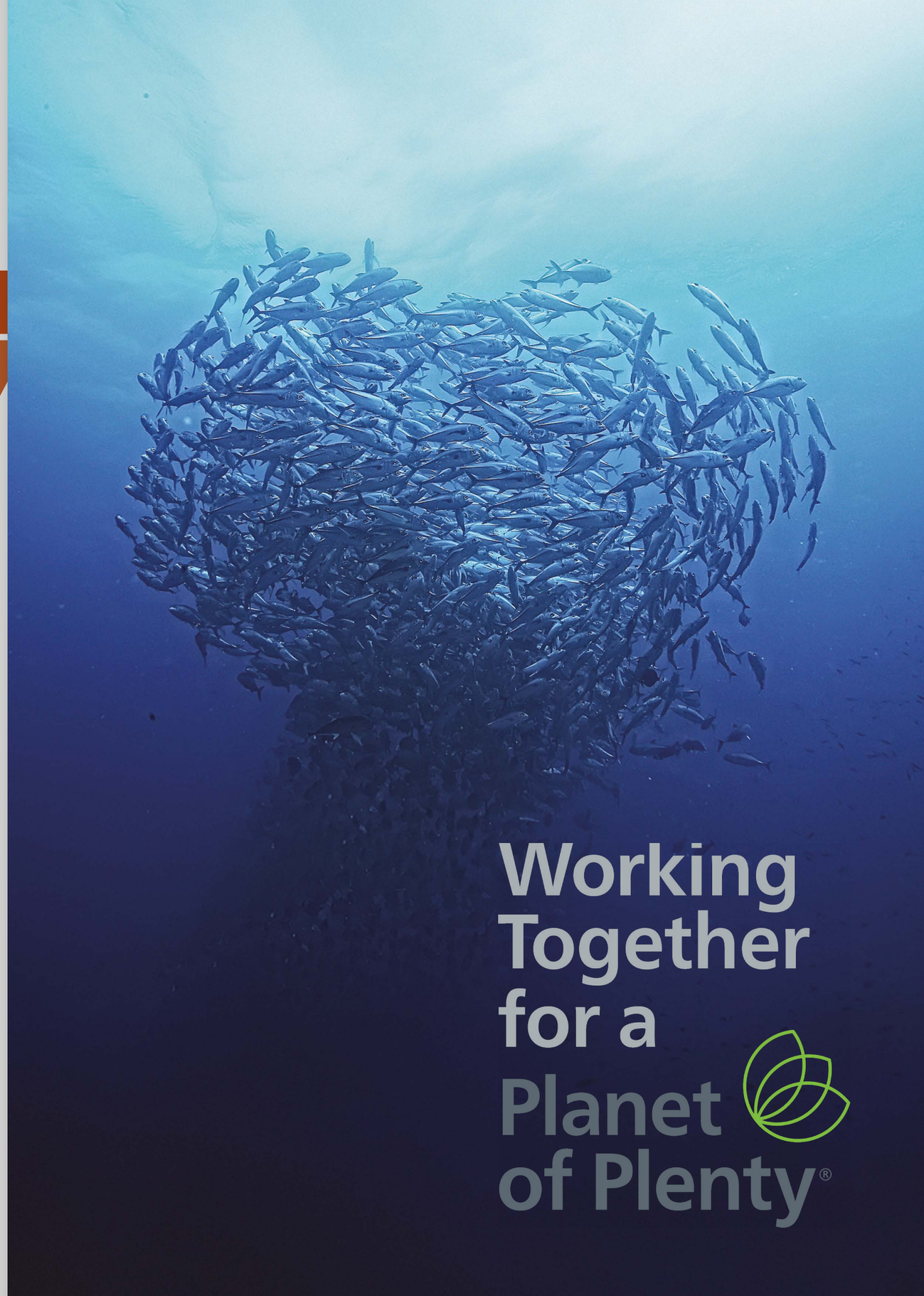
At Alltech Coppens, Planet of Plenty is a mission to:

1. Elevate the seafood sector. It's critical that we recognize aquaculture's ability to address several of the most significant issues our planet faces — nutrition, human and animal well-being, and the preservation of natural resources. We do this by telling the true, yet little-told, stories about the passionate people who are working within the aquaculture sector to create 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.

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 it 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, Consumer and the Environment. It was a radical idea in the early 1980s when Alltech founder Dr. Pearse Lyons first introduced it, but it 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 aquaculture has the potential to positively shape the future of our planet.

We committed ourselves to the United Nations Global Compact (UNGC) on July 12, 2019. The UNGC 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 are working to incorporate the Ten Principles of the UNGC 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 just running a profitable business. We strive to benefit the markets in which we operate, and sustainability is embedded in our business strategy. Achieving real and lasting change is only possible through the collective efforts of everyone who works at Alltech Coppens, as well as our customers, partners and suppliers, as well as NGOs, governments, local communities, and other stakeholders.

We are determined to contribute to the UN Sustainable Development Goals (SDGs; THE 17 GOALS | Sustainable Development. Our focus areas are linked with specific SDGs and their targets, ensuring that we make a meaningful and transparent contribution to the global goals to protect the planet.

The current global situation should be a wake-up call to all of us. It gives us the perfect opportunity to see the world around us in a different light, to see more clearly what is important. We should embrace these new insights as a way of embedding the SDGs into our businesses.

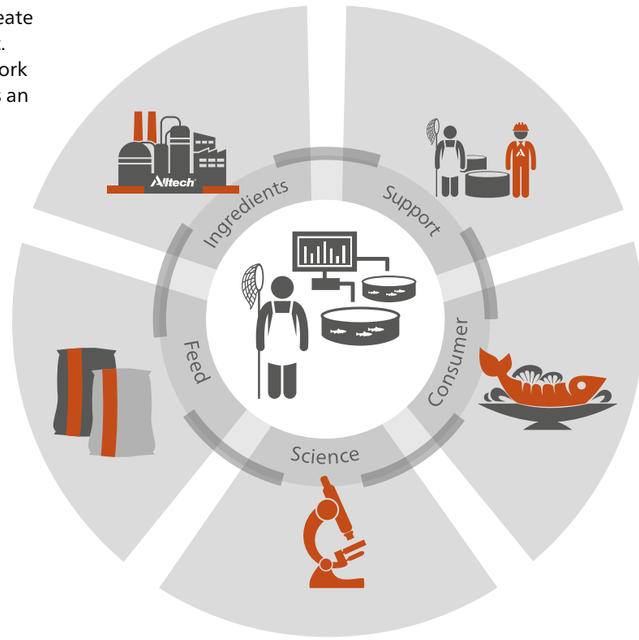
It is becoming increasingly more evident how a single incident can significantly impact other issues, and when all of the pieces of the puzzle come together, they create a unified agenda for global sustainable development. Governance, partnerships, gender equality, decent work — every single one of the 17 SDGs is relevant and has an impact on us.

We at Alltech Coppens are aware of the rapidly changing world, and we see the strong focus on environmental and social issues as an opportunity. We believe all our activities activities should be guided by a sense of purpose, which drives our
support for the communities in which we operate.
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 Ph.D.s to supporting primary schools in Africa, 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 us as well, 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 (see www.alltech-e-co2.com for more information).

In addition, we are proud that the Alltech ONE Conference and Alltech ONE World Tour have challenged attendees from around the world to innovate and adopt more sustainable practices.



CERTIFICATIONS

The certification of products, processes and organisational units according to the strictest available standards is a highly important component of Alltech Coppens' sustainability strategy, helping ensure independent and objective verification of our performance in integrating sustainability goals into the business. Our raw material suppliers must be certified by independent certification bodies according to the standards set by the Global Partnership for Safe and Sustainable Agriculture (GLOBALG.A.P.). At supplier locations and in other organisational units, our trained team members conduct audits, which are independent and documented processes that evaluate how well we are meeting the criteria of the implemented standards.

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 network of more than 430 GLOBALG.A.P. Community member organizations from across global value chains. Today, GLOBALG.A.P. solutions provide some of the most respected and internationally recognized standards that support the global trade of farmed products, and GLOBALG.A.P. counts almost 200,000 producers around the world under certification. GLOBALG.A.P. 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 CPCC relevant for their sub-scope. The modules consist of:

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

In July 2024, Alltech Coppens passed the audits for GLOBALG.A.P. with the add-on assessment module GLOBALG.A.P. NON-GM.

EcoVadis

In December 2024, Alltech Coppens was assessed by EcoVadis, and we were rewarded with a Platinum Medal and a score of 99 — which means our score is higher than 99% of all companies rated by EcoVadis. This EcoVadis Platinum Medal is a testament to our commitment and dedication to environmentally friendly and socially responsible business practices. The four pillars central to the EcoVadis certification are environment, labor and human rights, ethics, and sustainable procurement.

Here are some key aspects of our sustainability practices:

1. Raw material sourcing: Alltech Coppens places a strong emphasis on responsibly sourcing raw materials for our fish feed production. This includes the careful selection of ingredients to ensure that they are obtained from sustainable and ethical sources.

2. Environmental impact: Our company has implemented measures to minimize its environmental footprint. This involves optimizing production processes to reduce energy consumption, water usage and waste generation.

3. Social responsibility: Alltech Coppens is actively engaged in promoting social responsibility. This includes fair labor practices, community engagement, and contributions to local development. The company supports initiatives that enhance the well-being of communities in which it operates.

4. Traceability and transparency: Our company values transparency in its supply chain. It implements robust traceability systems to ensure that the origin and journey of its raw materials can be easily traced. This transparency helps build trust with consumers and stakeholders.

5. Innovation in feed formulation: Alltech Coppens focuses on research and development to create feed formulations that maximize nutritional efficiency, reduce waste, and improve the overall health of farmed fish. This innovation contributes to the sustainability of aquaculture practices.

ISO 50.001;2018

ISO 50.001;2018 is an international standard for energy management systems (EnMS). It provides a framework for organizations to establish, implement, maintain, and continually improve energy performance. The goal of ISO 50001 is to help organizations manage energy more efficiently, reduce energy costs, and improve their environmental performance. In July 2024, we again earned the ISO 50001:2018 certification.

The key aspects of ISO 50.001;2018 and why it contributes to sustainability:

1. Energy efficiency: ISO 50.001;2018 is centred around improving energy performance and efficiency within an organization. By implementing this standard, businesses can identify opportunities to reduce energy consumption, optimize energy use, and enhance overall efficiency in their operations. This, in turn, contributes to the conservation of natural resources and the reduction of greenhouse gas emissions.

2. Systematic approach: ISO 50.001;2018 provides a systematic approach to managing energy, incorporating a Plan-Do-Check-Act (PDCA) cycle. This cycle involves planning and setting objectives, implementing actions, monitoring, and measuring results, along with continuously improving the energy management system. This structured methodology ensures that energy efficiency becomes an integral part of the organization's overall management system.

3. Cost savings: Improving energy efficiency often leads to direct cost savings for organizations. By identifying and implementing measures to reduce energy consumption, businesses can lower their energy bills and operational costs. This economic aspect aligns with sustainability, as it promotes resource conservation and financial viability over the long term.

4. Environmental impact: A sizable portion of global greenhouse gas emissions comes from energy consumption. By managing energy more efficiently, organizations can reduce their carbon footprint and environmental impact. ISO 50.001;2018 helps businesses align their energy management practices with broader environmental sustainability goals.

5. Regulatory compliance: Adhering to ISO 50.001;2018 can assist organizations in meeting and demonstrating compliance with energy-related regulations and requirements. This is particularly important as many jurisdictions are implementing regulations aimed at reducing energy consumption and promoting sustainable business practices.

6. Continuous improvement: This standard emphasizes the importance of continual improvement in energy performance. Organizations are encouraged to regularly review and update their energy management systems, ensuring that they remain effective in the face of changing circumstances. This commitment to continuous improvement is a fundamental aspect of sustainable practices.

OUR FOOTPRINT AND FUTURE: DOUBLE MATERIALITY ASSESSMENT

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 involves 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.

Over the course of our stakeholder analysis, we took each of the following steps:

Identify key stakeholders

We started by identifying all the stakeholders who are affected by or could themselves affect Alltech Coppens` sustainability efforts. These stakeholders include:

- **Team members:** This group plays a key role in the implementation of 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.
- **Suppliers and partners:** These individuals play a role in the supply chain and can impact a company's sustainability outcomes.
- **Local community and society:** The community can be affected by a company's operations and its contributions to their social and environmental well-being.
- **Regulatory bodies:** These groups establish and enforce regulations that companies 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, and assessing the impact of our decision-making.

Analyse stakeholders' interests and influence

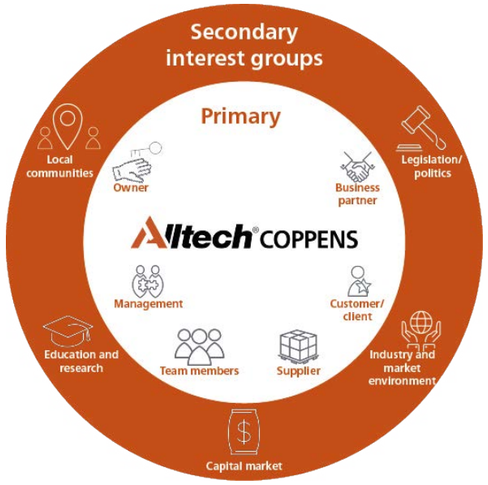
After identifying our stakeholders, we analysed their interests and how much they could influence Alltech Coppens' sustainability initiatives.

- **Interests:** We wanted to gain a better understanding of what each stakeholder group cares about in relation to sustainability. For example, our team members might be more interested in safe working conditions and fair wages, while customers might focus more on environmentally friendly products and ethical practices.
- **Influence:** We also assessed the degree of influence each stakeholder could have on our sustainability efforts, including their ability to affect our decisions, support or oppose initiatives, and impact Alltech Coppens' reputation and success.

Identify high-priority stakeholders

Based on our analyses of their interests and influence, we subsequently identified our most high-priority stakeholders, giving the most attention to those with the greatest influence and interest. For Alltech Coppens, our two most important primary stakeholders are our team members and our customers.

- **Team members:** Our team has an extremely important level of influence and interest because their engagement and actions directly impact our sustainability performance.
- **Customers:** This group also exhibits considerable influence and interest, as their purchasing decisions and feedback often drive Alltech Coppens' sustainability agenda.



Next, 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 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 communication and by sharing information on our facilities' communication boards.
- **Training:** Provide training and resources to help our team understand and implement sustainable practices.
- **Recognition:** Recognize and reward team members' contributions to 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 of our services and solutions by offering seminars and onsite training.
- **Engagement:** Create opportunities for customers to participate in sustainability programs, such as recycling initiatives, community projects or tailor-made fish feed formulations.

Define the scope

Alltech Coppens operates in the aquaculture sector, with a specialization in fish feed. Our key focus areas related to ESG include:

- 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., plant-based feeds)

Financial materiality assessment

Our teams have conducted serious assessments of how the ESG-related factors outlined above impact our financial performance, with an eye toward a key question: Which sustainability issues have the greatest potential to materially impact our financial performance, market position or reputation?

ESG factor	Financial impact on Alltech Coppens
Sustainable sourcing	Fluctuations in the cost of fishmeal and fish oil could impact our profitability. Transitioning to plant-based alternatives may require R&D investments now but could reduce our long-term costs and regulatory risks.
Carbon footprint	Increased regulatory pressure related to carbon emissions could lead to higher operational costs — but that, in turn, could lead to potential savings thanks to improved energy efficiency.
Water and waste management	Poor water-use practices or pollution from production could lead to fines, operational stoppages or the loss of licenses in certain regions.
Supply chain transparency	Investor demand for responsible sourcing could impact investor confidence and capital access. Clear and transparent reporting could improve our brand reputation.
Impact on biodiversity	Non-compliance with biodiversity conservation measures could result in legal actions, higher insurance costs and damage to our corporate reputation and brand.
Social issues	Labor issues could result in legal risks — while investing in the well-being of the workforce can boost productivity and employee retention.

Impact materiality assessment

Here, we assessed how our operations, solutions, services and policies impact society and the environment. What are the current and/or potential impacts of Alltech Coppens' activities on people and the planet?

ESG factor	Impact on society and the environment
Sustainable sourcing	Sourcing large amounts of wild fish for fishmeal can deplete ocean stocks and affect marine biodiversity. Transitioning to plant-based or alternative sources reduces this impact.
Carbon footprint	Greenhouse gas emissions from production facilities contribute to climate change. Transitioning to renewable energy sources or improving our operational efficiency would help mitigate this.
Water and waste management	Poor water management in our facilities could affect local communities and ecosystems, including potentially harming freshwater resources or aquatic biodiversity.
Supply chain transparency	A transparent supply chain can improve social equity, as fair labour practices and responsible sourcing can ensure that all participants in the supply chain are treated fairly.
Impact on biodiversity	When not managed sustainably, the farming of fish in open-water systems can negatively impact local ecosystems. Stronger conservation practices, on the other hand, can enhance biodiversity.
Social issues	Following fair labour practices in production facilities and throughout the supply chain is important for protecting social justice and workers' rights.

Double materiality matrix

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

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 by-products or circular products.

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.

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.

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.

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.

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 under-represented groups in leadership positions.
- Engage local communities through educational programs on sustainable aquaculture practices and the responsible use of resources.

7. Product innovation and development

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

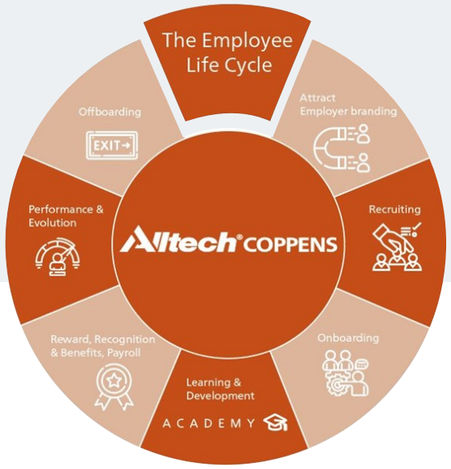
- Continue investing in feed formulations that reduce environmental impacts (e.g., low-phosphorus feeds to help prevent water pollution).
- Develop a premium product line focused on eco-labels for environmentally conscious customers.
- Experiment with novel feed ingredients to reduce our reliance on 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.

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.

HUMAN RESOURCES



The HR department is responsible for the management of people in all departments at Alltech Coppens' three locations in Germany and the Netherlands. In our function as an internal service provider, we create environments where our team members can be the best versions of themselves. The HR team also monitors compliance with employee and employer rights. This includes compliance with personnel guidelines, which are developed and implemented in consultation with management. In addition, we ensure that both team members and employer comply with the law (transfer pricing-related and country-specific).

HR is the point of contact between management and team members. In this function, we negotiate and agree on reliable rules for the team members. In addition to the Employee Life Cycle, we have made it our task to manage culture within our company. Structural organization design as well as change management is one of the most important points in culture management.

Sustainability in the context of HR involves integrating environmentally and socially responsible practices into various aspects. The role of sustainability in HR is multifaceted and can contribute to creating a more responsible and ethical workplace.

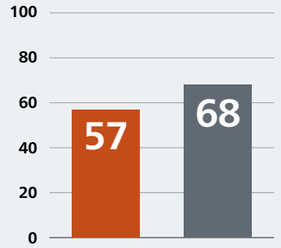
Recruitment and onboarding:

In order to attract candidates who share our sustainability values, we communicate those values in job postings and during the recruitment, hiring and onboarding process. We are committed to creating a professional work environment where our colleagues are treated with respect and where there is zero tolerance for illegal behavior, discrimination or harassment based on gender, age, race, ethnicity, religion, sexual orientation, disability or any other characteristic. We actively promote a culture of equality within the company, ensuring that no distinctions are made between team members. This approach ensures a professional working environment for all.

All decisions related to the selection process, hiring and employment are based on transparency, objectivity and other relevant factors, primarily qualifications and work performance. Our commitment to these values is reflected in the fact that there were no reported cases of discrimination in 2023.

DIVERSITY IN THE WORKPLACE IN 2024

Commercial / Production

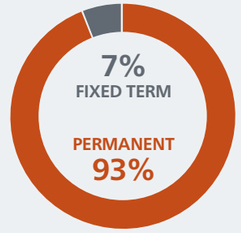


Nationality

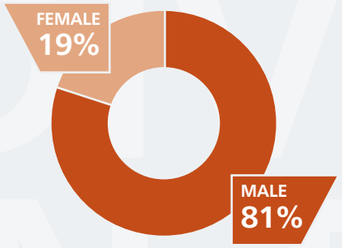
16 different nationalities

Every 9th employee has a different nationality.

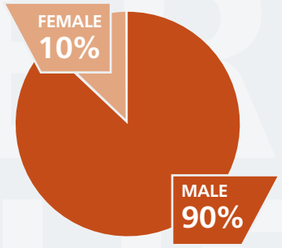
Contract Status



Gender in the Company



Gender in Leadership Position



Alltech COPPENS

Strength lies in differences, not in similarities.

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

Training and development:

Lifelong learning and the development of our team members are among our core priorities, demonstrated by our continuous increase in the training budget at all levels of the company (both internal, at our own Alltech Coppens Academy, and external). Internal and external trainings are organized in coordination with managers, based on the defined development needs of team members and the business needs of the company. Special emphasis is placed on succession planning for key positions and targeted investments in the professional and personal development of our colleagues. This allows for the timely transfer and retention of essential knowledge and skills within the company. We ensure that team members are aware of the organization's sustainability goals and understand how their roles contribute to these objectives. Sustainable team member learning and development requires a long-term and overall approach to promoting and developing team members' skills, knowledge and abilities.

Rewards, benefits and payroll:

We value long-term and strategic approaches to compensating, managing and providing benefits to our team members, benefits that not only have short-term effectiveness but also contribute to the long-term well-being of team members and the overall performance of the company. This includes fair compensation, social benefits and support, transparency, and communication.

Performance and evolution:

Our long-term strategies and practices foster the efficiency and growth of team members, both at an individual and organizational level. These strategies and practices include continuous learning and development, employee engagement, career development, health and well-being, ethical behaviour and corporate culture.

The success of Alltech Coppens is based on the strength, knowledge, motivation and dedication of our team members. Engaged team members think, feel and act in alignment with company goals, making it crucial to understand what motivates them and identify areas for improvement. To foster a culture of diversity and inclusion grounded in teamwork, cooperation, transparency and proactivity, Alltech Coppens focuses on enhancing internal communications, increasing informal gatherings, and creating opportunities for solidarity and engagement in socially responsible activities both inside and outside the workplace.

Two-way communication is vital, so colleagues are regularly encouraged to share suggestions, ideas and feedback through surveys, ensuring that their attitudes and expectations are integrated into planned initiatives. To further explore key elements of team member motivation and satisfaction, an anonymous satisfaction survey was conducted in 2023, with 60,3% of team members participating. The average score for feeling valued in the company was 74.2 out of 100. The survey revealed a prominent level of team member engagement, with the organization of work and internal processes receiving the highest ratings. In 2025, we plan to conduct a new anonymous satisfaction survey, with the hope of scoring even higher than before.

Offboarding:

Sustainable offboarding in the context of team members refers to the systematic and considerate process of transitioning individuals out of our organization in a manner that promotes positive relationships, preserves institutional knowledge, and aligns with ethical and environmental values. Our approach to sustainable offboarding aims to minimize negative impacts on both departing team members and the company. In our offboarding procedures, we prioritize open communication, providing departing team members with clear information about the transition process, including details about their final responsibilities, their benefits, and the return of company assets.

We share our knowledge and experience with our stakeholders all over the world. We organize seminars on location, give presentations and hold webinars.

In 2024, our Alltech Coppens Academy organized 26 different courses. Each employee participated at least once in one of those courses.

RESEARCH & DEVELOPMENT

Our R&D team includes members of several departments at Alltech Coppens (Sales, Nutrition, R&D, Quality and ACAC technicians). The questions and needs of our customers are central to our R&D activities.

As we place great importance on research, we ensure that it is well organized and effectively integrated into overall business operations. This approach allows us to cater to all market demands. Priorities are set, and trials are evaluated on a nutrition-driven basis. The nature of our approach means that results are applied quickly and easily within nutrition.

The nutrition department is "the spider in the web" in terms of data collection and applying this to products. Data from research is translated into recipes, data from the market is used to evaluate products, and data from operations is used to improve quality.

To meet our customers' needs and ensure continued success in their business, we develop new and innovative nutritional solutions. The main steps in this area are:

- Feed ideation: Creating innovative ideas for feeds, based on market research, consumer requirements and new raw materials.
- Feed design and prototyping: Designing early versions of the feed and building mock-ups and prototypes to check functions, features, and fitness for the purpose. This all takes place at the ACAC.
- Testing and improvement: Trying out different iterations for the feed and integrating feedback into further development. This is done with different trials at the Alltech Coppens Aqua Centre.
- Finalization and specification: Providing the final feed specifications to our feed plant in Nettetal, Germany, once the feed formulation and performance are agreed upon.

All research conducted by Alltech Coppens is related to our "four pillars," categories in which important measurables are brought together. We use these four pillars to translate customer needs into the most relevant research program. By quantifying the measurables in the available raw materials and defining the needs of the market, fish farm and consumer, we are able to design our feed in a more flexible way for the highest quality and the best results for our customers.

Science ► Research ► Applied Research ◄► Nutrition ◄► Technical Sales Support ◄► Customer

THE 4 PILLARS MEASURABLE

PALATABILITY
Taste
Maximum feed intake
Gut transit time

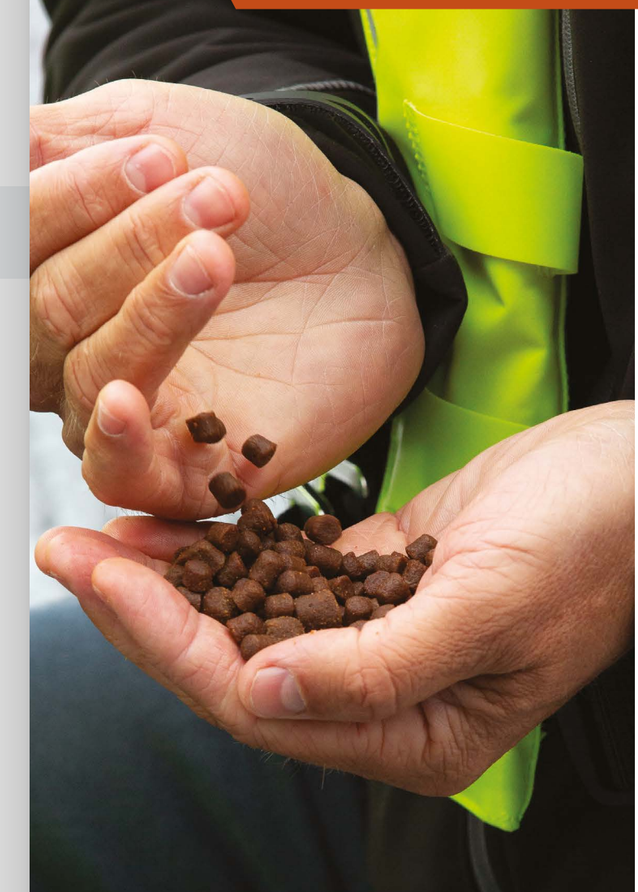
PERFORMANCE
Digestibility
Feed conversion ratio & growth
Deformities, mortality & fish health
Fillet coloration, quality and yield
Nutrient retention

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

A trend that we have noticed over the past few years is that the industrial market is becoming more fragmented. In the past, we could supply all fish farms with our standard assortment. Nowadays, we are seeing more customers developing their own requirements for feed. Oftentimes,, those requirements are focused on the question: How can I get more output and higher ROI out of my fish farm? On the other side, these customer requirements are also driven by the different certification standards that have been established in recent years. Companies that are classified in our fourth pillar, Planet, are working with certifications like ASC, BAP, and other popular certifications.

In 2024, we reduced our global warming potential, including land-use change, by 4.05% compared to 2023 by formulating our feeds along sustainable parameters.



Based on that fourth pillar, we instituted a project to develop sustainability scoring for our feeds. With this scoring, we are able not only to rank one type of fish meal, but all forms of raw materials. This results in a score-ranking for feed. The score-ranking is established by a life cycle assessment (LCA) using several databases, such as that of the Global Feed LCA Institute (GFLI). Utilising data sourced from the GFLI and BLONK databases and extensive research in our research center, we evaluated all raw materials used, which resulted in an environmental profile of the ingredients. Based on a number of criteria, such as climate change, water and land use, and soil acidification, Alltech Coppens then created sustainability score for all industrial feeds.

Although this database was quite extensive, another endpoint called "marine resource sustainability" was added to account for effects related to fishing, making the data more applicable to our industry. Also, the final feed score is further corrected by the growth potential of the fish for that specific feed, making this scoring also applicable for the situation on-farm. With this scoring system, we were able to quantify our environmental impacts to investigate how sustainable we actually are, and we started taking action immediately to improve. In 2024, we reduced our global warming potential, including land use change, by 4.05% compared to 2023 by formulating our feeds along sustainable parameters.

Following this project, multiple team members successfully passed a minor course on LCAs from the HAS Green Academy in the Netherlands, and one just started a Ph.D. on this subject. The aim of the Ph.D. project is to explore the use of LCAs to quantify the sustainability impacts of aquafeeds and the raw materials from which they are derived, as this is a critical component in supporting the sustainable growth and intensification of the aquaculture industry. The overall setup of this project is to follow the aquafeed value chain, where we will look at raw materials, feeds, and how the feeds impact at farm level.

ALLTECH COPPENS AQUA CENTRE

The Alltech Coppens Aqua Centre (ACAC) has been chasing a goal of becoming climate-neutral in 2025 — and in 2024, we took several major steps towards this goal.

To start, all research systems at the ACAC were encapsulated by creating climate chambers, which lowered heat emissions as a result. That change is especially visible when comparing gas usage in 2024 versus 2023, showing that we achieved a significant 24% reduction in 2024. Additionally, in terms of water usage, we achieved a reduction of 12% compared to 2023 — which is significant considering that the facility's water usage had already been reduced by 37% in 2023 compared to 2022.

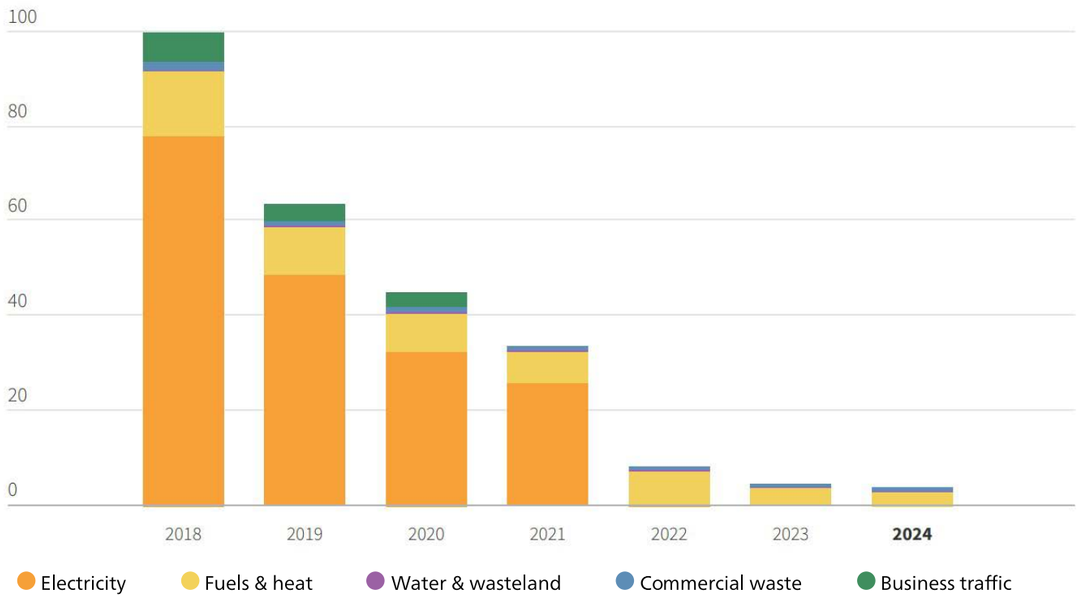
A big milestone achieved at the end of 2024 was the installation of 621 solar panels that, altogether, can produce 251,51 kWp. This, combined with our electricity contract for renewable energy, has made the electric operations at our research facility completely green.

There is still, however, one major change we would like to make, and that's our dependency on gas. By the end of the year 2025, the ACAC will no longer contain gas as a heating source for our offices and research systems and, instead, will switch to electrical solutions, such as heat exchangers. This will pose quite a challenge, based on the arrangements of our systems and the layout of the hallways — but we will tackle that challenge with confidence.

In 2023, the ponds at ACAC were reconstructed. In 2024, we are partnering with an internship project to investigate the bird species present at the ACAC compound. This is the first time such a study has been conducted, and we are eager to see what insights nature will reveal.

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 the size. Therefore, the outcome is more comparable to previous years and/or other companies.



PROCUREMENT AND SOURCING

The Procurement department plays a crucial role within Alltech Coppens, primarily focused on managing the process of acquiring goods, services or works from external sources. All team members within the Procurement department successfully passed the sustainable procurement courses from EcoVadis, to help ensure that we are making the correct and most sustainable decisions.

Some of the key responsibilities and roles of the Procurement team include:

- **Sourcing and supplier management:** Identifying potential suppliers, evaluating their capabilities, negotiating contracts, and managing relationships with existing suppliers.
- **Cost management:** Ensuring that goods and services are procured at the most competitive prices, aiming to achieve cost savings and efficiency without compromising on quality.
- **Risk management:** Assessing and mitigating risks associated with the procurement process, such as supply chain disruptions, price fluctuations and quality issues.
- **Contract management:** Drafting, negotiating and managing contracts with suppliers to ensure compliance with terms and conditions, as well as legal and regulatory requirements.
- **Market research and analysis:** Conducting market research to stay informed about market trends, supplier capabilities, and innovations that could impact procurement decisions.
- **Sustainable procurement:** Integrating sustainability criteria — such as ethical sourcing, environmental impact and social responsibility — into the procurement process to support Alltech Coppens' sustainability goals.
- **Inventory management:** Coordinating with other departments to ensure that inventory levels are maintained at optimal levels, preventing overstocking or stockouts.
- **Process improvement:** Continuously evaluating and improving procurement processes to enhance efficiency, reduce costs and streamline operations.
- **Compliance and ethics:** Ensuring that procurement activities adhere to internal policies, industry regulations and ethical standards, promoting transparency and fairness in the procurement process.
- **Supplier diversity:** Promoting supplier diversity by working with a diverse range of suppliers, including small businesses, minority-owned businesses, and women-owned enterprises, fostering a more inclusive supply chain.
- **Relationship management:** Building and maintaining strong relationships with both internal stakeholders and external suppliers to ensure effective collaboration and communication throughout the procurement process.

Overall, our Procurement department plays a pivotal role in optimizing the supply chain, controlling costs, and ensuring that Alltech Coppens retains access to the necessary goods and services to support our operations and strategic objectives.

PROCUREMENT AND CORPORATE SOCIAL RESPONSIBILITY

Alltech Coppens engages in ethical trading, with an emphasis on not only our own efforts but on those of the suppliers with whom we partner to ensure that we can continue offering top-quality products and services using leading-edge and proprietary technologies. The suppliers with whom Alltech Coppens wishes to build stronger partnerships are businesses that comply with laws, regulations and social standards. At Alltech Coppens, we conduct our procurement based on the guidelines listed below while building mutual trust and high-quality partnerships with suppliers:

- The products delivered to Alltech Coppens are in compliance with the requirements of legislations in the EU.
- The products delivered to Alltech Coppens are in compliance with the requirements of the local laws in the country of origin.
- The products delivered to Alltech Coppens meet quality standards as mentioned in the supplier product specifications.
- The products delivered to Alltech Coppens are free from genetically manipulated organisms, except when Alltech Coppens indicates otherwise.
- All plant ingredients delivered to Alltech Coppens are sourced via supply chains that are committed to protecting ecosystems from land conversion and deforestation, with a cut-off date no later than January 2021.
- The feed ingredients delivered to Alltech Coppens do not come from fish species that are categorized as vulnerable, endangered or critically endangered, according to the IUCN Red List of Threatened Species.
- The used packaging of the delivered products must comply with EU legislation.
- The working conditions in the country of origin of the products delivered to Alltech Coppens are in compliance with the Ten Principles of the United Nations Global Compact (see: https://www.unglobalcompact.org/what-is-gc/mission/principles).
- The vehicle in which the product is delivered is kept in hygienic condition. This means the bulk is cleaned properly (according to IDTF) after each transport and the vehicle is dry and in a visibly good condition.
- Alltech Coppens is to be informed immediately if there is any risk reporting on one of the delivered products.

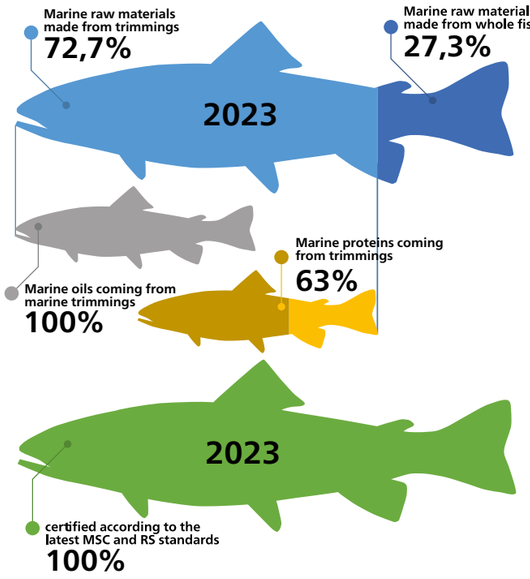
Alltech Coppens is committed to conducting business in accordance with all applicable laws and regulations of the countries in which we operate and in accordance with international standards of ethics. This ccommitment extends to our supply chain and any other service provider that engages in business with Alltech.

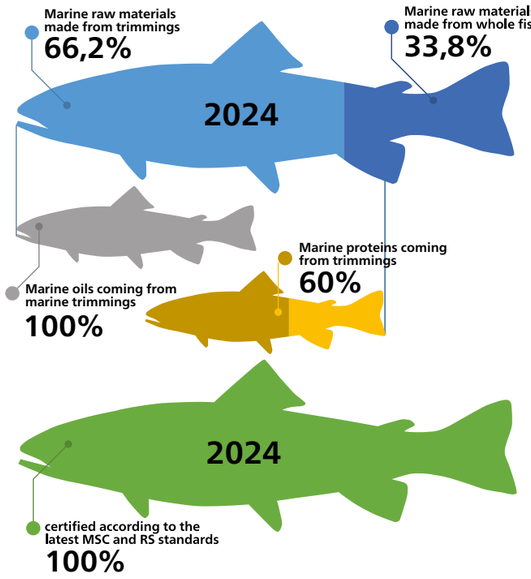
In accordance with our sourcing policy, Alltech Coppens requires all marine ingredient producers not to use in their production processes any fish species and/or byproducts of fish species that are categorized as endangered or critically endangered according to the IUCN Red List of Endangered Species. We give priority to marine ingredients that are certified according to the IFFO Responsible Supply (RS) and/or Marine Stewardship Council (MSC) Standard and/or are completely made from byproducts. In addition, Alltech Coppens requires that our soybean products be certified under Proterra or the Roundtable on Responsible Soy Association (RTRS) and that they come from Europe.

If a supplier fails to meet the standards outlined within this code or fails to rectify any issues or improve performance, then Alltech Coppens reserves the right to suspend purchasing from the supplier or, in severe cases, to terminate our relationship with that supplier for contractual breach.

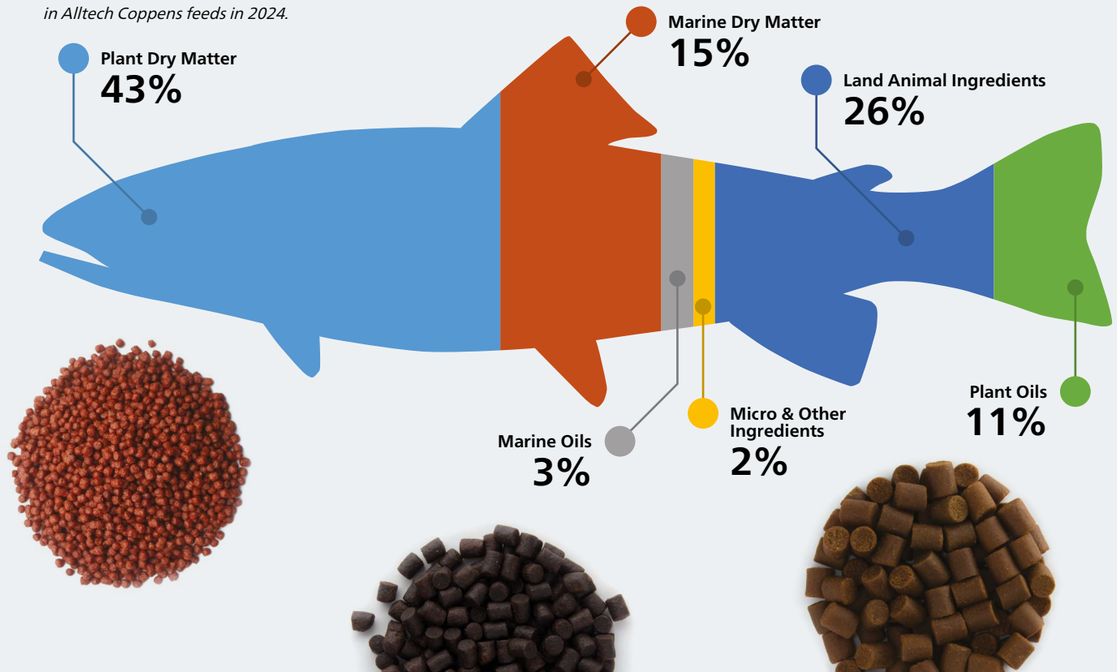
In 2024, all marine oils used in Alltech Coppens' production came from marine trimmings — meaning that a total of 66.2% of the marine raw materials we used in 2024 were made from trimmings (versus 72.7% in 2023). The remaining 33.8% was made from whole fish that was 100% certified according to the latest MSC and RS standards.

In 2024, 94.4% of our raw materials were produced within Europe, compared to 92% in 2023 and 64% in 2022. Of those raw materials, 72.3% came from Germany and neighboring countries (compared to 65.2% in 2023 and 64% in 2022). At Alltech Coppens, we always try to source our raw materials as locally as possible. All of our raw materials are GMO-free, and 26.3% were made from land animal byproducts in 2024. Thanks to this process, instead of throwing slaughter disposals away, they are further processed into raw materials for pet feeds.





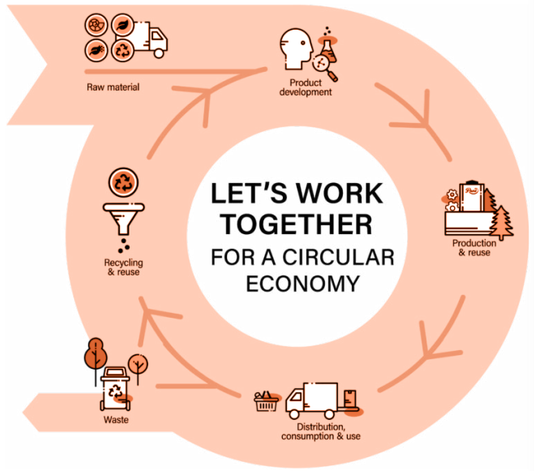
Composition of the raw materials used in Alltech Coppens feeds in 2024.



CIRCULAR AND RESTORATIVE RAW MATERIALS

Circular raw materials are sourced from waste or byproducts, as defined by the EU waste framework directive. Scientific methods, such as life cycle analysis (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. It is a tool to evaluate the potential environmental impacts of a product, including the material or resources, the processing of the materials, the processing of the product, the distribution/ transportation, the 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 sustainable design of products and processes, leading to reduced overall environmental impacts.

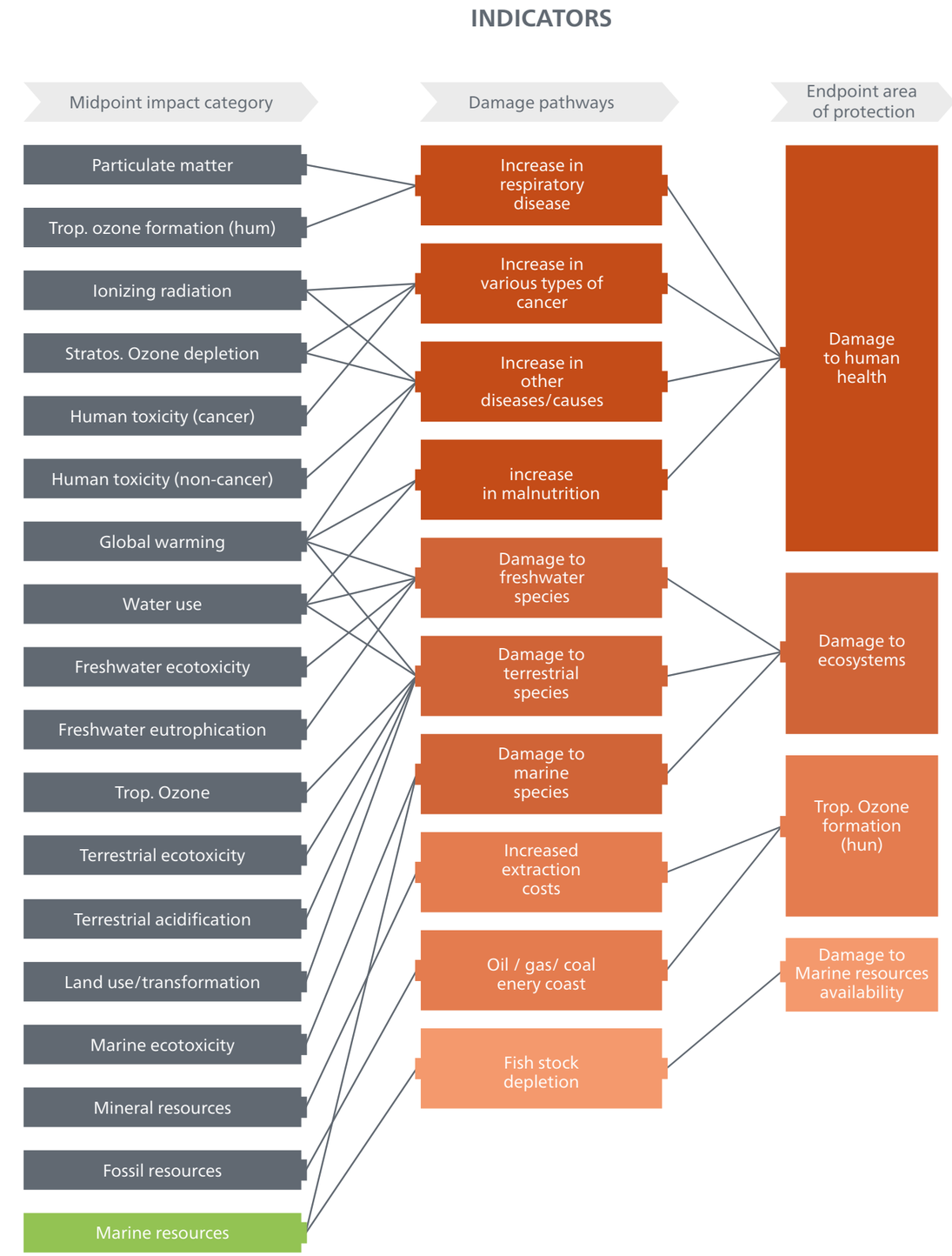


In 2024, 54.5% of all raw materials used by Alltech Coppens were circular and restorative raw materials, based on the definition provided in the EU waste framework directive. This represents a slight decrease (of 1.7%) from 2023, which can be attributed to the fact that we replaced a major share of our marine oils made from trimmings with algae oil.

One of our circular suppliers is the Spanish producer Conresa, which produces 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 Conresa's factories, which are extremely modern and are linked to the circular economy, production focuses on the permanent supply, innovation, quality and sustainability.

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 started looking beyond carbon emissions to marine resource sustainability, global warming potential, acidification, ozone formation and depletion, etc., as shown in the grey boxes on the next page.

Within the aquaculture sector, usage of fishmeal and fish oil in feed is often referred to as problematic because of its relation to 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 (as illustrated on the next page) 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.



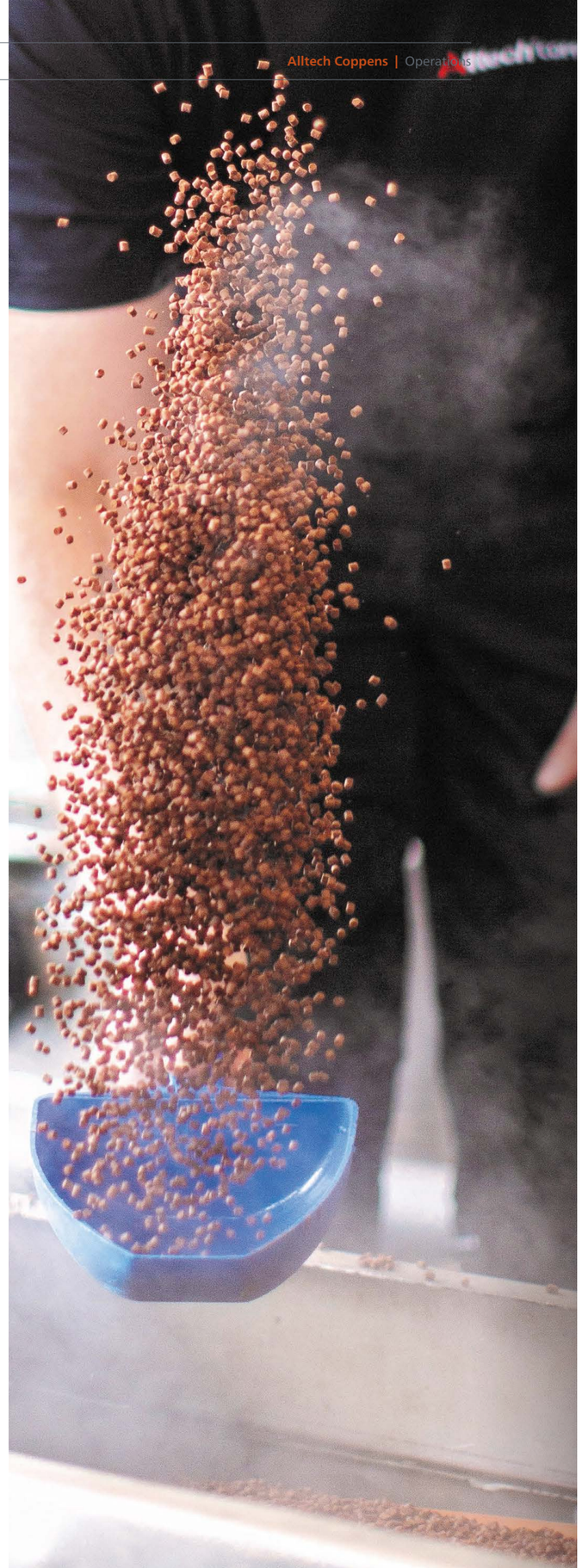
OPERATIONS

This 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 takes the incoming raw materials and turns them into production runs that create the actual fish feed. Getting this right means producing quickly and at the appropriate quality and cost. Finished feed then moves on to the logistics and shipping process for onward distribution.

Within our production, we reuse the steam produced by the extruders to heat the dryers and our 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.

We are focused on five main aspects of operational excellence:

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 as has been agreed upon.
2. **Safety:** We constantly increase the knowledge and awareness levels of our team members, resulting in a safe environment.
3. **Sustainability:** Sustainability is increasingly important worldwide and for Alltech, which is 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.
4. **Quality:** To achieve 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.
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.



RESPECT

Respect is important to achieving goals or targets together. Respect should flow from the top down and from the bottom up. Additionally, all departments within the company should be treated — and treat each other — with the same level of respect. Only when we respect one another it is possible to find solutions to our problems or challenges together. This culture of respect results in safety, sustainability, quality, and efficiency; in other words, it yields operational excellence at Alltech Coppens. In 2023, we conducted a survey of our team members that asked what they thought about respect in our company, among other topics. In the seven questions related to respect, Alltech Coppens achieved an overall score of 7.43 out of 10.

SAFETY

Safety is a very important topic in the plant — especially in relation to operations. Safety issues are not solved by a few team members; rather, we all work together. (ArbeitsSchutzAusschuss (ASA)).

Since June 1, 2020, Alltech Coppens has been supported in occupational safety issues by the company Arbeitssicherheit-MG. This company conducts tasks in accordance with the Occupational Safety Act and instructs and advises on questions of health protection and occupational safety. In addition, the occupational safety specialist checks and observes the state of operational safety in collaboration with the company doctor and the safety officer. The specialist also provides all the necessary information required to conduct the work properly. Additionally,, Arbeitssicherheit-MG conducts company inspections or workplace inspections upon prior appointment.

The following activities are included in the support provided by Arbeitssicherheit-MG:

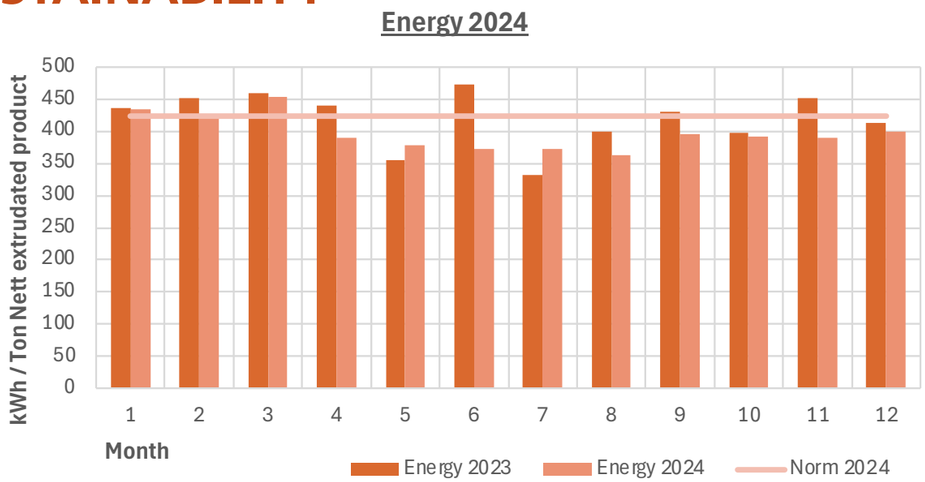
- Four occupational safety meetings per year; moderation, including documentation
- One inspection per year of each individual workplace, with the company doctor including documentation
- Creation and revision of the risk assessment
- Creation of operating instructions
- Creation of all occupational safety documents (order documents/checklists)
- Workplace assessments/measurements (light/noise/climate)
- Team member training, including documentation
- Provision of the services of a hazard protection officer, including the required documentation
- Support with qualification measures
- Consideration of occupational safety concerns in operational processes
- General advice to managers on occupational safety issues
- General advice on the necessary use of personal protective equipment
- Investigation of work accidents (including documentation for the "Berufsgenossenschaft")
- Support with the obligation to report to authorities and accident insurance providers
- Advice on legal bases, state-of-the-art and occupational medicine, scientific findings
- Participation in company meetings

In accordance with the Occupational Safety Act (ASiG), Alltech Coppens must not only appoint an occupational safety specialist and a company doctor, but must also establish an occupational safety committee (ASA-Team). The purpose of the ASA-Team is to create a communication network of all relevant decision-makers and occupational safety specialists, thereby facilitating regular exchanges on all topics relevant to occupational safety. The ASA-Team, which meets monthly, considers the following topics:

- Safety and health during the decision-making and buying processes
- Derivation of measures to prevent work accidents, occupational diseases and work-related health risks and consequences
- Analysis of accidents and occupational diseases
- Determination of measures based on further findings from occupational health prevention
- Planning and discussion of the results of measurements

The Alltech Coppens ASA-Team is committed to regularly exchanging and analysing information related to health and safety for the ultimate purpose of preventing mistakes during the planning process.

SUSTAINABILITY



Sustainability is especially important within our daily business. Just like safety, true sustainability cannot be achieved by a handful of team members; it requires the work and commitment of everyone. Along with our sustainability team (POP-Team), we also established an energy team that collaborates with external advisors to identify potential ways to reduce energy consumption, following the standards ISO 50.001;2018. The energy team provides insights about our energy consumption and the amount of energy used to produce each ton of Alltech Coppens solutions — while also exploring various ways we can decrease our energy usage. In 2024, Alltech Coppens used an average of 397.6 kWh for every ton of extruded product we produced. This represents a 3% decrease from 2023 — and a decrease of 8.1% compared to our energy use in 2022.

In 2023, we joined the Greenliner project, spearheaded by the Optimum Group. Through this project, we are able to recycle all of the release liners from our labels. Release liners are the layers in a label roll or sheet that carry pressure-sensitive label materials until they are ready for the next step of the process. Sometimes referred to as "carriers" or "backing," release liners hold on to or carry the sticky substrate until whatever they're carrying is ready to be released. In 2024, we were able to recycle more than 4,000 kg of release liners through this initiative.

A significant key performance indicator (KPI) that must be considered by the Operations team is our water usage per 1,000 kg of fish feed produced. This KPI measures the total volume of water utilized in the manufacturing process during a year. Given the increasing global concerns about water conservation and the sustainability of resources, monitoring water usage is critical in modern manufacturing. High water usage can lead to increased operational costs and potentially to adverse environmental impacts, contributing to an organization's overall ecological footprint. In our base year of 2021, Alltech Coppens used an average of 539 liters of water to produce 1,000 kg of fish feed. In 2023, that number rose by 9% to an average of 587 liters of water per 1,000 kg of fish feed produced — which we attribute to the installation of a new biobed odor-reduction system that requires water for filtration, thereby adding to our water consumption.

QUALITY

Each member of our Operations team is assigned an area of the Alltech Coppens production facility that they are responsible for keeping safe and clean based on guidelines and instructions posted throughout the building. In 2023, most departments — including Operations — began following a "5S" system.

5S is a five-step methodology that, when followed, creates a more organized and productive workspace. In English, the five words that comprise 5S are Sort, Straighten, Shine, Standardize and Sustain. 5S serves as a foundation for deploying more advanced lean production tools and processes. Embedding 5S as part of our team members' daily routine does more than improve our organization skills, sustained cleaning routines, and efficient activity flows. By using the 5S methodology, the Operations team is encouraged to optimize their overall work environment while also reducing muda or waste.

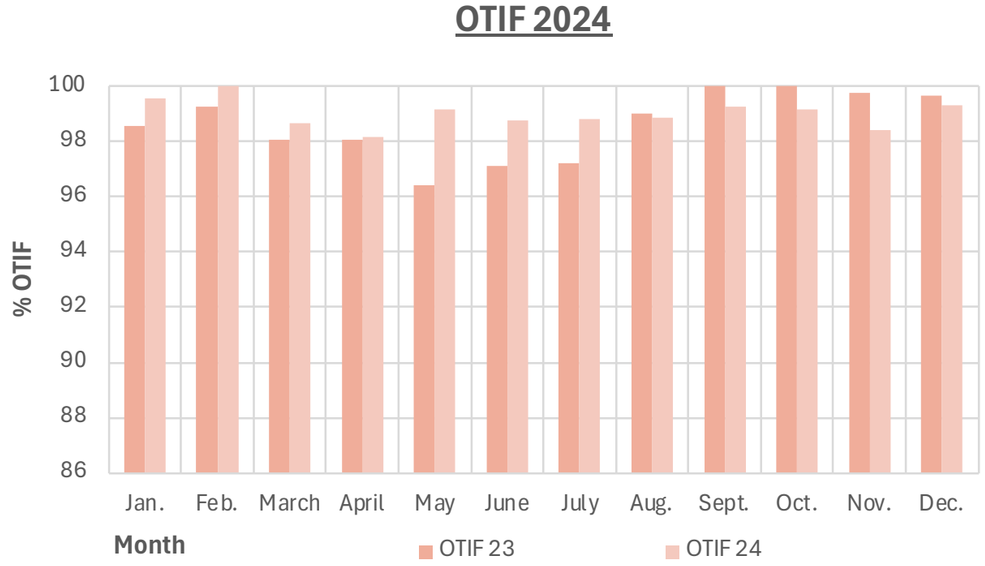
EFFICIENCY

Equipment

Our Maintenance team utilizes a tool called Ultimo, which maintains a database of the equipment we use and how often each piece of equipment, or its part, must be maintained. Ultimo also maintains information about various other items that are necessary for our production, including bearings, motors and filters — and it keeps track of where those parts are stocked and which supplier provides them.

OTIF

For five years, we have been focused on boosting our OTIF, which stands for "on time in full". OTIF is 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 98.6%, in 2021. However, our OTIF dropped to 96.3% in 2022. This decline was largely due to the fact that we made several price adjustments throughout the year instead of our usual practice of making one adjustment annually, which led to a spike in customer orders. Additionally, the availability of raw materials declined in 2022 compared to previous years.

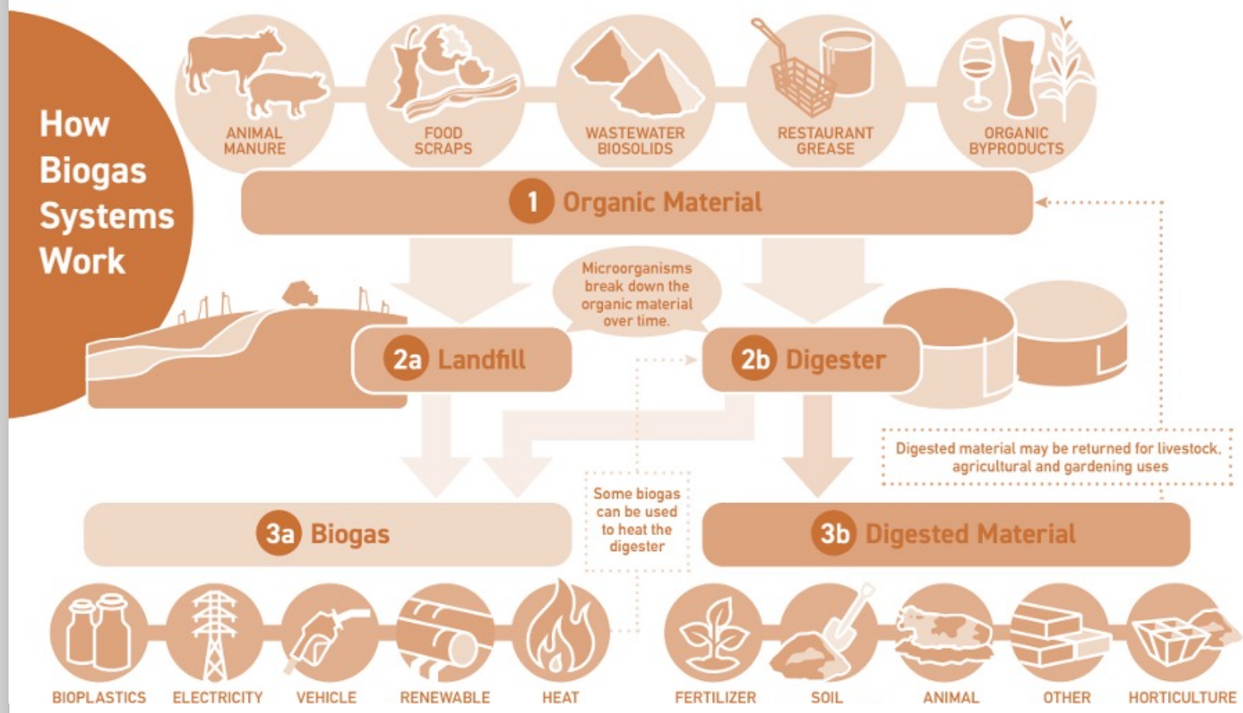
To address these challenges, we established a dedicated project team with the goal of restoring our OTIF to at least 98% in 2023. Thanks to their efforts, we eexceeded that target, achieving an OTIF of 98.4% in 2023 — and we surpassed that achievement in 2024 by reaching an OTIF of 99%.

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 2024, the individual waste materials were assigned to one of 21 different waste classes and before being disposed of. All waste streams, minus the residual waste, have been reused or recycled. In 2024, we decreased the usage of our residual waste by 14% compared to 2023 (43.04 MT) — and by 38.5% compared to 2022 (61.48 MT).

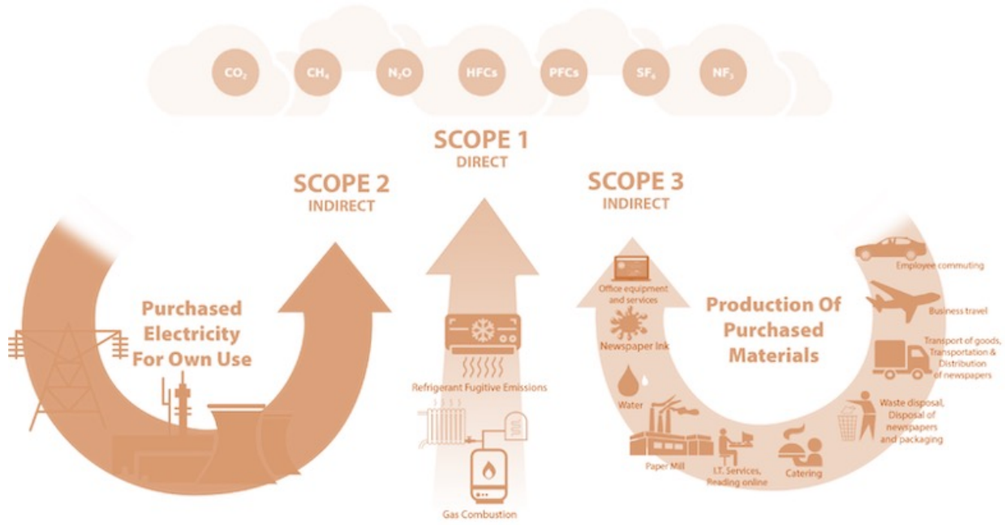
Description	Quantity in 2023	Quantity in 2024	Unit
Grease separator	57,00	65,67	M^3
Plastics	14,13	2,88	MT
Paper/cartons	19,05	23,26	MT
Mixed LDPE	16,85	0,00	MT
Big bags	27,98	19,08	MT
Standard LDPE	8,19	15,87	MT
Wood	1,00	0,00	MT
Impure LDPE	1,88	3,19	MT
Operating fluids	0,00	0,15	MT
Batteries	0,02	0,00	MT
Construction rubble	4,97	3,96	MT
Treated wood	6,73	8,69	MT
Residual waste	43,04	37,78	MT
Insulation	1,82	0,33	MT
Light tubes	0,07	0,03	MT
Electronics	0,80	0,79	MT
Mixed scrap metals	40,08	30,09	MT
Street cleanings	0,50	0,50	MT
Sewer cleanings	0,80	1,79	MT
Feed residues	536,26	502,35	MT
Green Waste	0,00	5,56	MT

Alltech Coppens disposed of a total of 502 tons of feed in 2024. Any leftovers were picked up by a waste disposal company and 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.

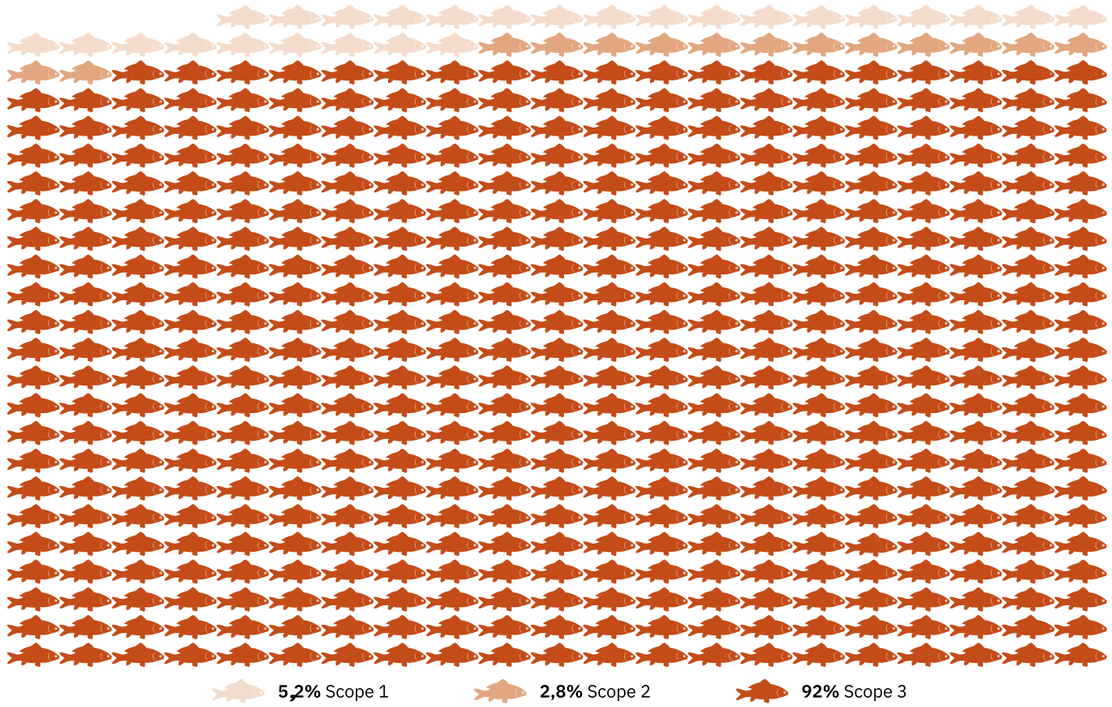


EMISSIONS

The carbon footprint (CF) of a feed is a measure of the total greenhouse gas emissions generated from the various stages of the feed's life cycle. A CF indicates the product's impacts on the climate, particularly global warming, and is expressed as kilograms of CO_2 equivalent per tonne of produced feed. Alltech Coppens' CF is a cradle-to-gate assessment that follows the European Union Product Environmental Footprint methodology (https://environment.ec.europa.eu) and includes land-use change. A company's greenhouse gas emissions are categorized into three scopes: Scope 1 covers direct emissions from company-owned sources, Scope 2 includes indirect emissions from purchased energy, and Scope 3 encompasses all other indirect emissions from the broader supply chain, such as raw materials, transportation, and waste.

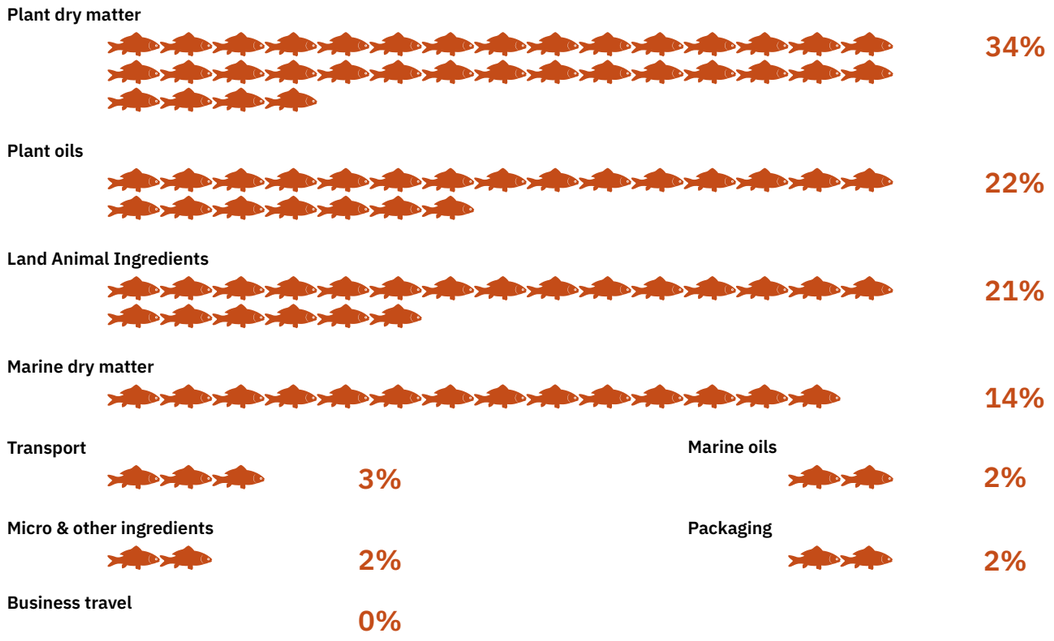


In 2024, the carbon footprint (CF) of Alltech Coppens feeds measured an average of 1,009 tons of CO_2-equivalent per ton of feed. This represents a reduction from our 2021 base year of 0.099 CO_2-e per ton (9.7%). To break that total down further, 0.053 tons of the CO_2-e per ton of feed (5.2%) came from Scope 1 emissions, while Scope 2 emissions represented 0.028 tons of CO_2-e per ton of feed (2.8%). Scope 3 emissions made up the largest portion (92%), with 0.928 tons of CO_2-e per ton of feed.



5,2% Scope 1 **2,8%** Scope 2 **92%** Scope 3

Breakdown of Scope 3 emissions



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 labor, energy and oxygen costs. Additionally, the general shortage of skilled workers is driving increased investments in automation.

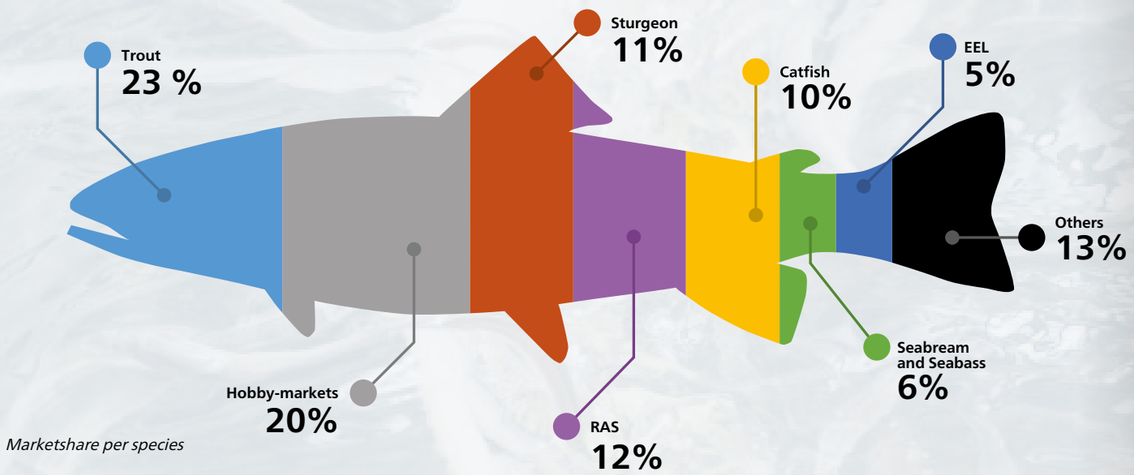
At Alltech Coppens, we recognize these evolving challenges and remain committed to providing feed solutions that align with our customers' changing needs.

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. This commitment is embodied in our Total Concept 360 approach.

In 2022, we introduced the Alltech Coppens Ambassador Program, a loyalty initiative designed to recognize and reward our most dedicated customers.

To qualify as an Alltech Coppens Ambassador, customers must meet specific criteria, including a focus on sustainability. In 2025, we will host the next Alltech Coppens Ambassador Day, where our purpose of Working Together for a Planet of Plenty® will be a key topic.



Marketshare per species

TOTAL CONCEPT 360

At Alltech Coppens, we strive to go beyond the traditional approach of solely providing fish-farming products to customers. Our goal is to provide more complete and holistic solutions — and we refer to this approach as Total Concept 360.

The Total Concept 360 program addresses a wide range of pain points and challenges that fish farmers can face. This includes not only the supply of products but also tailored services to improve every aspect of their operations — including their sustainability, the USP of their products, the health of their fish and their marketing initiatives. Through Total Concept 360, Alltech Coppens offers our customers so much more than feed. We are committed to supporting fish farmers on a comprehensive and integrated level. In doing so, our customers know that, unlike the competition, Alltech Coppens acts as a true partner in their endeavors. We want to keep making a significant difference to the farmer and improving customer retention.

As we advance our own sustainability journey, we stand by our customers in their dedication to responsible practices. For example, our customer Azerbaijan Fish Farm produces Baku caviar, a brand that represents a unique combination of modern technologies with the rich tradition of caviar production in Azerbaijan. Azerbaijan Fish Farm has redefined luxury in a way that does not come at the expense of our planet, as everything they do is in strict accordance with the rules and regulations of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES). The company's commitment to sustainability and its mission to protect the environment, all while providing its customers with the finest caviar and merchandise, reflect our values at Alltech Coppens as well..

Another Alltech customer that has invested significantly in improving its sustainability is Claresse, which has implemented the use of heat pumps, solar panels, and improved waste management.

"Straight after processing, we calculate our yields and feed conversion ratios (FCRs). These results are available in real time but also historically, which allows us to see which parents produce the best fish."

-Frank Foolen, co-owner Claresse Visverwerking B.V.-

Learn more about Claresse by watching a video profile through the QR code.

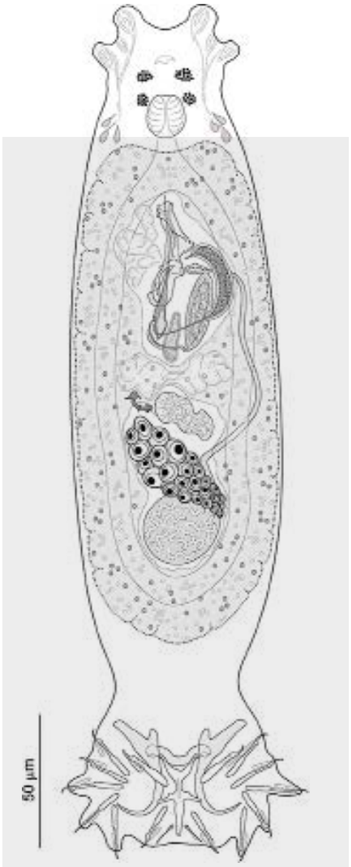
BOOST CONCEPT

Alltech Coppens offers sustainable solutions for farmers. One of the newest Alltech Coppens solutions is the Boost Concept, which helps mitigate the challenge of gills worms in fish farming.

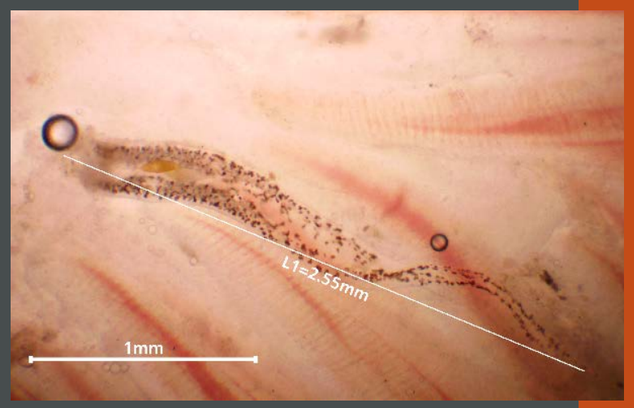
The impact of gill worms

Gill worms can create substantial problems for both marine and freshwater fish farmers. These gill parasites compromise the health of fish by affecting their breathing organs. With their own attachment organs, gill worms latch on to the sensitive gill tissues of fish, which results in complications like gill lesions, anemia, gill lamella alterations, excessive mucus production, accelerated breathing, hypoxia and inflammation. These issues also elevate the risk of secondary infections through other parasites and bacteria. Severe infections can lead to lethargy, poor feed intake and increased rates of mortality.

Two of the most common gill worm species are *Sparicotyle chrysophrii* and *Dactylogyrus sp.*, which manifest widely in caged seabream farming and in freshwater catfish, eel and cyprinid farming. Both of these gill worms are hermaphroditic, egg-laying monogeneans that produce and release eggs on a daily basis. These eggs adhere to nets and tanks before hatching, and the free-swimming ciliated larvae can then reinfect the fish population. The life cycle of gill worms at the usual farming temperatures is quite short, and as a result, these parasites often spread quickly.



Dactylogyrus sp.



Sparicotyle chrysophrii

The conventional approach to combatting gill worms involves regularly conducting microscopic health checks and using chemical treatments when necessary. Although juvenile and adult worms can both be treated effectively, the resilience of gill worm eggs often leads to reinfections, resulting in poor health, growth issues, increased mortality rates and financial losses for fish farmers.

Alltech Coppens Boost

A COMPREHENSIVE SOLUTION

Along with strictly enforcing the proper biosecurity measures and fostering optimal farming conditions, Alltech Coppens Boost has become an integral part of gill worm control for many farmers. A nutritional solution that helps keep fish healthy, Alltech Coppens Boost combines chelated minerals, Bio-Mos, Bioplex Iron, extra vitamins and a blend of plant extracts to strengthen the mucus barrier in the gills, which helps fish fend off anemia, boosts the immune response to parasites and supports a significant reduction in the number of gill worms present.

Implementing Alltech Coppens Boost for sustainable gill worm control

Alltech Coppens Boost can be used before and during periods of gill worm issues, as well as year-round.

Some of the main benefits of using Alltech Coppens Boost include:

- Up to 80% fewer parasites per gill arch
- Up to 80% decrease in the prevalence of gill worms
- Improved gill health
- Reduced mortalities
- Improved FCR and growth by up to 10%
- Fewer or no chemical treatments required

Alltech Coppens Boost has a long-lasting impact on gill worm control and positive implications for all fish farmers. A sustainable and comprehensive solution to gill worm infestations, Alltech Coppens Boost is an integral component to ensuring the overall health and productivity of fish farms.

Success story featuring a fish farmer in the Mediterranean

Scan the QR code here to watch a video about how Alltech Coppens Boost has impacted one aqua operation, including a remarkable 80% lower prevalence and an 80% decrease in gill worms per gill arch!

"We have seen a significant reduction in gill worm infestations since adopting Alltech Coppens Boost."
—Angus, Malta Fish Farming

OUR FUTURE

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.

What started as one company's vision has become a call for collaboration. Our purpose — Working Together for a Planet of Plenty® — drives our efforts to create a world of promise, possibility, and positivity for the future. It is our belief that a world of abundance is achievable, but only if everyone works together.

As an agriculture company, we believe that our mission must be led by science, technology, and a shared will to make a difference — to plant trees we will never see grow. Sustainability means taking positive action today for the success of 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 Global Compact has helped give direction, value and alignment to existing projects and inspiration for new ones. 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 addition to Alltech's purpose of Working Together for a Planet of Plenty®, Alltech Coppens is committed to incorporating and honouring the **European Green Deal** in our middle-long and long-term visions.

What is the European Green Deal?

The European Green Deal is about improving the well-being of all people. Making Europe climate-neutral and protecting our natural habitat will be good for people, the planet and the economy. No one will be left behind.

The EU will:

- Become climate-neutral by 2050
- Protect human life, animals and plants, by cutting pollution
- Help companies become world leaders in clean products and technologies
- Help ensure a just and inclusive transition

In response to the European Green Deal, we created

OUR PROMISES FOR 2030

- We will use 75% circular/restorative raw materials
- 90% of our suppliers must be certified sustainable
- We will achieve carbon neutrality across Scopes 1 and 2
- We will reduce our water usage by 15% compared to baseline numbers from 2021
- We will reduce our Scope 3 emissions by at least 35% over baseline numbers from 2021
- We will remain on track to be net-zero by 2045
- We will reduce our residual waste by 70% compared to baseline numbers from 2021
- We intend to achieve zero-waste emissions (in terms of recycling and reusing) throughout the life cycle of our fish feed
- All our marine ingredients are for 100% certified and/or from trimmings

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

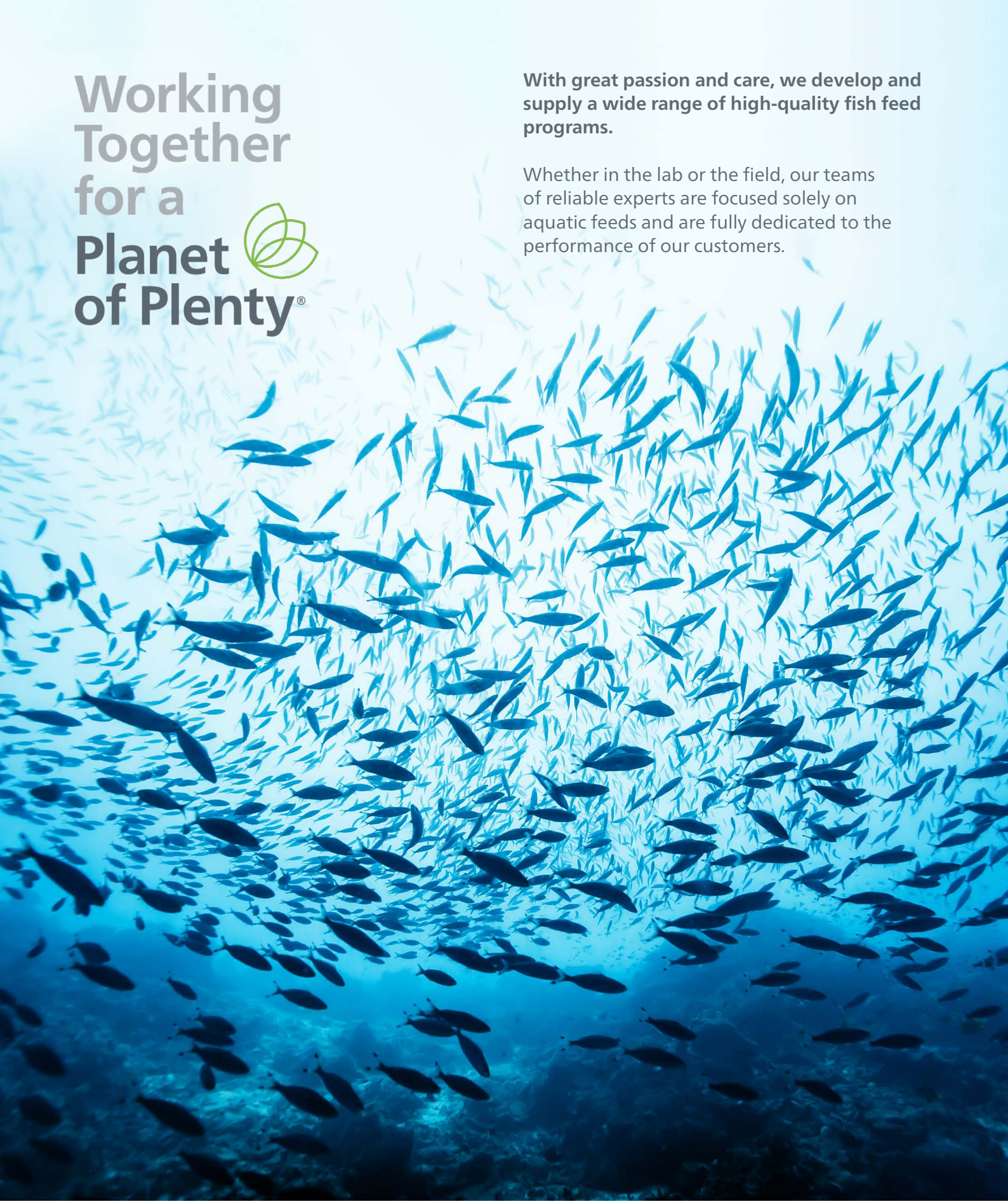
Please join us in Working Together for a Planet of Plenty® and contact us on social media or our website.

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.



Alltech® COPPENS

Alltech Coppens, Dwarsdijk 4, 5705 DM Helmond, The Netherlands
Tel.: +31 (0)88 23 42 200 | www.alltechcoppens.com | Alltech Coppens