



Bringing the Zinpro[®] Effect to Life

SUSTAINABILITY REPORT
2025



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FORTIFY THE FUTURE™

Welcome to the Zinpro 2025 Sustainability Report — a proud reflection of our long-standing commitment to Fortify the Future™.

Thanks to the vision of our founders and the Anderson family, our sustainability approach is built on a legacy of care for people, animals and communities. Our goal is to honor and elevate that legacy in all we do.

At Zinpro, sustainability is not a side initiative, it is woven into the very fabric of who we are. This report marks a pivotal moment in our journey as we expand our commitment across the company to embed sustainability into every fiber of our operations and culture.

We know that through the generations, farmers have long operated as stewards of their land. They understand that sustainability is essential to their survival. Their deep connection to animals, soil and ecosystems reflects a commitment to biodiversity and animal welfare. Our goal is to always work closely with farmers and producers to continue championing the positive strides being made while working alongside them for progress.

We invite you to explore this report, which we hope will help demonstrate our commitment to your sustainability efforts.

Highlights of our 2025 results include:

- Reduced total Scope 1 and 2 emissions intensity by 9% from 2022 to 2024
- Decreased total water withdrawals by 22% and improved water intensity by 24% across all North America manufacturing sites from 2021 to 2024
- Diverted 51% of waste from landfills, laying the groundwork for future improvements
- Evaluated the on-farm sustainability value delivered to customers while identifying opportunities to further reduce our own footprint
- Established improvement targets

Thank you for your continued partnership and commitment to living our core value of continuous improvement. Together, we will Fortify the Future for generations to come.

Rob Sheffer *M Alves*



Rob Sheffer
President and Chief Executive Officer



Manoella Alves
Global Director of Sustainability



Emissions Baseline and Target Setting

Reducing Scope 1 and Scope 2 emissions is vital to minimize environmental impact and align with regulatory and sustainability goals.

1 Scope 1 emissions: These are the direct greenhouse gases from our own operations. Think of exhaust from company cars, fuel burned in on-site boilers or furnaces or refrigerant systems in our buildings.

2 Scope 2 emissions: These are indirect emissions from the electricity, steam, heating or cooling we purchase and use. We don't produce the power, but the coal, gas or renewable plants that generate it do emit CO₂ on our behalf.

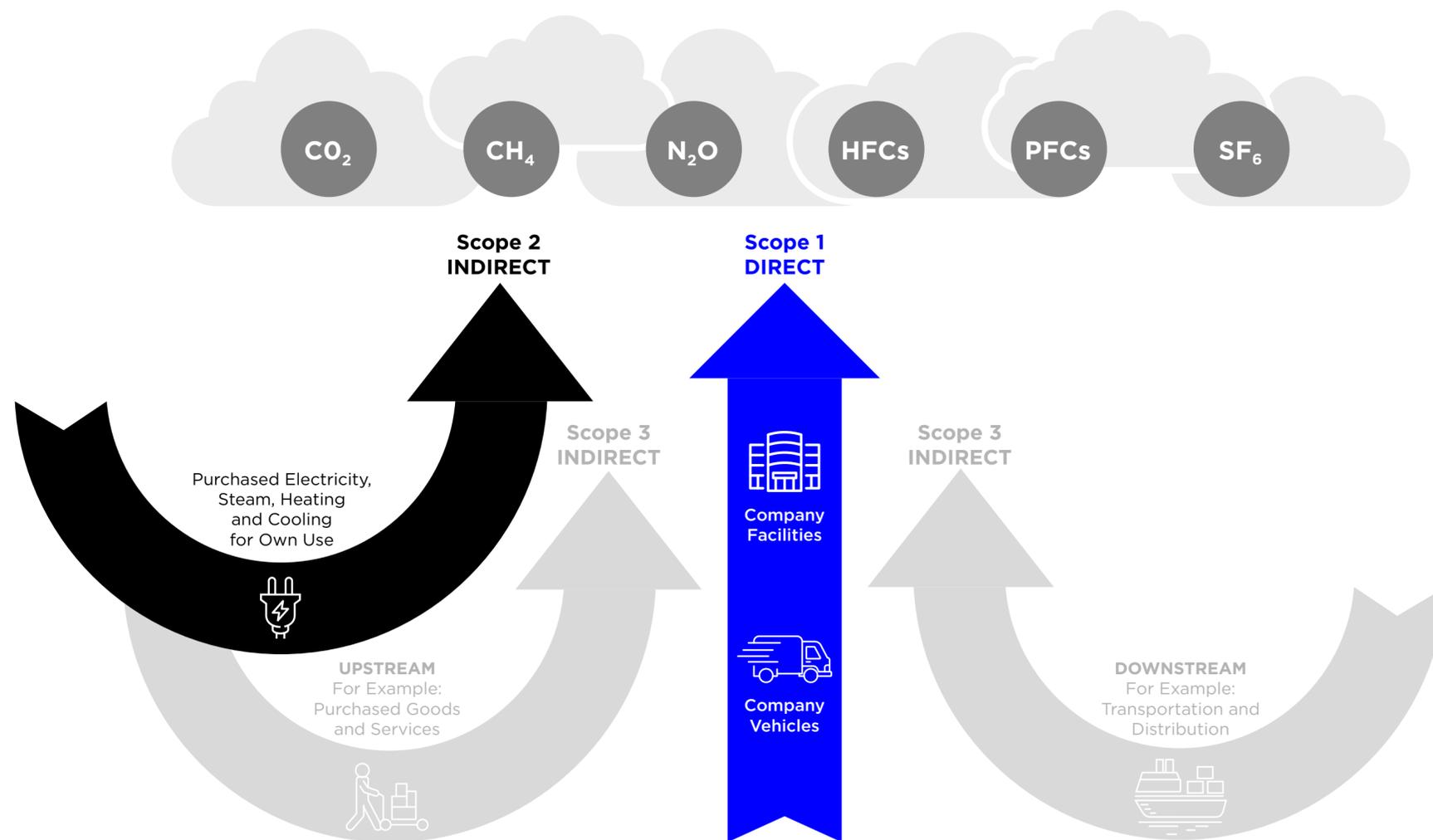
By cutting these emissions through energy efficiency and process optimization, Zinpro can lower operational costs, enhance compliance with environmental regulations and strengthen our reputation as a sustainable leader in the industry.

Emissions Baseline Setting

In our 2024 Sustainability Report, Zinpro showed how using our products, tools and technologies aided the progress in the carbon footprint of our customers through animal performance, health and efficiency. Focusing on continuous improvement, we have looked inward to better our own carbon footprint. Zinpro decreased its total Scope 1 and 2 emissions intensity by 17% from 2022 to 2024. This represents our ongoing commitment to decrease environmental impact while improving efficiencies in production.



From 2022 to 2024 total Scope 1 and 2 emissions intensity decreased by 9%



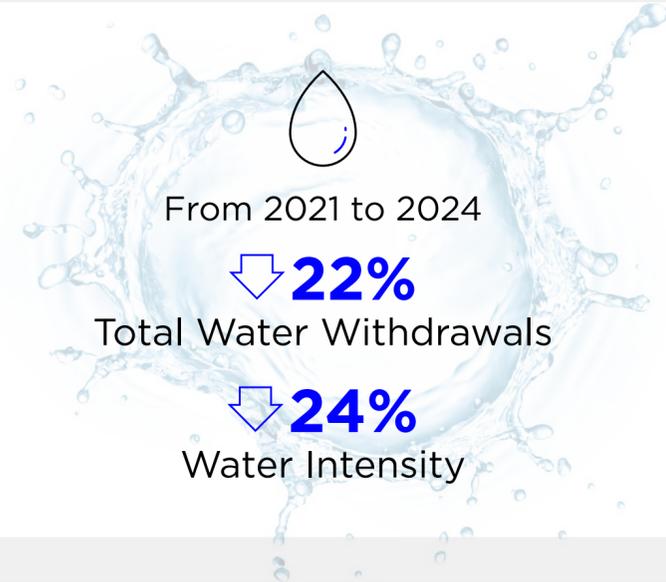


Water Stewardship and Waste Mitigation: Baseline and Target Setting

We're elevating our water stewardship by adopting a tiered strategy to target the regions where our manufacturing footprint intersects most with water-related risks. This ensures our efforts make the greatest impact by channeling resources where they matter most. It's not only a smart strategy but aligns with industry best practices and showcases our leadership in responsible water use. And we're pushing forward to reduce waste diversion even further to help keep it out of landfills and the environment. [Every improvement brings us closer to a cleaner, more sustainable future.](#)

Water Baseline Setting

Zinpro established its water use baseline by measuring total withdrawals and water intensity (water used per unit of production) across all North America manufacturing sites from 2021 to 2024. Over this period, total water withdrawals declined by 22% and water intensity improved by 24%. These achievements not only demonstrate our commitment to responsible water stewardship but also set a strong foundation for future progress.



Waste Baseline Setting

Establishing a baseline for waste generation is essential for pursuit of cost reduction, compliance, sustainability and operational goals. In 2024, Zinpro diverted 51% of waste created from landfills, setting the stage for future improvements.



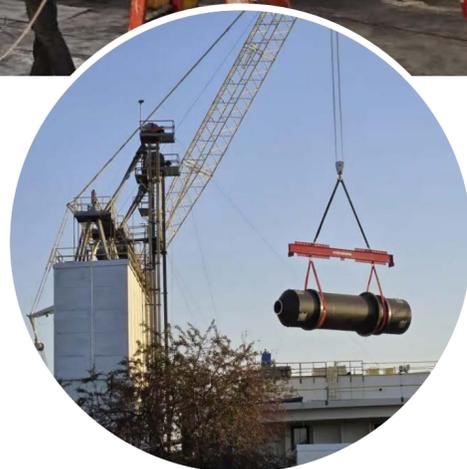
Emissions, Water and Waste Target Setting

We continue to evaluate the on-farm sustainability we bring to our customers and critically looking at methods of continually improving our own footprint. By minimizing waste and redirecting materials through recycling, composting or reuse, we can lower our environmental footprint while fostering a culture of responsibility. Our teams are looking at setting improvement targets currently. These efforts not only align with our commitment to corporate social responsibility but also drive cost savings.



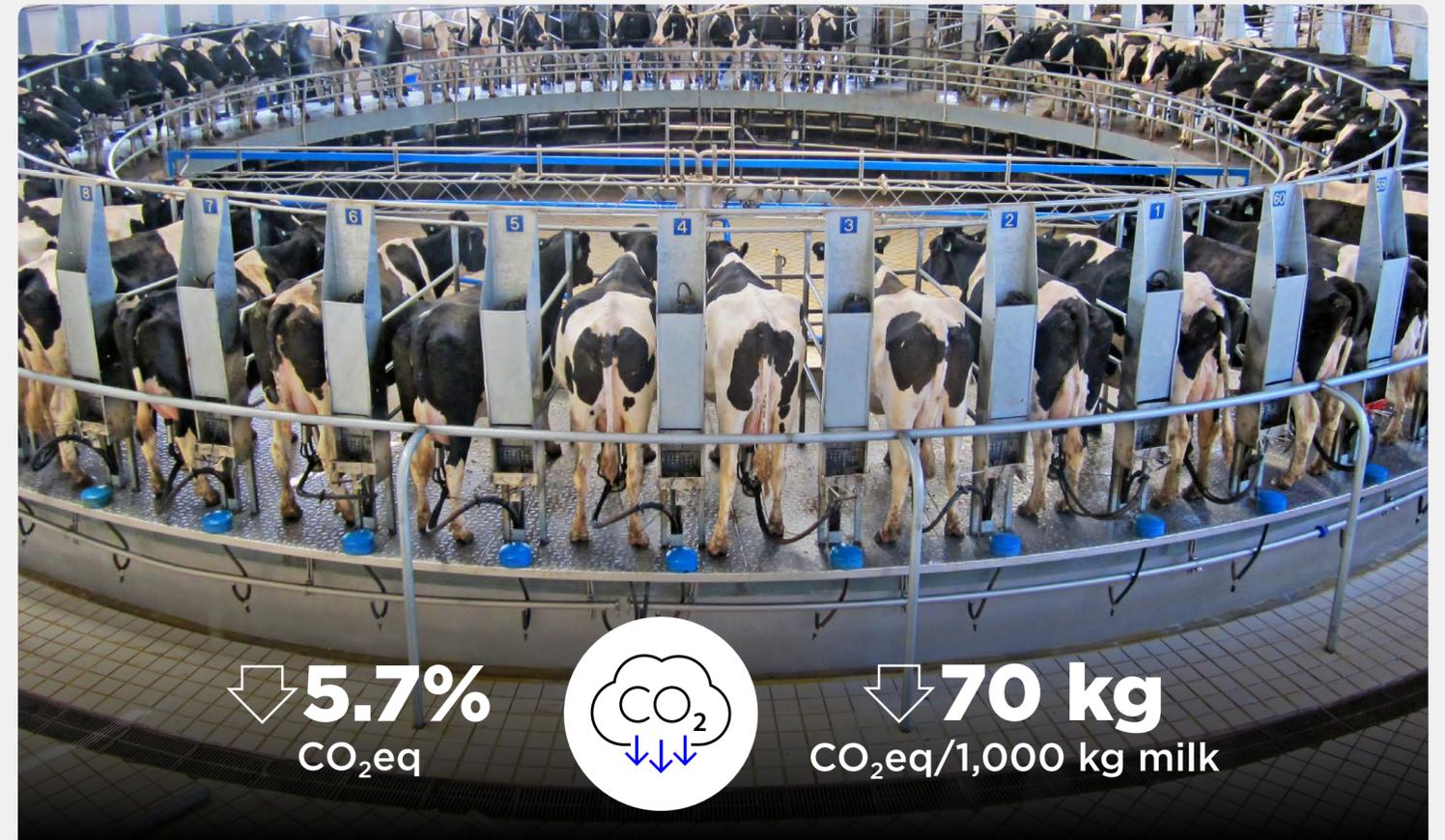
Improving Environmental Impact in Manufacturing and the Field

Zinpro is minimizing environmental impact both in our operations and in the field when our producer partners use Zinpro technology and products.



Enhancing Reliability, Efficiency and Reducing Risk

Zinpro undertook a major equipment upgrade at its North Branch facility by replacing an aging dryer as part of its broader capacity management initiative. This move supports the company's 2030 growth ambition by improving reliability and reducing operational risk.



Zinpro® IsoFerm® Decreases CO₂eq Emissions per Unit of Milk Produced

Feeding Zinpro IsoFerm to lactating dairy cows improves feed efficiency by 5% in average, favorably impacting carbon footprint. Using advanced formulation software, Zinpro calculated a 5.7% drop in CO₂ equivalents, cutting emissions by 70 kg per 1,000 kg of milk produced.





Efficient Production of Poultry Meat Improves Economic Outcomes

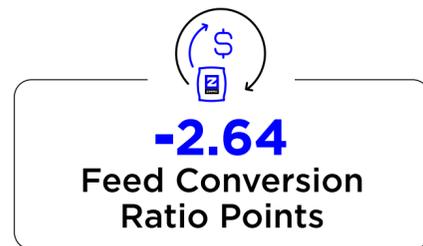
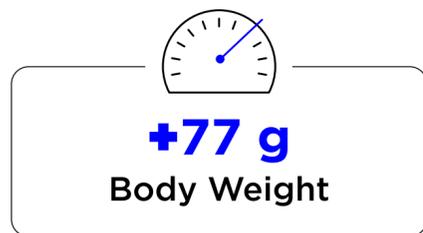
Improving feed efficiency, meat yield and ROI are key factors in improving on-farm sustainability.



Zinpro® Availa® Zn as Zinpro® Sole Source™ Improves Broiler Body Weights and Feed Conversion

Boosting broiler growth and feed efficiency is essential for driving profitability and strengthening long-term business resilience. Increasing growth and efficiency of broilers are key metrics for improving economic outcomes and business resiliency. Zinpro Sole Source, complete replacement of supplemental inorganic trace mineral(s), is a means to decrease total mineral supplementation while optimizing performance and profitability.

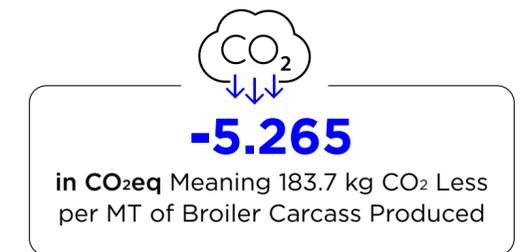
Feeding Broilers
60 ppm Zn from
Zinpro Sole Source
Resulted in:



Zinpro® Availa® Zn as Zinpro® Sole Source™ Improves Broiler Meat Yield and ROI

Poultry meat is among the most affordable protein sources worldwide, making it vital to feed a growing global population. Achieving this requires efficient use of both inputs and outputs. Supplementing broiler diets with 60 ppm Zinpro Availa Zn as the sole source of zinc improved breast meat yield by 4.6% and thigh meat by 3.2%, resulting in a 4:1 ROI.

Feeding Broilers
60 ppm Zn from
Zinpro Sole Source
Resulted in:





Embrace Technology to Enhance Sustainability

Nutritional technologies improve many aspects of sustainability including animal health and performance.



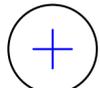
Zinpro® ProPath® Zn Improves Nursery Pig Mortality

It is no secret that there is a link between nutrition, health and performance. In diets not containing Zinc Oxide, nursery pigs fed 125 ppm Zn from Zinpro ProPath Zn had significantly lower mortality compared to those fed the same levels of Zn from zinc sulfate, improving nursery throughput.

Feeding Zinpro ProPath Zn Resulted in:



-4%
in Nursery Mortality



+10%
in Nursery Pig Weight at Closeout



Zinpro® Iron Improves Health Status and Performance in Nile Tilapia

Iron is an element that is known to be essential for many species; however, fish research documenting this has been limited. Recent published research in Nile Tilapia showed that feeding Zinpro Iron improved hemoglobin levels by 20% and increased final body weights by 55% compared with fish fed iron sulfate.

Feeding Zinpro Iron Resulted in:



+20%
Hemoglobin Level



+55%
Final Body Weight



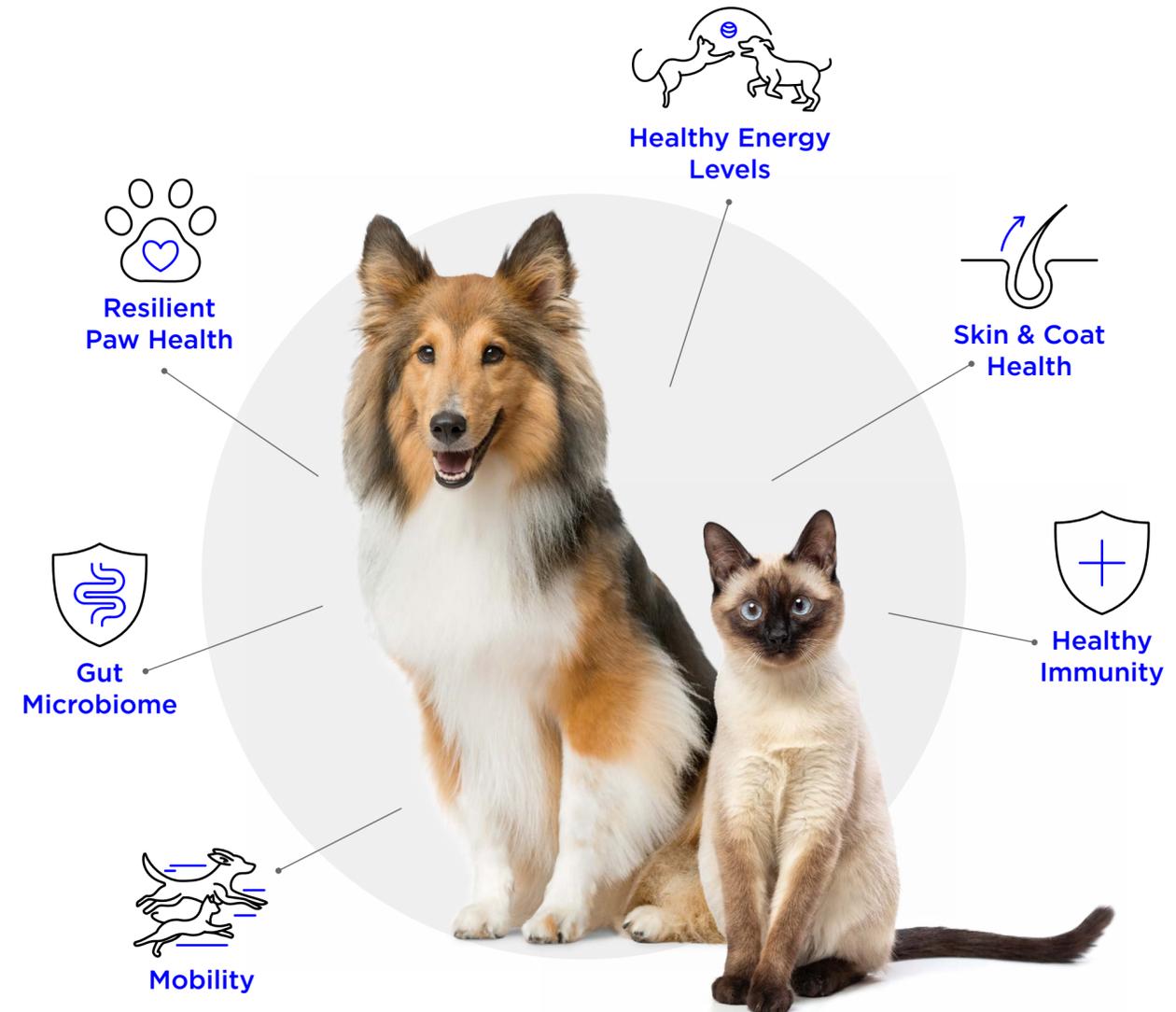
Product Innovation Improves Health, Quality of Life and Nutrient Utilization

Zinpro® ProPath® Performance Minerals Pack Pet Wellness into Every Meal

Modern pet parents expect more than promises, they demand proof that pet food delivers real health and wellness benefits, efficiently and responsibly. Zinpro ProPath Minerals are grounded in peer-reviewed science and help brands substantiate high-value health and wellness claims.

By optimizing the bioavailability of essential nutrients, Zinpro ProPath Minerals support smarter formulations – delivering what pets need most, with less waste and fewer unnecessary inputs. This approach enables pet food brands to advance responsible consumption and production, aligning with global sustainability goals and rising regulatory standards for credible, measurable impact.

With Zinpro, pet food innovators can confidently demonstrate that their formulas work harder, their claims are backed by data and their commitment to pet wellness is matched by a commitment to resource efficiency and transparency.





Extending Zinpro Core Values Through Supplier Code of Conduct

We developed the first Zinpro Supplier Code of Conduct based on our core values, extending the impact of our values throughout the supply chain.



Zinpro Core Values

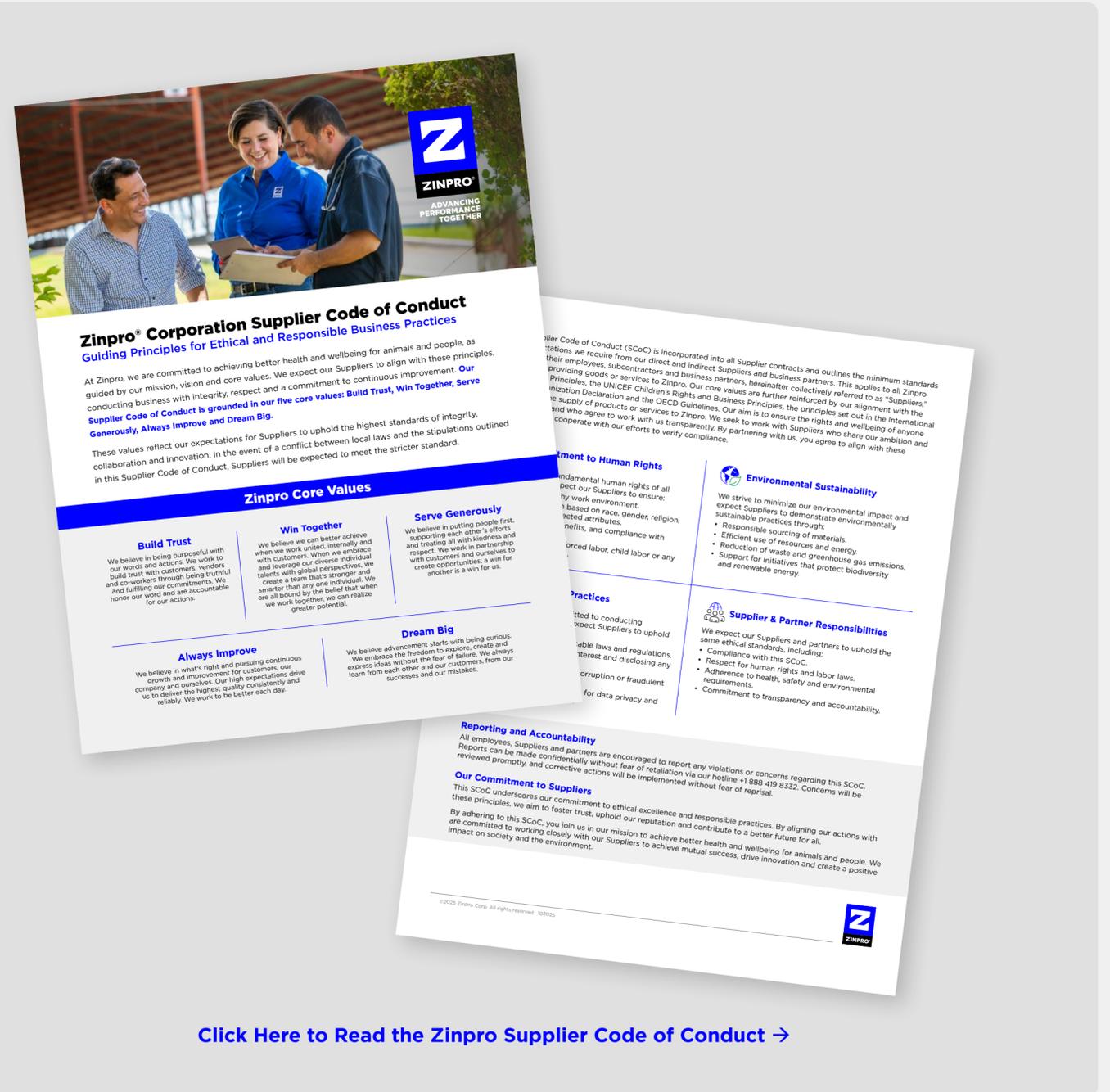
- Build Trust
- Win Together
- Serve Generously
- Always Improve
- Dream Big

Creating and Communicating the Zinpro Supplier Code of Conduct

The creation of the Zinpro Supplier Code of Conduct was a strategic initiative, in collaboration with internal and external stakeholders. The team benchmarked against codes from customers, competitors and industry leaders, refining the code to align with Zinpro Core Values: Build Trust, Win Together, Serve Generously, Always Improve and Dream Big.

The Zinpro Supplier Code of Conduct is a concise, values-driven document that sets clear expectations for our suppliers. It includes:

- **Ethical and Legal Compliance:** Upholding the highest standards of conduct
- **Environmental Responsibility:** Emphasizing sustainability and responsible sourcing
- **Labor Practices:** Addressing fair treatment, safety and anti-discrimination
- **Contractual Integration:** Incorporated into master service agreements and referenced in supplier communications
- **Global Accessibility:** Translated into multiple languages to support Zinpro international supplier base



[Click Here to Read the Zinpro Supplier Code of Conduct →](#)



Empowering Girls and Women

We provide resources to girls and women around the world to provide access and build brighter futures.



Anderson Foundation

A portion of our profits supports Anderson Foundation, named in honor of our founders Dean and Mary Anderson. In partnership with grassroots organizations who understand the social and economic obstacles girls face, and through programs aligned with the United Nations Sustainable Development Goals 1-6, we're helping to educate, empower and create opportunities for girls and women around the world.



Enabling Learning through Safe Water Access

[Water is Life Kenya](#) is addressing the urgent water crisis at Kimana Girls Secondary School, where over 1,000 students lack access to clean water due to contamination from agrochemical runoff and sediment from Mt. Kilimanjaro. With help from Anderson Foundation, the organization constructed a deep borehole well to improve student health, reduce tuition costs and ensure girls can attend school consistently. This project was completed in 2025 and now delivers a sustainable clean water solution.



Building Confidence with Hands-on Learning

In June of 2025, Anderson Foundation sponsored an empower leadership academy and etiquette course for girls ages 10-18, held at Zinpro Corporation HQ. The day began with the Empower Leadership Academy, led by Team Women, followed by lunch and an etiquette session facilitated by Polished and Beyond. Participants learned how to make strong first impressions, introduce themselves with confidence, engage in polite conversation and master table manners. The event fostered leadership and social skills in a supportive, hands-on environment.



Supporting Our People

We build a culture of care by creating opportunities for employees to learn, grow and give back.



Navigating Careers, Family and Authenticity

The Women of Zinpro (WOZ), an employee resource group, hosted an event featuring Dr. Connie Larson, associate director of global technical services and WOZ co-founder, and her daughter, Sara Kay Gottschalk. The speakers discussed balancing career ambitions with family life, overcoming challenges as women in male-dominated industries and the importance of allyship and resilience. Larson and Gottschalk emphasized the value of quality family time, supportive workplaces and leading with empathy and integrity. The event reinforced the commitment of Zinpro to an inclusive culture where meaningful careers and personal fulfillment go hand in hand.



Advancing Mental Health

In 2025, we continued our commitment to mental health. As a proud sponsor of the annual NAMIWalks for Mental Health, Zinpro employees participated globally to raise awareness and support advocacy for those affected by mental illness. We also partnered with the National Alliance on Mental Illness (NAMI) to provide employees with training, resources and ongoing wellness sessions, fostering open dialogue and reducing stigma.

We expanded mental health programming, offering interactive online learning focused on mental wellness, resilience and disability inclusion. Through Disability:IN, Zinpro promoted a culture of accessibility and belonging, providing education and resources to support employees of all abilities.

Together, these initiatives reflect the dedication of Zinpro to building a supportive, inclusive workplace where mental health is prioritized and every team member is empowered to thrive.



Making a Difference Together

Zinpro employees joined the annual Pack at the Park event at Target Field in Minnesota to support Feed My Starving Children. As a group, the team packed enough food to feed a daily meal to 416 kids for one year. Volunteering is central to our core value of serving generously and employees are encouraged to log volunteer hours to keep the momentum going. In 2025, employees volunteered a collective total of 3,979 hours.



127% 
Near-miss Reporting

Employee Safety

Zinpro values the health and wellbeing of our employees, including workplace safety. We continue to increase our engagement and participation in near-miss reporting with a 127% increase in year-over-year reporting.



Fueling Tomorrow's Talent

We support the next generation of agricultural leaders through scholarships and mentorship.



Investing in Young Professionals at Zinpro

The Rising Talent Collaborative (RTC) is a dynamic community of early-career professionals at Zinpro, committed to fostering growth, connection and continuous learning. RTC's mission is to empower young professionals by cultivating a vibrant and supportive environment that promotes personal and professional development, meaningful relationship-building and a passion for progress.

In 2025, RTC hosted its first hybrid session featuring internal Zinpro panelists who shared personal journeys and insights on navigating imposter syndrome. In recognition of Mental Health Awareness Month in May, members embraced creativity and collaboration by designing their dream workdays. RTC also explored practical and technical topics through sessions led by internal Zinpro employees, including: A discussion on emerging technology trends, guidance on employer benefits and managing life events in your 20s and a deep dive into project management and multitasking strategies.



Cultivating Future Leaders

We continued to build equity and create opportunities for underrepresented students in agriculture through our partnership with Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS). The MANRRS Gold Scholarship program supported 30 outstanding students during the 2024-25 academic year, enabling their attendance at the 39th Annual MANRRS Conference and Career Expo. The program offered significant professional networking opportunities with agricultural partners, increased awareness of diversity in agricultural careers and fostered professional growth through workshops and leadership.



Partnering for Greater Impact

Like the African proverb, “If you want to go fast, go alone. If you want to go far, go together,” Zinpro believes that meaningful progress is built through collaboration. That’s why we actively participate in industry organizations that share our values and sustainability goals, helping us all move forward, together.



The [American Feed Industry Association® \(AFIA\)](#) is the world’s largest organization devoted exclusively to representing the business, legislative and regulatory interests of the U.S. animal food industry and its suppliers. More than 75% of the feed in the United States is manufactured by AFIA members. AFIA’s members also manufacture approximately 70% of the country’s non-whole grain ingredients.



The [Innovation Center’s Dairy Sustainability Alliance™](#) is a multi-stakeholder group consisting of companies and organizations from across the dairy community and others who want to contribute to dairy’s social responsibility journey.



[Global Roundtable for Sustainable Beef \(GRSB\)](#) members include organizations, roundtables and individuals from over 24 countries. Combined, they touch nearly two out of three cattle in the global beef chain. Member organizations deploy top leadership to actively participate in the work of bringing stakeholders from across the industry together to identify universal challenges and practical solutions for sustainable beef.



[U.S. Roundtable for Sustainable Poultry and Eggs \(US-RSPE\)](#) is an independent, multi-stakeholder organization that advances, supports and communicates continuous improvement in sustainability for the poultry and egg value chain. [International Poultry Welfare Alliance \(IPWA\)](#) is a diverse and driven group of organizations, companies and individuals committed to continuously advancing poultry welfare around the world.



Since 2009, the [Institute for Feed Education and Research \(IFEEDER\)](#) has built a reputation as a trusted resource for inquiries about the animal food industry’s role in U.S. agriculture. IFEEDER works with diverse partners from across the animal food and broader food and agricultural sector, along with academia and public institutions, to conduct objective research, education and sustainability projects to inform business leaders and decision-makers about the future of the expanding animal feed and pet food industry.



The [CLEAR Center](#) is led by Dr. Frank Mitloehner and is based in the Department of Animal Science, in the College of Agricultural and Environmental Sciences at the University of California, Davis. The CLEAR Center leverages its two cores, research and extension, to help the animal agriculture sector operate more efficiently in order to meet the demands of a growing population while it lessens its impact on the environment and climate. Research topics, among many, include quantifying and mitigating greenhouse gas emissions from livestock.



Science is in Everything We Do: 400 Peer-reviewed Research Publications

400
PEER REVIEWS



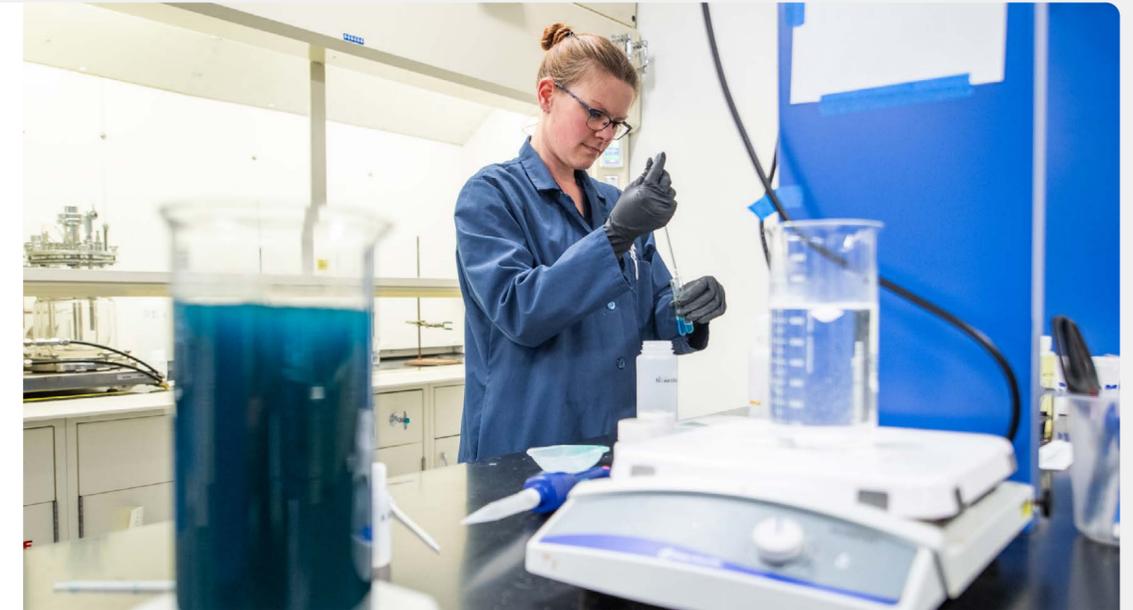
At Zinpro, research isn't just a department but a discipline. It's the heartbeat of our mission to improve the health and wellbeing of animals and people. [With more peer-reviewed publications than any trace mineral company in the world, we don't just talk about science—we publish it, validate it and apply it.](#)

This year, we reached a milestone that reflects decades of dedication: our 400th peer-reviewed publication. And while the number is impressive, it represents a legacy of rigorous inquiry, industry advancement and customer trust. Our research isn't just about selling products. It's about advancing the animal production industry. [For over 54 years, Zinpro has invested in studies that help producers make smarter decisions, improve profitability, raise healthier animals and grow sustainably.](#)

As we celebrate our 400th peer-reviewed publication, we're reminded that every study we publish is more than a scientific achievement. [It's a promise to our customers that Zinpro will continue to lead with integrity, invest in innovation and deliver solutions that are backed by data and driven by purpose.](#)

We don't pursue peer-reviewed research to fill journals but to serve our customers better. To give livestock producers confidence that when they choose Zinpro, they're choosing the most trusted partner in the industry. A partner who backs every product with science, every claim with data and every innovation with purpose.

Because at Zinpro, research is the foundation of who we are.



READ MORE →

About the 400th
Peer-reviewed
Research Publication



No Change Towards Sustainability is Too Big or Too Small

We Relocated our Headquarters

Zinpro moved its global headquarters in May 2025 to a custom-built, modern facility in Eden Prairie, Minnesota, near its former location. The move helped to foster growth, innovation and collaboration, all while staying close to its original roots and global innovation center. The new headquarters offers enhanced technology, more sustainable practices and a space designed for the company's ambitious future in animal nutrition.

With the move, the Zinpro Information Technology team alone achieved significant energy savings through efficiency improvements. By reducing hourly energy consumption by 23.9 kilowatts, an estimated 209,364 kilowatt-hours are saved annually, highlighting the financial and environmental benefits of energy conservation measures.

The Zinpro team looks at everyday ways to implement more sustainable practices, by encouraging our teams to change daily habits, including:

- Reducing the use of plastic bottles by over 6,000 units in 7 months
- Constantly looking at alternatives to recycle our waste such as old equipment and office materials
- Switching all disposable cutlery to compostable
- Digitizing customer service orders to minimize the use of paper



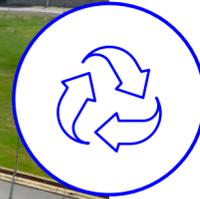


Sustainability in our Brazil Manufacturing Facility Goes Beyond its Walls



Energy

- 40% of the energy used by the manufacturing plant is produced by solar power.



Recycling

- In addition to complying with all corporate sustainability guidelines and Brazilian environmental legislation, Zinpro partners with local recycling cooperatives and contributes to the surrounding community. In September 2025, Zinpro began collaborating with Eureciclo to ensure reverse logistics for part of its waste. By November 2025, approximately 6 tons of waste had been recycled.
- 100% of the waste generated is sorted within the facility using a local residual management program. Pallets and packaging are managed as part of a recycling program offered by the local government.



Community Support

- Zinpro supports PROMEC, an organization aiding underprivileged youth in the local area through financial assistance from Anderson Foundation. In keeping with a focus on younger generations, the company also promotes youth employability through the Young Apprentice program. The program began in February 2025, with the hiring of young talent from the community, offering professional development and helping with family financial support.

Employee Engagement

- In 2025, inspired by one employee's idea, Zinpro began managing the land adjacent to the manufacturing plant to prevent fires, pests and disease. Today that space thrives as a vegetable garden that produces yucca, onions, lettuce and other greens for local Zinpro employees.





FORTIFY 
THE FUTURE™



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