

2018 ANNUAL REVIEW

IT  
STARTS  
WITH  
US





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*Pictured: Libby Nelson, R.W. Nelson, Mary Nelson, Dr. Chris Nelson*

## 02

Founded in 1961 by R.W. and Mary Nelson, Kemin has grown from its modest beginning to a workforce of more than 2,800 around the globe, impacting more than 3.8 billion lives every day. My parents never could have imagined how their little company in Des Moines, Iowa, would one day impact more than half the world's population. And the same can be said of us today — we have only begun to scratch the surface of our true potential.

While the success of Kemin began with R.W. and Mary's hard work, dedication and innovation, one cannot overlook the importance of the spirit of servant leadership they exemplify in all facets of their lives. I am constantly humbled to hear of the multitude of global projects on which Kemin teams are serving and reaching out with help and hope to others.

Earlier this year, the Kemin leadership team and I visited the Za'atari refugee camp on the border of Jordan and Syria for a firsthand glimpse of the positive impact of our global partnership with the World Food Programme (WFP). Through collaboration with global nonprofit organizations, including WFP, Habitat for Humanity and a variety of local charities around the world, we are committed to building a better future through charitable giving and service activities.

By applying our vast talents and unique resources, we will continue to use responsible chemistry to improve health, feed a growing population, protect our natural resources and serve those in need. It is this passion that drives us to create products that allow better, healthier and more sustainable ways to live, and to improve life today and for future generations.

Shaping the future starts with curiosity, innovation, servant leadership, corporate responsibility and ...

## IT STARTS WITH US.

Christopher E. Nelson, Ph.D.  
President and CEO

03

# IMPROVING LIVES

In 1998, Kemin announced its global vision to improve the quality of life by impacting half the world's population every day with its products and services. In 2017, we achieved that incredible milestone number — 3.8 billion lives. In the process, we have become a global leader serving humans and animals in the global feed and food industries as well as the health, pet food, nutrition, textiles and commercial horticulture markets with our more than 500 specialty ingredients. Now that our current vision has been reached, we remain dedicated to ensuring sustainability is at the forefront of all our business practices and look forward to working toward our next important vision.

Our commitment to our employees and dedication to ethical business practices have begun to gain notice around the world with the following recognitions:

**2018 HRM SIM AWARD**

for Best Talent Management Practices

**2018 AMCHAM AWARD**

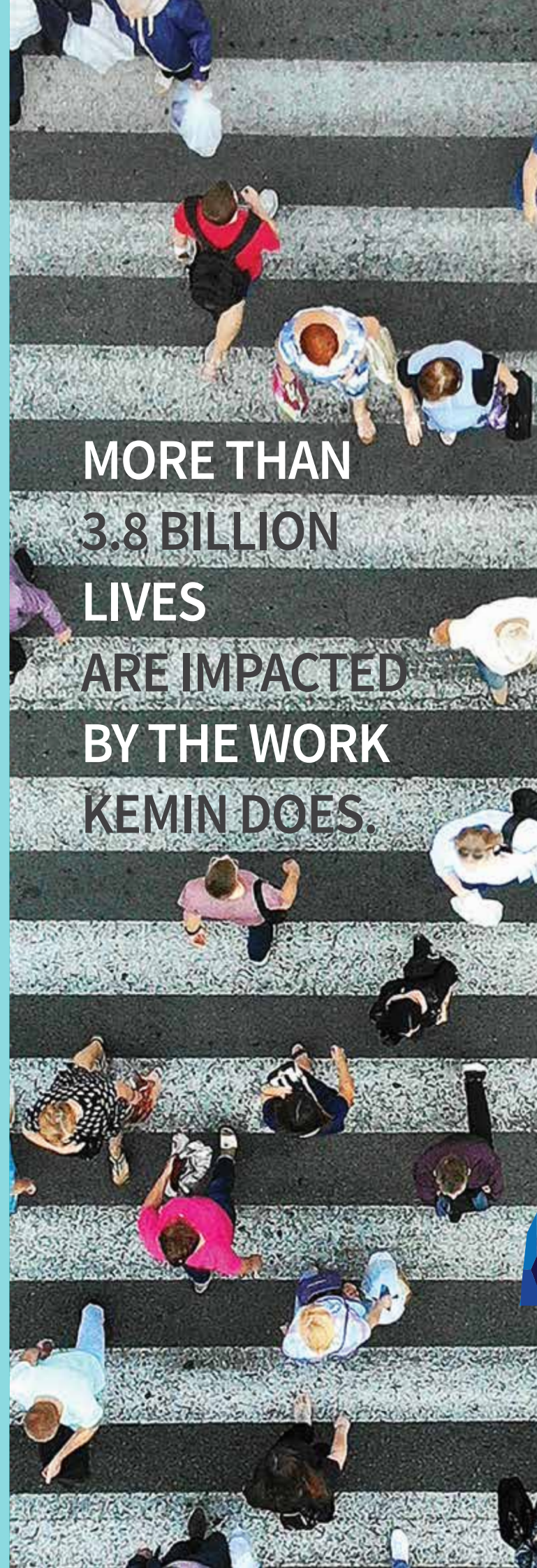
of Recognition for Corporate and Societal Excellence

**2018 GPTW AWARD**

for Kemin India's Workplace Culture

**2018 BEST EMPLOYER AWARD**

for Kemin India



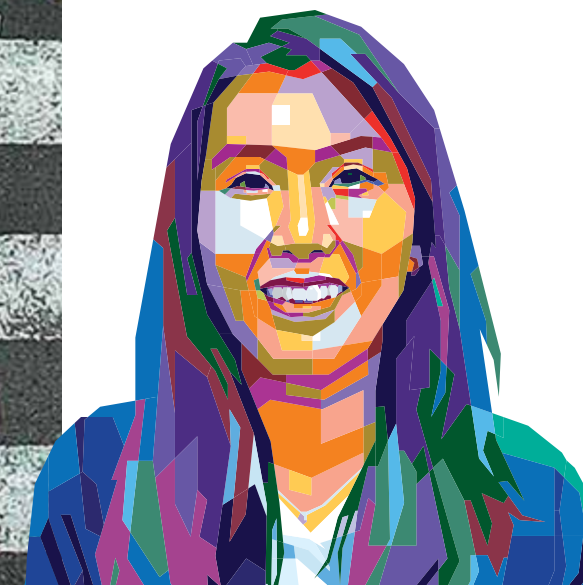
**MORE THAN 3.8 BILLION LIVES ARE IMPACTED BY THE WORK KEMIN DOES.**



## EVELYN CHEW

HUMAN RESOURCES MANAGER

As an HR manager, Evelyn has helped oversee exciting organizational growth for Kemin Asia. Under her guidance, Kemin Asia was named one of the “Best Companies to Work for in Asia” in late 2017. Evelyn’s team continued to earn 2018 accolades by receiving the HRM Award for Best Talent Management practices and the Certificate of Recognition for Corporate and Societal Excellence from the American Chamber of Commerce in Singapore.



## NEW AND NOTABLE IN 2018:

### **KEMIN AQUASCIENCE™**

Kemin's newest business unit focuses solely on programs dedicated to helping feed companies, aqua farms and fishmeal producers raise the healthiest aqua species with better growth, uniformity and economic returns.

### **GARMON CHEMICALS**

Kemin acquired the San Marino-based textile auxiliaries business that develops innovative and creative chemical solutions for the denim and apparel industry.

### **KEMIN BIOLOGICS**

Kemin Industries and Aptimmune Biologics officially announced their partnership to form Kemin Biologics, which will manufacture and market Aptimmune's proprietary Barricade™ swine vaccine technology and products outside the U.S.

### **KEMIN ENTERS CANADA**

Kemin furthered its global expansion by acquiring the assets of its longtime distributor Agri-Marketing Corp., based in Quebec, Canada. Kemin's new location will focus on serving the animal nutrition and health market as well as the pet food and rendering industries.

### **TETRACURB™ ORGANIC**

Kemin Crop Technologies launched its first OMRI-Listed® product, TetraCURB Organic, to support commercial growers meeting the increased demand for organic food, fruits and vegetables. The miticide and repellent uses a unique blend of botanical oils — including rosemary oil extracted from Kemin's proprietary lines of the plant — to kill spider mites on contact.



## BRINDHA NARASIMHAMOORTHY

ASSOCIATE DIRECTOR, SPECIALTY CROPS,  
BREEDING & SELECTION

As a company dedicated to innovation and imagination, Brindha is a great example of the innovative mindset we strive for at Kemin. Through her work developing elite hybrids and improved cultivars of crops suitable for Kemin's businesses, Brindha has received five patents, two RW Silver and one RW Bronze medals for commercial success in 2018 alone.



05

# INNOVATING SCIENCE

By 2050, food production is estimated to increase by 70 percent to meet the global food demand. To help the agriculture and aquaculture industries be more efficient and effective, Kemin is exploring new frontiers in science to ensure future populations may have access to a healthy, sustainable food supply. We continue to enter new markets and create new products for the greater good of the world. This year we introduced new, innovative plant-based products as safe, high-quality ingredient alternatives to previously used synthetics, offering customers meaningful clean-label solutions.

07

# BETTERING HUMANITY

At Kemin, we believe it's our duty as global citizens to ensure that all areas of our business are conducted in a manner that promotes the positive wellbeing of each community we serve. Our founders have instilled this mindset from the company's inception. Kemin's matriarch and co-founder, Mary Nelson, has been one of the guiding forces behind our corporate culture of servant leadership. As we enter new markets and bring new talent into our organization, Mary's vision, and that of the Nelson family, continues to grow and encourage us all to work together to better humanity.



*“We have a responsibility to return to our community and the world a portion of what we earn from our endeavors.”*

— Mary Nelson, Co-founder, Kemin Industries

## WORLD FOOD PROGRAMME

The Kemin and World Food Programme partnership assisted 25 million lives in 2018. It's a partnership that, for more than a decade, has worked to improve the quality and safety of the worldwide food supply chain. We've also worked together to develop and implement a Food Safety Management System and Quality Culture within the organization.

## HABITAT FOR HUMANITY

Twenty Kemin employees from around the globe converged in rural northeastern Brazil to join the Water for Lives Project, where the team built cisterns to collect rain, giving families access to clean, usable water.

## YOUTH EMERGENCY SERVICES & SHELTER OF IOWA

As our company continues to grow globally, we will always remain dedicated to keeping strong roots in the community of our worldwide headquarters. For the past 19 years, Kemin employees have raised nearly \$730,000 at the Kemin YESS Charity Auction held annually in Des Moines, Iowa.

## JAPFA FOUNDATION

Corporate social responsibility (CSR) is vital to the way we conduct business anywhere in the world. Kemin Asia partnered with the JAPFA Foundation for a CSR event in Indonesia to bridge the gap between academia and the current industrial practices and developments of animal nutrition and feed milling technology.



# MATHIEUX MAILLETTE DE BUY WENNIGER

FOOD TECHNOLOGIST

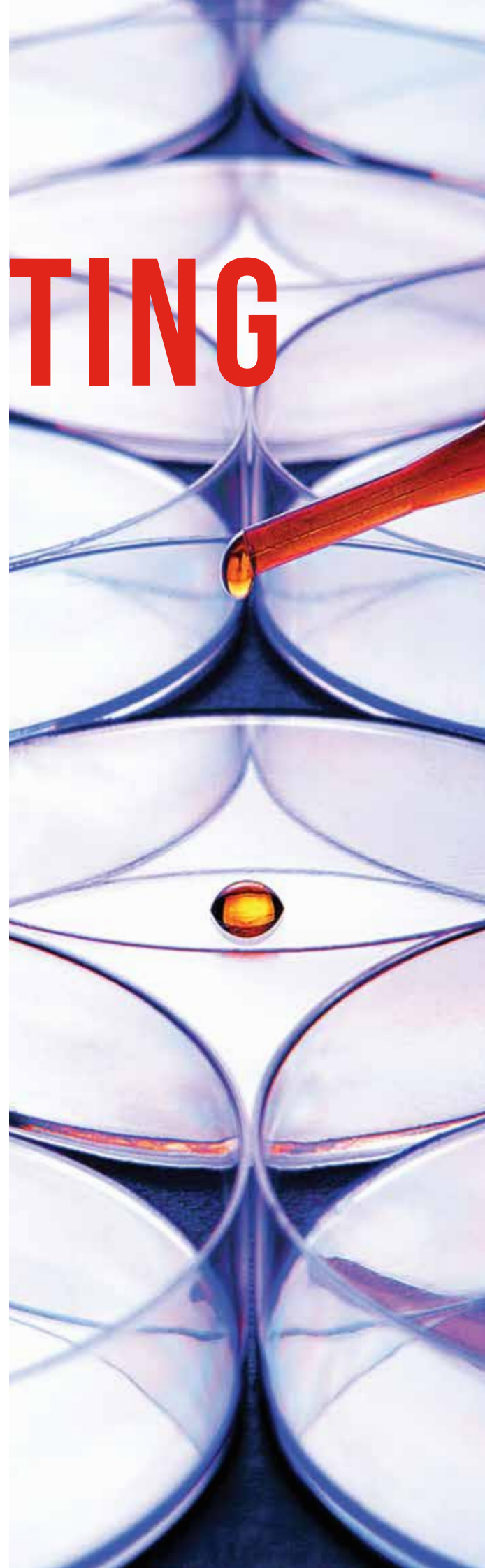
Through his unique role, Mathieux manages Kemin's collaboration with the United Nations World Food Programme (WFP). He assists their Food Safety and Quality Unit by performing spot checks on stored food, running shelf-life studies to determine when a product expires, advising the WFP on food ingredients and performing production research. Mathieux is an embodiment of a global citizen dedicated to improving life on this planet.



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# CULTIVATING CHANGE

We believe the possibilities are endless when we use our imagination and the relentless pursuit of science to uncover solutions for a better world. We are dedicated to being a catalyst for change and doing our part in educating the world. We operate in 90 countries and this has led to the continued development and use of our tailored Customer Lab Services program that allows us to go above and beyond for our customers as we share insights on product efficacies for more sustainable use in their businesses.



## ANTIBIOTIC-FREE SEMINAR Lisbon, Portugal

Discussing the challenges and how to work towards independence from antibiotics, Dr. Nelson urged individuals to embrace the cultural change of antibiotic reduction and antibiotic-free meats. “We should not wait until we have the perfect solution, but do what we can now. At Kemin, we have embraced the change and are constantly working on new and innovative nutritional solutions to assist in the antibiotic-free challenges.”

## KEMINSIGHT EVENT Antwerp, Belgium

This Kemin-led event brought together notable members of academia and feed and food safety specialists to conduct presentations on understanding how feed and food safety can be achieved over the whole food supply chain, delivering optimal safety with economic returns.

## WORLD EGG DAY India

To celebrate and promote the importance of the high-quality protein eggs provide, the Kemin team in India distributed “Incredible Egg” posters and related messages to customers to show how we’re working to improve the quality of life.

## IMPROVING THE LIVES OF PETS Germany

Kemin Nutrisurance launched PRALISUR™ at Interzoo in Germany, the world’s biggest trade fair for the international pet industry. PRALISUR, a natural product that may support a healthy immune system and promotes canine gut health, serves consumers’ growing demand for nutrition with health benefits for their pets.





## CREATING FOOD SOLUTIONS FOR CONSUMERS

### United States

Kemin recently introduced a rosemary and ascorbic acid blend, Fortium® RVC, that improves the oxidative stability of bakery and snack products. The new solution helps extend shelf life, reduce costs and fill the gap between efficacy and clean labels as manufacturers continue to respond to market demand for consumer-friendly labels.

## DENIM SEMINAR ON SUSTAINABILITY

### Castelfranco Veneto, Italy

Kemin-owned Garmon Chemicals was honored to be the only chemical company invited to present innovative solutions to garment finishing at the denim education seminar hosted by ISKO.

## AFRICAN SWINE FEVER SEMINARS

### Southeast Asia

Kemin organized two “3D Approach to African Swine Fever Preparedness 2018” seminars in Bangkok and Ho Chi Minh City, Vietnam, to provide farmers with information and tools to lessen the risk of African Swine Fever in their animals. The seminars focused on the three core aspects that farmers need to defend against African Swine Fever — the gut, feed and the environment.

## PROTECTING BRAIN HEALTH

### San Diego, California

Kemin’s patented phenolic spearmint ingredient Neumentix™ has demonstrated the ability to produce new neurons in the hippocampus in an in vitro study. Research suggests the ingredient’s natural polyphenols also may reduce oxidative stress, protect the brain’s existing neurons and increase neurotransmitter levels.



# DOUGLAS G. REYES

## RESEARCH AND DEVELOPMENT ASSOCIATE

At Kemin, servant leadership is evident in employees like Douglas Reyes, who became part of a select Kemin Build Nepal Team that helped with rebuilding efforts after devastating earthquakes hit parts of the country. As he continues to build upon this experience, Douglas is now being trained to become a Habitat for Humanity Global Village Team Leader in El Salvador.



15

# FOCUSING ON OUR FUTURE



Kemin is focused on the future for all facets of our business. Through our focus on sustainability, we are committed to improving the lives of the global population for generations to come. By focusing on our planet, people and business, we are able to create a sustainability strategy that fully embraces our efforts to build a healthy future.

## HEALTHY PEOPLE

From the more than 3.8 billion lives impacted by our products every day to the over 2,800 dedicated employees working across the globe, we empower our employees, partners and fellow community members to contribute to a healthy future. Only together can we achieve our vision of improving life sustainably.

## HEALTHY PLANET

Knowing we operate in a world with finite resources, we are always looking to discover ways to reduce our footprint by fully understanding our energy consumption, the effect of transportation related to our products and ways to reduce our environmental impact by examining our waste streams. We strive to make a planet that is better for our children and their children.

## HEALTHY BUSINESS

At Kemin, we believe that cultivating honest, ethical, environmentally and socially conscious companies is critical to improving the quality of life. Together with our customers, we can help drive the transformation of our business today to achieve our vision for future generations.

Built on exacting science through human imagination, Kemin uses our unique talents and vast resources to build a vision that puts sustainability at the forefront of everything we do. We have developed three actionable pillars of focus to help us fully understand the direct connection of our products, services and processes to sustainability.

## NOURISH

Through food, feed and nutrition, Kemin uncovers ways to nourish people, animals and plants. We understand the importance of nourishing the planet through natural sourcing and sustainable crops. You can see this every day through the partnerships we've formed to achieve food-security goals.

## PROTECT

As a business dedicated to improving lives across the world, it is Kemin's responsibility to protect the people and resources on which we depend. We strive to remain committed to quality processes, food safety, utilization of antioxidants and antimicrobials, and natural pest control.

## INNOVATE

Applying our scientific expertise to overcome industry challenges, Kemin leverages the fierce interconnectivity between people, planet and business to discover innovative solutions.

These are seen in our core technologies, environmentally conscious chemistry for the textile industry, plant-based products and holistic approaches to improve animal health without antibiotics.

## WORLDWIDE BOARD OF ADVISORS

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Rusty Goode  
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P.C. Babu Mathew  
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Vidur Behal  
P. Rajagopalan

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