

INITIAL STATEMENT OF BENEFICIAL OWNERSHIP OF SECURITIES

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

| | | | | | | | |
|--|--|--|--|--|---|--|--|
| 1. Name and Address of Reporting Person * | | | 2. Date of Event Requiring Statement (MM/DD/YYYY) | | 3. Issuer Name and Ticker or Trading Symbol | | |
| Gilson Erin Leigh | | | 4/1/2026 | | BALCHEM CORP [BCPC] | | |
| (Last) (First) (Middle) | | | 4. Relationship of Reporting Person(s) to Issuer (Check all applicable) | | | | |
| C/O BALCHEM CORPORATION 5 PARAGON DRIVE | | | <input type="checkbox"/> Director <input type="checkbox"/> 10% Owner <input checked="" type="checkbox"/> Officer (give title below) <input type="checkbox"/> Other (specify below) Chief Accounting Officer / | | | | |
| (Street) | | | 5. If Amendment, Date Original Filed(MM/DD/YYYY) | | 6. Individual or Joint/Group Filing(Check Applicable Line) | | |
| MONTVALE NEW JERSEY 07645 | | | | | <input checked="" type="checkbox"/> Form filed by One Reporting Person <input type="checkbox"/> Form filed by More than One Reporting Person | | |
| (City) (State) (Zip/Postal Code) | | | | | | | |
| UNITED STATES | | | | | | | |
| (Country) | | | | | | | |

Table I - Non-Derivative Securities Beneficially Owned

| 1. Title of Security (Instr. 4) | 2. Amount of Securities Beneficially Owned (Instr. 4) | 3. Ownership Form: Direct (D) or Indirect (I) (Instr. 5) | 4. Nature of Indirect Beneficial Ownership (Instr. 5) |
|---------------------------------|---|--|---|
| Common Stock ⁽¹⁾ | 2,440 | D | |
| Common Stock | 46 | I | 401(k) Plan |

Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivate Security (Instr. 4) | 2. Date Exercisable and Expiration Date (MM/DD/YYYY) | | 3. Title and Amount of Securities Underlying Derivative Security (Instr. 4) | | 4. Conversion or Exercise Price of Derivative Security | 5. Ownership Form of Derivative Security: Direct (D) or Indirect (I) (Instr. 5) | 6. Nature of Indirect Beneficial Ownership (Instr. 5) |
|--|--|-----------------|---|----------------------------|--|---|---|
| | Date Exercisable | Expiration Date | Title | Amount or Number of Shares | | | |
| Employee Stock Option (right to buy) | 2/15/2019 ⁽²⁾ | 2/15/2028 | Common Stock | 360 | \$74.57 | D | |
| Employee Stock Option (right to buy) | 2/13/2020 ⁽²⁾ | 2/13/2029 | Common Stock | 1,000 | \$84.09 | D | |
| Employee Stock Option (right to buy) | 2/13/2021 ⁽²⁾ | 2/13/2030 | Common Stock | 900 | \$111.94 | D | |
| Employee Stock Option (right to buy) | 12/22/2021 ⁽²⁾ | 12/22/2030 | Common Stock | 1,500 | \$113.24 | D | |
| Employee Stock Option (right to buy) | 2/11/2022 ⁽²⁾ | 2/11/2031 | Common Stock | 600 | \$119.13 | D | |
| Employee Stock Option (right to buy) | 2/10/2023 ⁽²⁾ | 2/10/2032 | Common Stock | 600 | \$138.07 | D | |
| Employee Stock Option (right to buy) | 2/8/2024 ⁽²⁾ | 2/8/2033 | Common Stock | 600 | \$138.09 | D | |

Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivate Security (Instr. 4) | 2. Date Exercisable and Expiration Date (MM/DD/YYYY) | | 3. Title and Amount of Securities Underlying Derivative Security (Instr. 4) | | 4. Conversion or Exercise Price of Derivative Security | 5. Ownership Form of Derivative Security: Direct (D) or Indirect (I) (Instr. 5) | 6. Nature of Indirect Beneficial Ownership (Instr. 5) |
|---|--|--------------------|--|----------------------------------|--|---|---|
| | Date Exercisable | Expiration Date | Title | Amount or Number of Shares | | | |
| Employee Stock Option (right to buy) | 2/8/2025 ⁽²⁾ | 2/8/2034 | Common Stock | 600 | \$143.43 | D | |

Explanation of Responses:

- (1) Ownership of 1,330 shares of restricted stock vests in Reporting Person 3 years following the grant dates and is further subject to restrictions on transfer in accordance with the provisions of a Restricted Stock Grant Agreement between the Issuer and the Reporting Person. Ownership of 1,110 shares of restricted stock vests in Reporting Person over a 3-year period (25% on the first anniversary of the grant date, 25% on the second anniversary of the grant date, and 50% on the third anniversary of the grant date), subject to restrictions on transfer in accordance with the provisions of a Restricted Stock Grant Agreement between the Issuer and the Reporting Person.
- (2) Options vest 20% after one year, 40% after two years, and 40% after three years.

Remarks:

Exhibit 24 - Power of Attorney is attached.

Reporting Owners

| Reporting Owner Name / Address | Relationships | | | |
|--|---------------|-----------|---------------------------------|-------|
| | Director | 10% Owner | Officer | Other |
| Gilson Erin Leigh C/O BALCHEM CORPORATION 5 PARAGON DRIVE MONTVALE NEW JERSEY 07645 UNITED STATES | | | Chief Accounting Officer | |

Signatures

/s/ Travis Larsen, Attorney in Fact for Erin Leigh Gilson

4/7/2026

**Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, *see* Instruction 5(b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations. *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB control number.

* Form 3: SEC 1473 (03-26).

**POWER OF ATTORNEY FOR
SECTION 16 REPORTING OBLIGATIONS**

The undersigned hereby constitutes and appoints Balchem Corporation's Chief Legal Officer (Hatsuki Miyata as of the date of this Power of Attorney), General Counsel, Secretary, Deputy General Counsel (Travis Larsen as of the date of this Power of Attorney), and Assistant Secretary, each, individually, with full power of substitution, as the undersigned's true and lawful attorney-in-fact to:

- (1) prepare, execute in the undersigned's name and on the undersigned's behalf, and submit to the U.S. Securities and Exchange Commission (the "SEC") a Form ID, including amendments thereto, and any other documents necessary or appropriate to obtain codes and passwords enabling the undersigned to make electronic filings with the SEC of reports required by Section 16(a) of the Securities Exchange Act of 1934, as amended, or any rule or regulation of the SEC;
- (2) prepare, execute for and on behalf of the undersigned, in the undersigned's capacity as an officer and/or director of Balchem Corporation (the "Company"), Forms 3, 4, and 5 or any other required forms, including any amendments to such forms, as appropriate, in accordance with Section 16(a) of the Securities Exchange Act of 1934, as amended, and the rules thereunder;
- (3) do and perform any and all acts for and on behalf of the undersigned that may be necessary or desirable to complete and execute any such Form 3, 4, or 5 or any other required forms, complete and execute any amendment or amendments thereto, and timely file such form with the SEC and any stock exchange or similar authority; and
- (4) take any other action of any type whatsoever in connection with the foregoing that, in the opinion of such attorneys-in-fact, may be of benefit to, in the best interest of, or legally required by, the undersigned, it being understood that the documents executed by such attorneys-in-fact on behalf of the undersigned pursuant to this Power of Attorney for Section 16 Reporting Obligations shall be in such form and shall contain such terms and conditions as such attorneys-in-fact may approve in such attorneys-in-fact's discretion.

The undersigned hereby grants to such attorneys-in-fact full power and authority to do and perform any and every act and thing whatsoever requisite, necessary, or proper to be done in the exercise of any of the rights and powers herein granted, as fully to all intents and purposes as the undersigned might or could do if personally present, with full power of substitution or revocation, hereby ratifying and confirming all that such attorneys-in-fact, or such attorneys-in-fact's substitute or substitutes, shall lawfully do or cause to be done by virtue of this power of attorney and the rights and powers herein granted. The undersigned acknowledges that the foregoing attorneys-in-fact, in serving in such capacity at the request of the undersigned, are not assuming, nor is the Company assuming, any of the undersigned's responsibilities to comply with Section 16 of the Securities Exchange Act of 1934, as amended.

This Power of Attorney shall remain in full force and effect until the undersigned is no longer required to file Forms 3, 4, and 5 with respect to the undersigned's holdings of and transactions in securities issued by the Company, unless earlier revoked by the undersigned in a signed writing delivered to either of the foregoing attorneys-in-fact.

IN WITNESS WHEREOF, the undersigned has caused this Power of Attorney for Section 16 Reporting Obligations to be executed as of this 25th day of March, 2026.

/s/ Erin Gilson
Erin Gilson
