



# 2024 Sustainability Progress Report



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# Letter from the CEO

At Darling Ingredients, we are redefining the waste mindset and helping move the world toward a more circular economy. Our mission is to restore purpose to millions of tons of material from the animal agriculture and food industries — nourishing people, feeding animals and crops, and fueling the world with renewable energy.

2024 was a year of meaningful progress in sustainability and safety. With a strong focus on operational excellence, we reduced our Scope 1 and 2 emissions footprint by 5%, keeping us on track to meet our science-based target of a 42% reduction by 2030. We've strengthened our emissions inventory process and deepened our industry engagement to ensure we continue advancing emissions reductions across our complex value chain.

Equally important, we made significant strides in workplace safety. In 2024, our global safety performance improved markedly, with a 45% reduction in our lost time injury rate. This achievement reflects the dedication of our more than 15,000 team members worldwide who work diligently every day to ensure a safe and inclusive workplace.

We also continued to grow our renewable product portfolio. We expanded energy production in Europe and began construction on our first U.S.-based facility to create renewable natural gas captured from our wastewater. Our joint venture, Diamond Green Diesel, shipped its first sustainable aviation fuel to customers — building on our leadership as one of the largest producers of renewable diesel.

Darling Ingredients plays a vital role in processing approximately 15% of the world's animal by-products. Our scale enables us to deliver circular and renewable solutions across industries, and we take this responsibility seriously. As we grow, we remain focused on reducing our footprint and driving positive impact throughout our operations and the broader industry.

We've been serving this role for more than 140 years, and we look forward to continuing our journey for the next 140 and beyond.

Sincerely,



**Randall C. Stuewe**  
Chairman and CEO



# About us

1882

Founded

\$5.7B

2024 net sales

~16,000

Global employees

Irving, TX

Headquarters

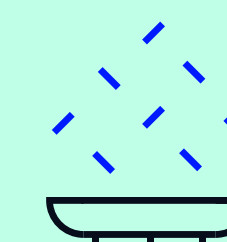
260+

Facilities

15+

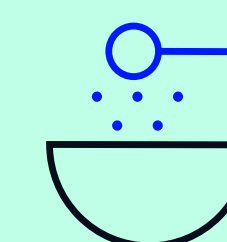
Countries

## Net sales



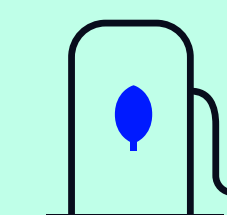
\$3.68B

Feed



\$1.49B

Food



\$550M

Fuel



Darling Ingredients experienced a year of strong momentum in sustainability performance. We continued to advance our goals, demonstrating sustainability is core to who we are and what we do.

## 2024 highlights

**Reduced our Scope 1 and 2 emissions by 5%**, compared to 2023, making progress toward our 2030 target.

**Continued our partnership with the National FFA Organization**, donating more than \$314,000 in grants, scholarships and local support.

Improved our safety performance with a **45% reduction in our Lost Time Incident Rate (LTIR)**, compared to 2023.

**Upgraded approximately 50% of Diamond Green Diesel's operations in Port Arthur, TX**, to produce Sustainable Aviation Fuel (SAF), positioning it among the world's largest SAF manufacturers.

## Awards and recognition

**Listed among America's Most Responsible Companies of 2024** by Newsweek

**Recognized as an ESG Industry Top Rated Company of 2023** by Sustainalytics

**Named a TxN 20 Honoree** for the third year by Texan by Nature

**Winner of 2024 BNSF Railway Sustainability Award**

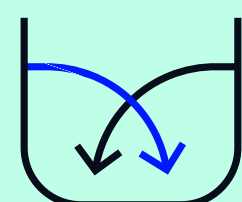


# Sustainability is our business

Nothing in nature is wasted. Every atom of every living thing is reused again and again. At Darling Ingredients, we apply this same circularity to industry, taking materials that would otherwise be wasted and transforming them into hundreds of valuable ingredients the world depends on daily — food for livestock, pets and people; gelatin and collagen for human health and well-being; low-emission fuel for cars, trucks and planes; and renewable energy to power homes and businesses.

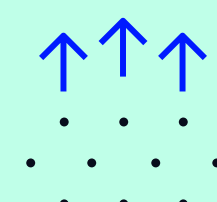
As a family of brands that spans the globe, we are the number one publicly traded company of our kind. We help make entire industries less wasteful and more sustainable. A whole new cycle of good, born from the old, exactly as nature intended.

## Our rendering process



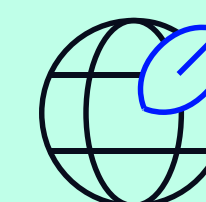
### Collect

We collect materials from the animal agriculture and food industries, helping these industries be more sustainable by providing an alternative to landfilling and incineration.



### Process

We separate the materials into fats and proteins, and also extract water — treating and returning more water back to the environment than we use.



### Create

We create the highest value for our fats and proteins, which go on to nourish people, feed animals and crops, and fuel the world with renewable energy.



# Double materiality assessment

To guide and refine our sustainability strategy, we collaborated with an independent firm in 2023 to conduct a Double Materiality Assessment (DMA). We extended this work in 2024 with an updated evaluation, examining two key dimensions: impact materiality — the topics where Darling Ingredients might significantly affect environmental and social outcomes — and financial materiality — the topics that might impact our business performance.

The assessment incorporated input from internal stakeholders such as directors and employees, as well as external stakeholders including customers and suppliers across our value chain. By leveraging diverse perspectives on our business, we strengthen our strategy and gain insight to better identify, understand and address associated risks and opportunities. These findings inform our reporting efforts and enable us to refine and broaden our sustainability policies, practices and goals.

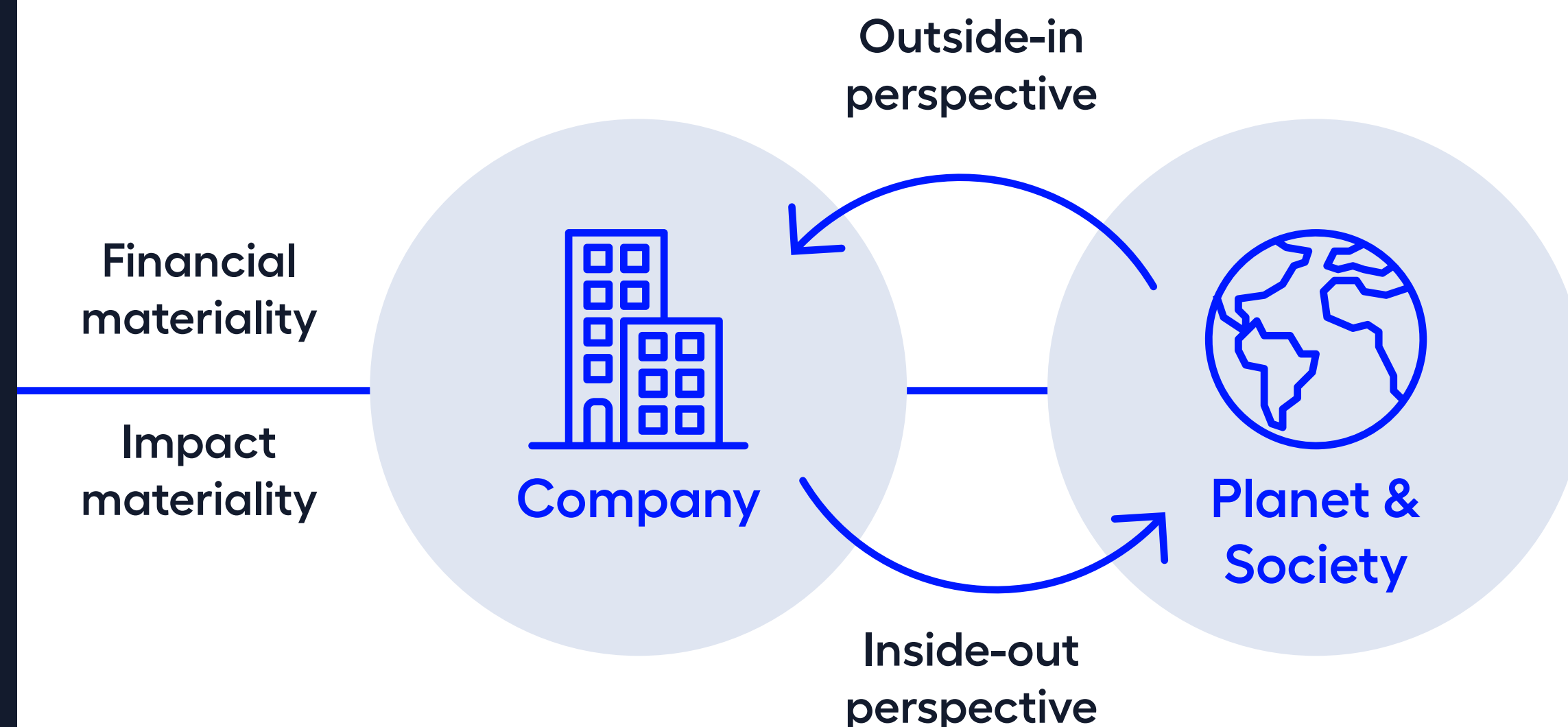
Our DMA supported the identification of sustainability impacts, risks and opportunities (IROs) associated with our business and value chain, which guide the determination of material topics for Darling Ingredients to report on pursuant to the EU Corporate Sustainability Reporting Directive (CSRD). While we are not yet required to report under CSRD, we include our most significant IROs and our alignment with select CSRD reporting standards in the CSRD index found in the Appendix of this report.

## Impact materiality

If the company's operations — directly or indirectly — are likely to cause an external impact on people or the environment.

## Financial materiality

If the company is likely to be financially impacted by a sustainability topic.







# Environmental leadership



# Our environmental progress

Driven by our purpose to repurpose, we are taking meaningful action to address the impacts of climate change. Our environmental leadership is rooted in a commitment to water stewardship — replenishing more water than we consume — and to reducing our ecological footprint. We are also dedicated to protecting biodiversity in the communities where we operate.

## Progress in 2024

- 5% reduction in Scope 1 and 2 emissions year over year
- Decrease in emissions intensity
- More than 11 billion gallons of water returned to the environment







# Oversight and accountability

To ensure accountability at the highest level, our Board of Directors and the Board Sustainability Committee oversee our company's environmental strategies, risks and opportunities. Our Global Sustainability Committee (GSC), a multidisciplinary group of leaders, recommends sustainability goals and leads sustainability disclosure efforts, including the development of our annual Sustainability Progress Report. The GSC also collaborates with our global environmental affairs leadership team to monitor and disclose key environmental metrics, manage related policies and track performance. Acting on behalf of the GSC, our Director of Sustainability delivers quarterly updates to the Board Sustainability Committee. This integrated structure ensures strong oversight, while allowing localized teams to drive targeted impact reduction efforts.

## Environmental management system

Our Environmental Management System (EMS) provides a robust framework of principles, policies and processes that shapes our approach to stewardship. Guided by ISO 14001 standards, the EMS helps us systematically manage our footprint and identify opportunities for improvement. Transparency and clear communication are key to coordinating our EMS, with EMS leads reporting to business leaders, who ultimately report to the CEO.

We uphold the standards outlined in our [Global Environmental, Health and Safety \(EHS\) Policy](#) and EMS through self-audits, internal compliance visits and third-party assessments, where needed. While larger Darling Ingredients sites undergo corporate compliance reviews every two years, smaller sites receive them at least once every five years.



# Climate change

We recognize that reducing our climate impact is not only a strategic imperative, but a moral responsibility. Greenhouse gas (GHG) emissions are a primary driver of climate change and their reduction is critical to safeguarding environmental health, economic stability and community well-being. By focusing on lowering our emissions intensity — measured as emissions per unit of output — we aim to decouple business growth from environmental impact. This strategy drives us to operate more efficiently while supporting global climate goals. Our efforts in GHG management reflect our broader vision of environmental stewardship: to lead with accountability, innovate for impact and build a resilient, low-carbon future.

We continue to advance our Scope 1 and Scope 2 emissions reduction strategies across our global operations, and remain committed to exploring and adopting new, low-carbon solutions. Initiatives such as solar panel installations, boiler upgrades and the transition to cleaner-burning natural gas are supporting this effort.

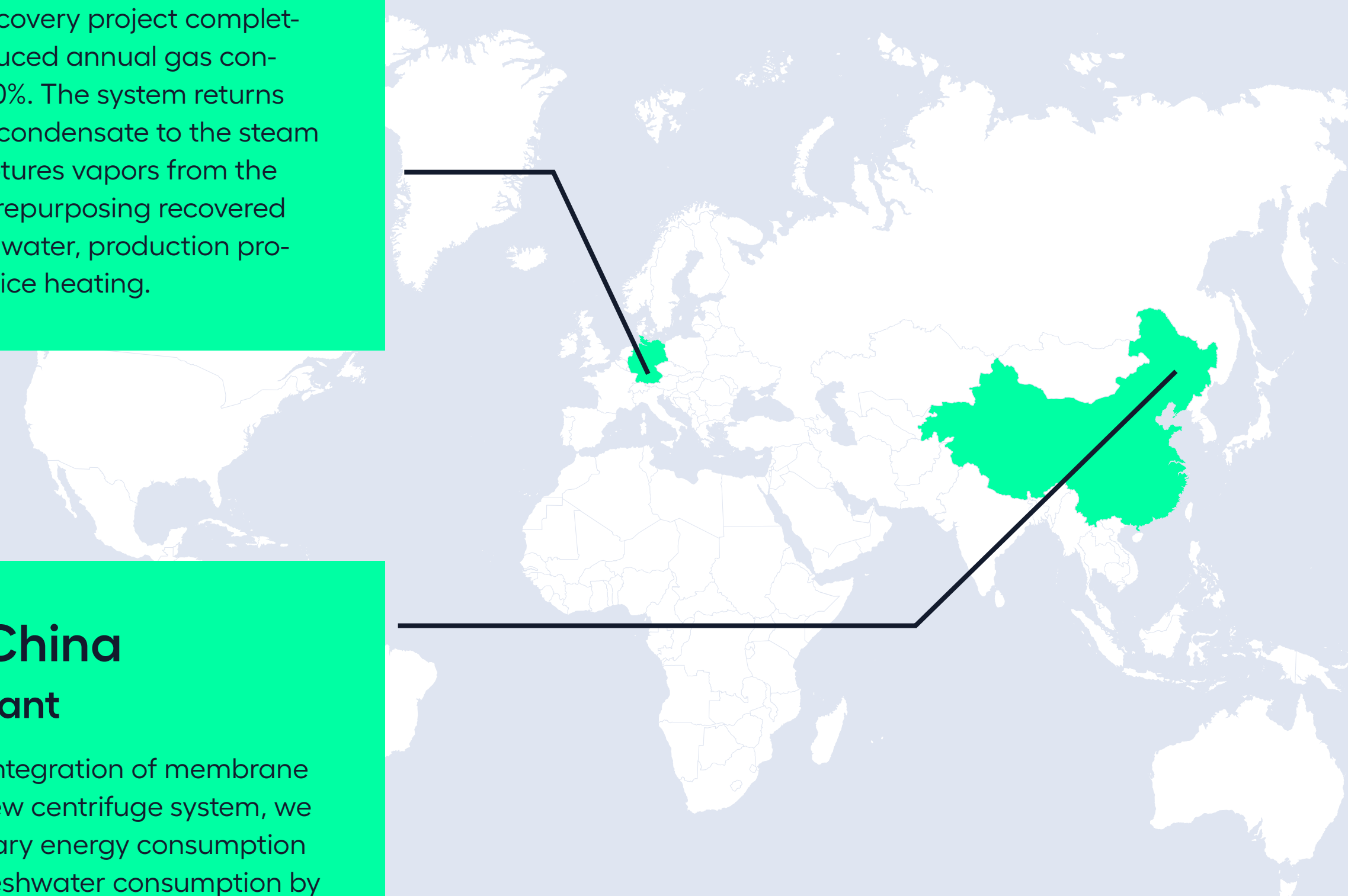
Moving forward, we are pursuing opportunities that will improve the carbon efficiency of our fleet. Transportation emissions currently account for approximately 7% of our Scope 1 and 2 footprint. While our fleet is highly specialized, we are evaluating potential solutions to improve efficiency and adopt lower-carbon fuels, including the use of renewable natural gas-fueled vehicles.

## Mering, Germany Rendering Facility

A dual heat recovery project completed in 2024 reduced annual gas consumption by 10%. The system returns high-pressure condensate to the steam boiler and captures vapors from the feather dryer, repurposing recovered heat for boiler water, production processes and office heating.

## Da'an, China Gelatin Plant

Through the integration of membrane units and a new centrifuge system, we reduced primary energy consumption by 14% and freshwater consumption by 8% per metric ton of product — while also boosting production capacity.





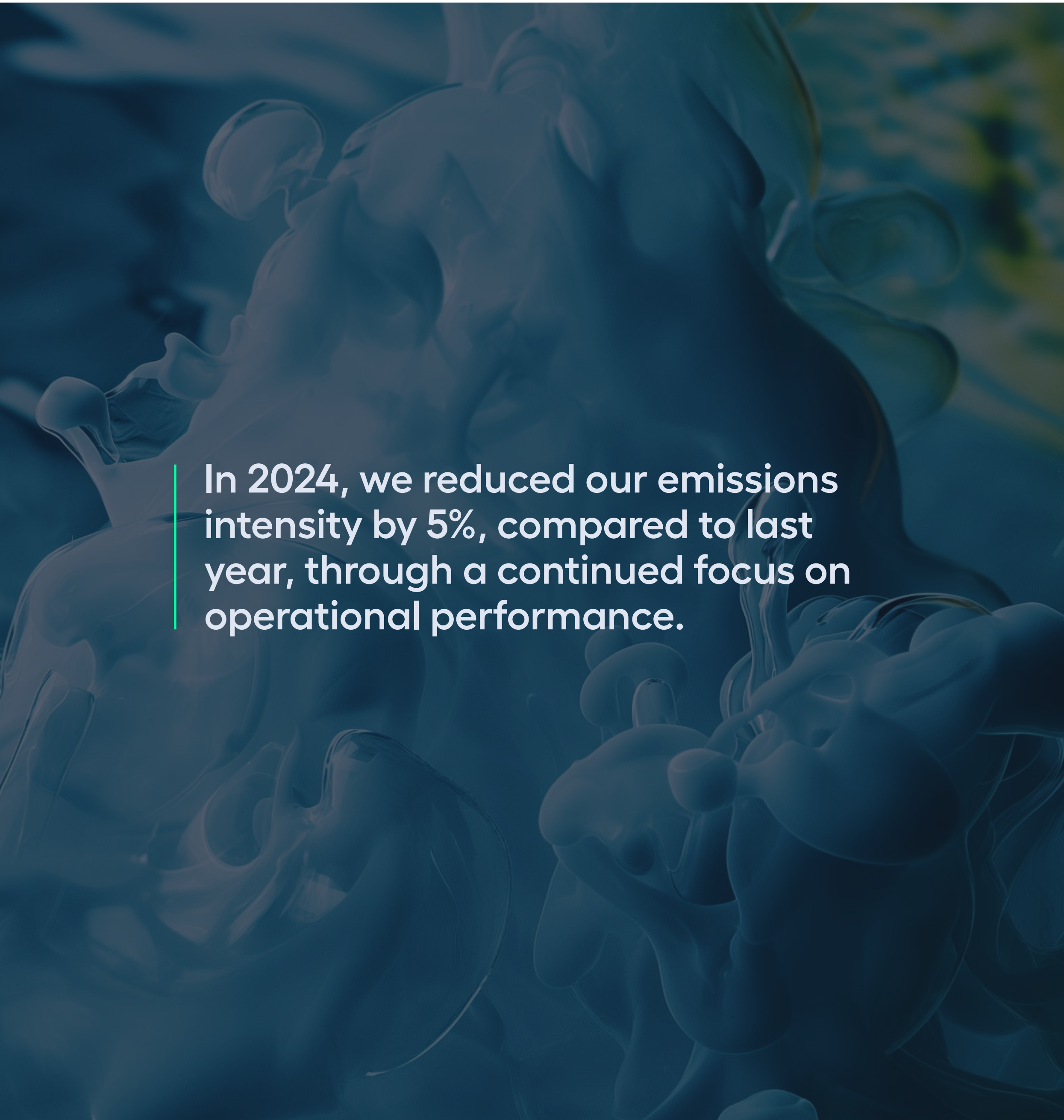
# GHG emissions and energy use

We track multiple metrics to monitor and manage our climate-related risks and opportunities. By calculating and reporting emissions across all scopes in line with the Greenhouse Gas Protocol, we gain insight into our environmental impact and the potential risks tied to our emissions footprint. At the same time, we measure and report our renewable energy production. As a major producer of renewable energy, we see this as a key risk mitigation tool, helping to reduce GHG emissions for our customers and their end users.

## Measurement approach

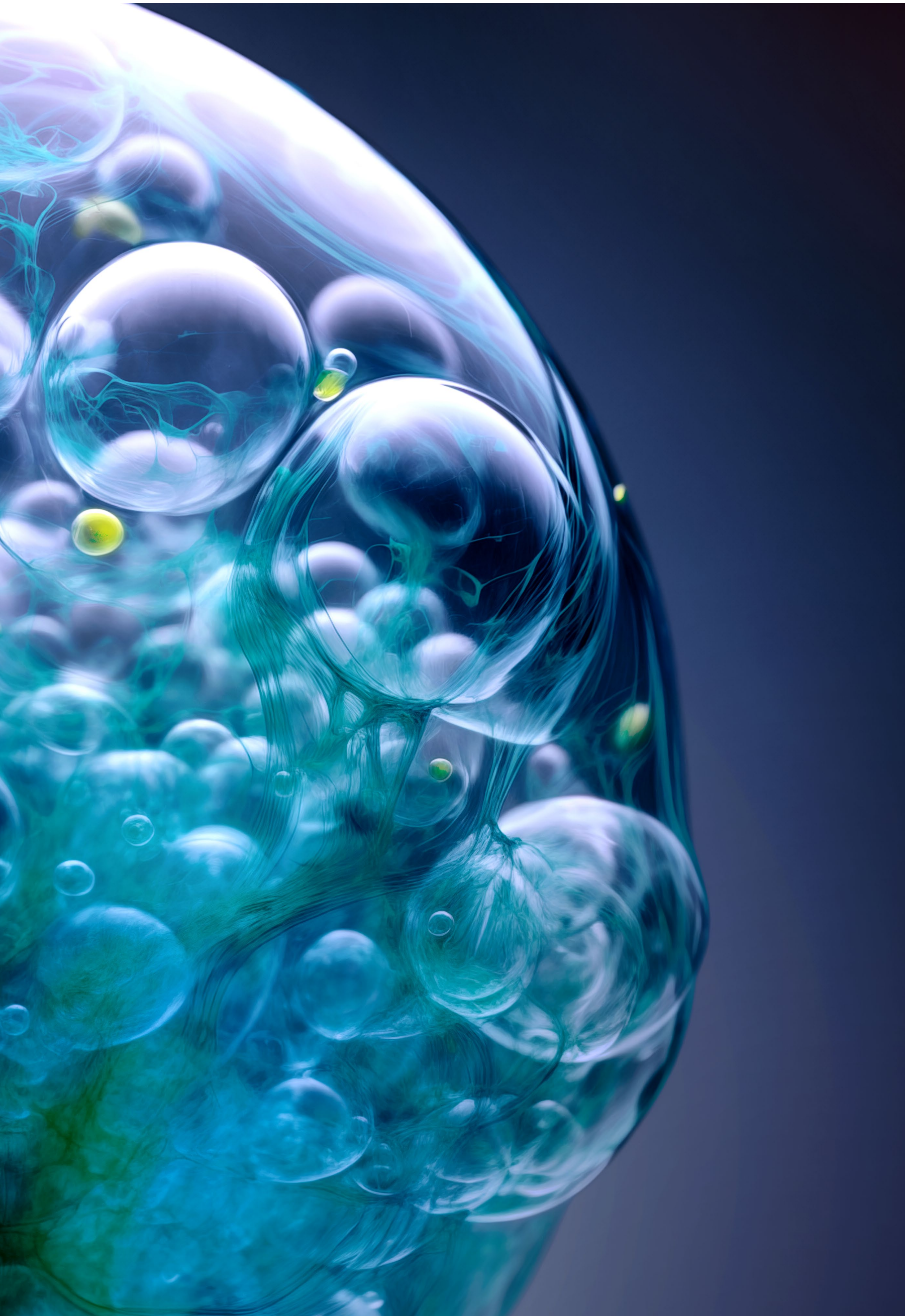
Guided by the Greenhouse Gas Protocol's Operational Control approach, we quantify and disclose a comprehensive GHG inventory. Despite the complexities of calculating Scope 3 emissions from a network of over 80,000 suppliers, we recognize the importance of transparency and continue integrating Scope 3 emissions into our overall climate strategy. Our disclosure contains information on our overall Scope 3 footprint, as well as our emissions attributed to Forest, Land Use and Agriculture (FLAG). It is important to note that the Scope 3 data we provide is based on emission factors and spend data. This report includes updates to many of the factors used in our Scope 3 emissions inventory, leading to inventory changes that align with our commitment to continual improvement.

Emissions intensity is a key metric for assessing process efficiency. In addition to revenue-based intensity metrics, we disclose intensity in terms of metric tons of CO<sub>2</sub>e per metric ton of raw material. This metric offers a clearer view of our operational impact, as revenue can fluctuate due to factors including commodity-driven market prices for our finished products. In 2024, we reduced our emissions intensity by 5%, compared to last year, through a continued focus on operational performance.



**In 2024, we reduced our emissions intensity by 5%, compared to last year, through a continued focus on operational performance.**





# GHG emissions performance

## Total greenhouse gas emissions (tonnes CO<sub>2</sub> equivalent)



Emissions intensity	2022	2023	2024
Total Scope 1 and Scope 2 emissions intensity (t CO <sub>2</sub> e/kt raw material)	138	160	151
Total Scope 1 and Scope 2 emissions intensity (t CO <sub>2</sub> e/net revenue)	0.31	0.36	0.41

## Targets

While Darling Ingredients provides essential services in the animal agriculture industry, we are acutely aware of the associated climate-related impacts, risks and opportunities. Darling Ingredients has a near-term science-based target to lower our Scope 1 and 2 emissions by 42% by 2030, from a 2023 baseline. Meanwhile, our long-term ambition is to achieve net zero emissions by 2050.

The upstream emissions in our value chain — our Scope 3 emissions — are wide-ranging and complex, given our role in processing ~15% of the world’s animal by-products. Since we committed to the Science Based Targets initiative (SBTi), updated requirements and calculation methodologies have impacted how we calculate our Scope 3 footprint. Although we submitted our proposed targets for all emissions scopes, SBTi was unwilling to engage in a dialogue regarding our submissions and associated challenges. Other companies in our sector have experienced similar challenges with SBTi’s framework, especially related to FLAG emissions. We will continue taking decisive action to lower emissions in our operations and throughout our value chain while advocating for a more nuanced and collaborative standard-setting process.



# GHG emissions

Greenhouse gas emissions <sup>1</sup>	2022	2023	2024
Scope 1 (t CO <sub>2</sub> e) <sup>2</sup>			
Stationary fuel	1,448,253	1,629,202	1,570,617
Mobile fuel	139,046	192,961	173,962
Fugitive emissions		222,358	191,463
Percentage of Scope 1 GHG emissions from regulated emissions trading schemes	12%	12%	12%
Scope 1 total	1,587,307	2,044,521	1,936,042
Scope 2 (t CO <sub>2</sub> e)			
Scope 2 total (location-based)	374,003	399,669	373,493
Scope 2 total (market-based)	419,119	406,047	387,548
Scope 3 (t CO <sub>2</sub> e) <sup>3</sup>			
Scope 3 category 1: purchased goods and services		11,598,000	12,615,000
FLAG		10,875,000	11,742,000
Energy/Industry		373,000	586,000
Indirect procurement (spend-based)		351,000	287,000
Scope 3 category 2: capital goods		117,000	40,000
Scope 3 category 3: fuel-and energy-related activities (market-based)		612,000	573,000
Scope 3 category 4: upstream transportation and distribution		248,000	222,000
Scope 3 category 5: waste generated		89,000	96,000
Scope 3 category 6: business travel		5,000	7,000
Scope 3 category 7: employee commute/work from home		21,000	23,000
Scope 3 category 10: processing of sold products		273,000	283,000
Scope 3 category 15: investments		18,000	18,000
Scope 3 category total		12,982,000	13,876,000
Biogenic emissions total (t CO <sub>2</sub> ) <sup>4</sup>	410,115	865,832	851,389

<sup>1</sup>As 2023 is the selected baseline year for our emission targets, 2023 emissions have been adjusted to include acquisitions in line with the GHG Protocol.

<sup>2</sup>Scope 1 emissions include CO<sub>2</sub> , CH<sub>4</sub>, N<sub>2</sub>O and HFCs. We use emission factors from the U.S. Environmental Protection Agency and the International Energy Agency, global warming potential (GWP) factors from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (2014), and methodologies outlined in the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

<sup>3</sup>While Scope 3 emissions represent the best available information about our value chain, they were improved with a better set of emission factors in this year’s report, so 2022 data have been omitted as they were not recalculated.

<sup>4</sup>Biogenic emissions are primarily from burning of renewable fuels and excluded from “scope” emissions in line with the GHG Protocol.





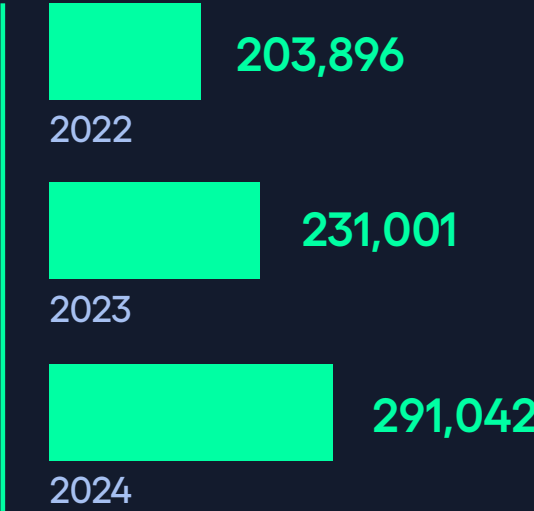
# Energy consumption and diversification

Energy management is central to our emissions reduction efforts. As combustion for steam production accounts for our largest use of energy, we are continuously exploring more efficient alternatives. We have updated our motor replacement criteria, prioritizing higher-efficiency motors to further optimize energy conservation. In the EU, strict regulations require companies to assess and implement energy reduction initiatives, which aligns with our commitment to lowering energy usage and improving operational efficiency.

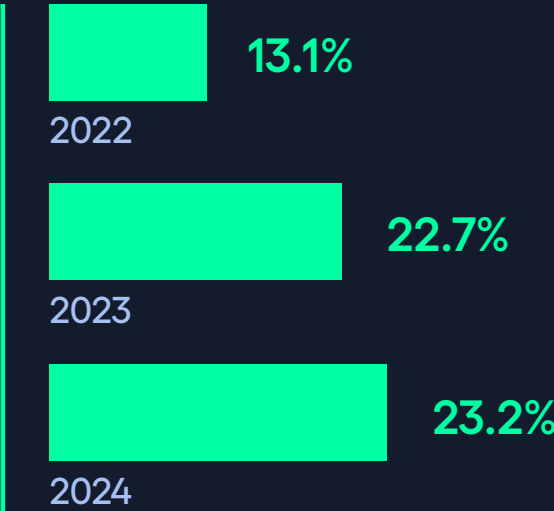
Energy use <sup>1</sup>	2022	2023	2024
Energy consumption (MWh)			
Total direct energy consumed (excluding fleet vehicles)	9,009,323	10,848,297	10,483,867
Total indirect energy consumed	1,163,828	1,290,010	1,289,821
Total fleet fuel consumed	546,750	773,410	693,080
Total energy consumption from fossil sources	9,384,919	10,166,452	9,733,151
Total energy consumption from nuclear sources	0	0	0
Total energy consumption from renewable sources disaggregated by:	1,334,982	2,745,266	2,733,618
a. fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin), biofuels, biogas, hydrogen from renewable sources, etc.	1,334,982	2,478,431	2,461,175
b. consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	0	244,198	244,483
c. consumption of self-generated non-fuel renewable energy	0	22,637	27,959
Total energy consumption from fossil sources by:	9,384,919	10,166,452	9,733,151
a. fuel consumption from coal and coal products	335,152	606,749	525,599
b. fuel consumption from crude oil and petroleum products	611,581	838,928	747,097
c. fuel consumption from natural gas	7,274,358	7,674,963	7,415,116
d. fuel consumption from other fossil sources	0	0	0
e. consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	1,163,828	1,045,813	1,045,338
Non-renewable energy production	0	0	0
Percentage of energy consumed - grid (excluding fleet vehicles)	11.1%	10.4%	10.8%
Energy intensity (MWh/MT)			
Global energy intensity per unit of raw material	0.74	0.84	0.81
Energy intensity (total energy consumption per net revenue) associated with activities in high climate impact sectors	1.6	1.9	2.2

<sup>1</sup>Most increases from 2022 to 2023 are due to our acquisition of Gelnex.

## Renewable Energy Production



## Percentage of energy consumed - renewable (excluding fleet vehicles)





# Renewable energy

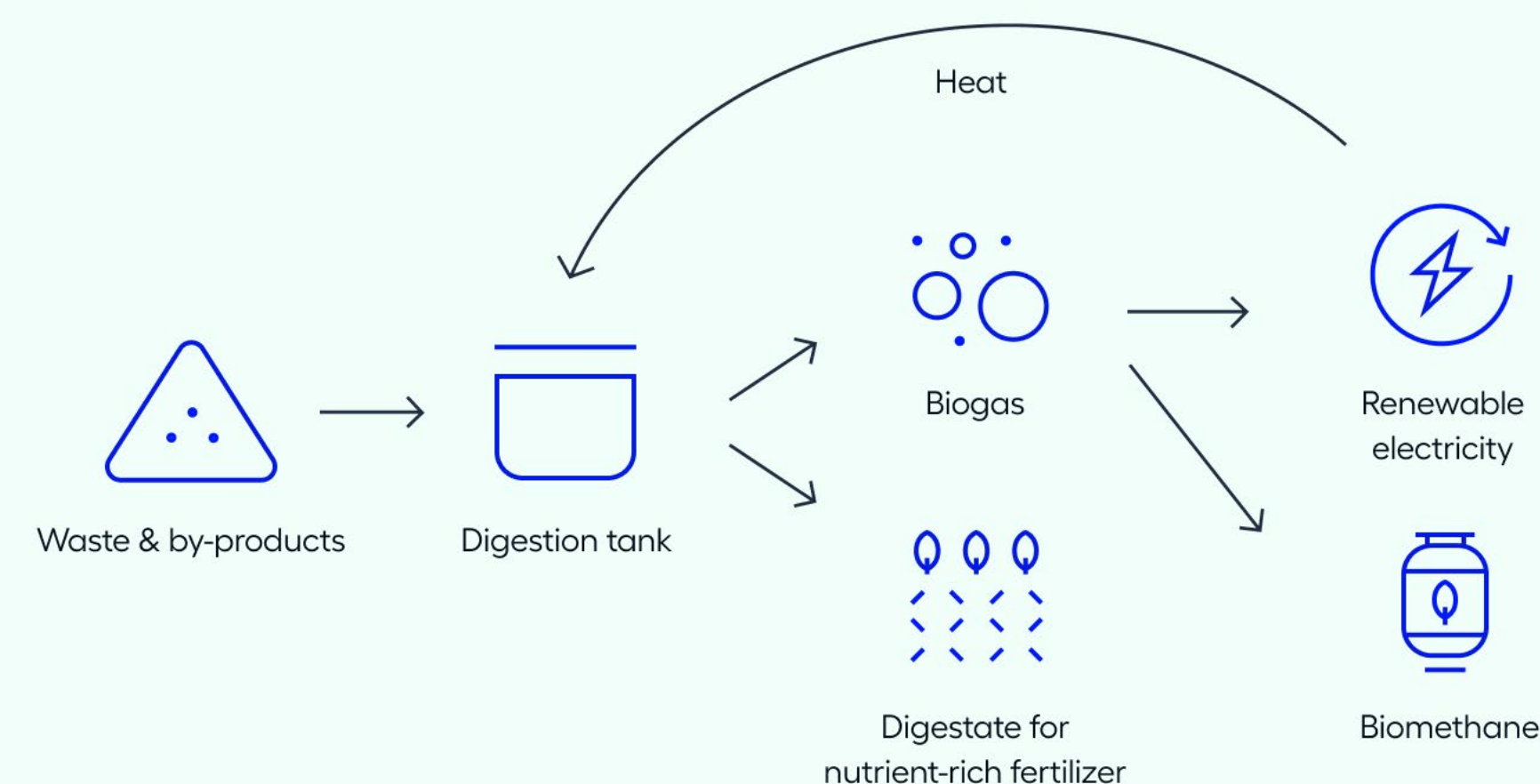
Darling Ingredients approaches decarbonization as a core business strategy. Sourcing cleaner, renewable energy is central to our mission. Transitioning toward lower-carbon alternatives is one of the most effective ways we reduce emissions across our operations and those of our customers. Technologies like biogas recovery for anaerobic digestion and renewable diesel production are already delivering measurable results — advancing our sustainability goals and creating new opportunities for long-term resilience.

## Anaerobic digestion

In 2024, we generated over 156,000 MWh of renewable electricity and 100,000 MWh of renewable natural gas in the Netherlands, Belgium and Poland by converting organic waste from food industries, restaurants and slaughterhouses into biogas through anaerobic digestion. This process also yields nutrient-rich fertilizer, minimizing waste and maximizing resource recovery. Building on this success, we are looking at expanding this business model to North America — unlocking new opportunities for innovation and growth while advancing our sustainability goals.

In Europe, we produced enough renewable natural gas to supply **~10,500 homes** and enough renewable electricity to power **~62,000 homes** in 2024, demonstrating the real-world impact of our circular energy solutions.

## Producing renewable energy through anaerobic digestion



Visit [darlingii.com/powerofwaste](https://darlingii.com/powerofwaste) to learn how we produce renewable energy from waste in Europe.

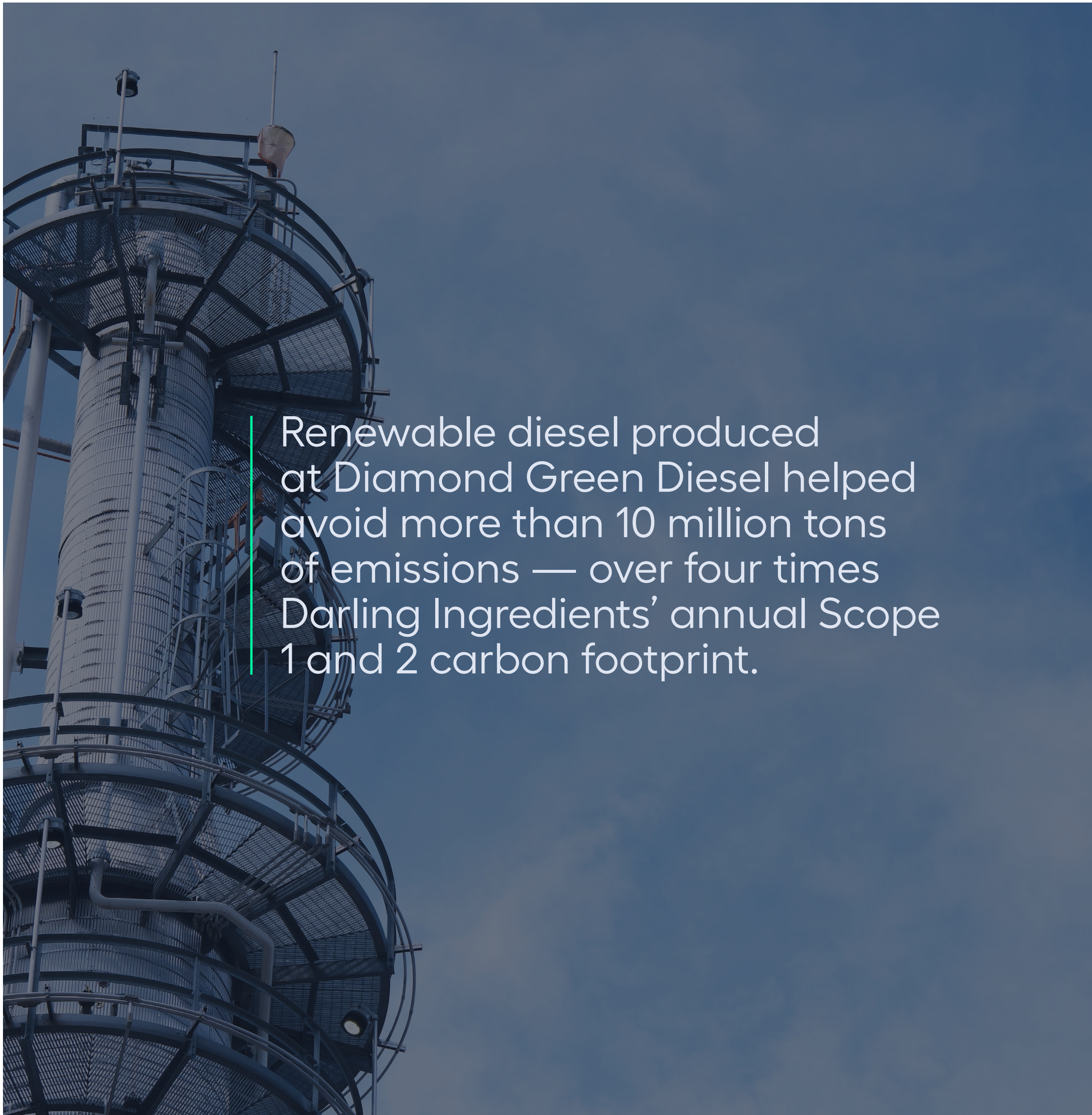


## Biogas production

Our global efforts to convert wastewater biogas into renewable natural gas (RNG) accelerated in 2024. Building on this momentum, we began capturing GHG emissions from select wastewater lagoons in 2025 — partnering with a third party to recover and commercialize RNG. This initiative not only reduces our wastewater emissions but also creates a new revenue stream. Looking ahead, we are exploring the feasibility of expanding this model to include emissions from third-party feedstocks, further extending its environmental and economic impact.

## Diamond Green Diesel

Diamond Green Diesel (DGD), a 50/50 joint venture launched in 2011, converts waste fats and oils into renewable diesel and now sustainable aviation fuel (SAF). With plants in Norco, LA, and Port Arthur, TX, DGD produced more than 1.25 billion gallons of renewable diesel and SAF in 2024. Renewable diesel cuts carbon emissions by 80% and integrates seamlessly into existing fuel infrastructure. Following a major upgrade, the Port Arthur plant is now one of the world’s largest SAF producers — supporting cleaner aviation across the globe.



Renewable diesel produced at Diamond Green Diesel helped avoid more than 10 million tons of emissions — over four times Darling Ingredients’ annual Scope 1 and 2 carbon footprint.





# Water

Water stewardship is essential to our business and the communities where we operate. Guided by our [Global Water Policy](#), we monitor usage, manage risks and implement site-specific recovery and reuse practices to support long-term conservation.

Some examples of water efficiency include:

- | High-pressure and low-flow wash systems
- | Steam condensate recovery and return systems
- | Waste heat capture and reuse for evaporative processes
- | Water conservation plans for operations in higher water-risk areas

While these processes vary by facility, they collectively play a critical role in achieving our water-related goals. For example, our rendering operations contribute to a net water gain, helping offset higher water use in collagen and gelatin production.

## Rendering

Our rendering process is naturally water efficient. While it requires water as an input, we recover significantly more during our process — resulting in a net water gain. In fact, 50–60% of our raw material consists of water, which is returned to the environment after appropriate treatment.

**We returned more than 11 billion gallons of water to the environment in 2024.**

## Collagen and gelatin

Unlike rendering, our collagen and gelatin production processes require water to extract protein from the raw material. Additional water is also drawn from the raw material during processing. Both sources of water are treated together before being safely released into the environment.



## Water risk

We evaluate water risk across our global operations using water accounting data, the World Resource Institute’s Aqueduct Water Risk Atlas and internal expertise. This helps us identify high-risk facilities and proactively manage water use. By combining global tools with site-specific insights, we reduce withdrawal and optimize water use where it matters most.

## Water reduction initiatives

In 2024, we reduced water use by 4%, maintaining the strong global water intensity gains achieved the previous year. We monitor water use at regional, business unit and plant levels, implementing efficiency upgrades and withdrawal reduction initiatives in line with our corporate goals. Treated water is typically returned to surface water in compliance with regulations.

While water use is not considered material in our DMA process, we remain committed to responsible water management — focusing on efficiency, reuse and continuous improvement through new technologies and practices.

### Driving water efficiency through innovation

#### Vuren, The Netherlands

Optimizing water use in a wet scrubber system for dust removal from dryer exhaust gases has saved an estimated 45,000 m<sup>3</sup> of water annually — reducing the site’s total water consumption by 7%.

#### Son, The Netherlands

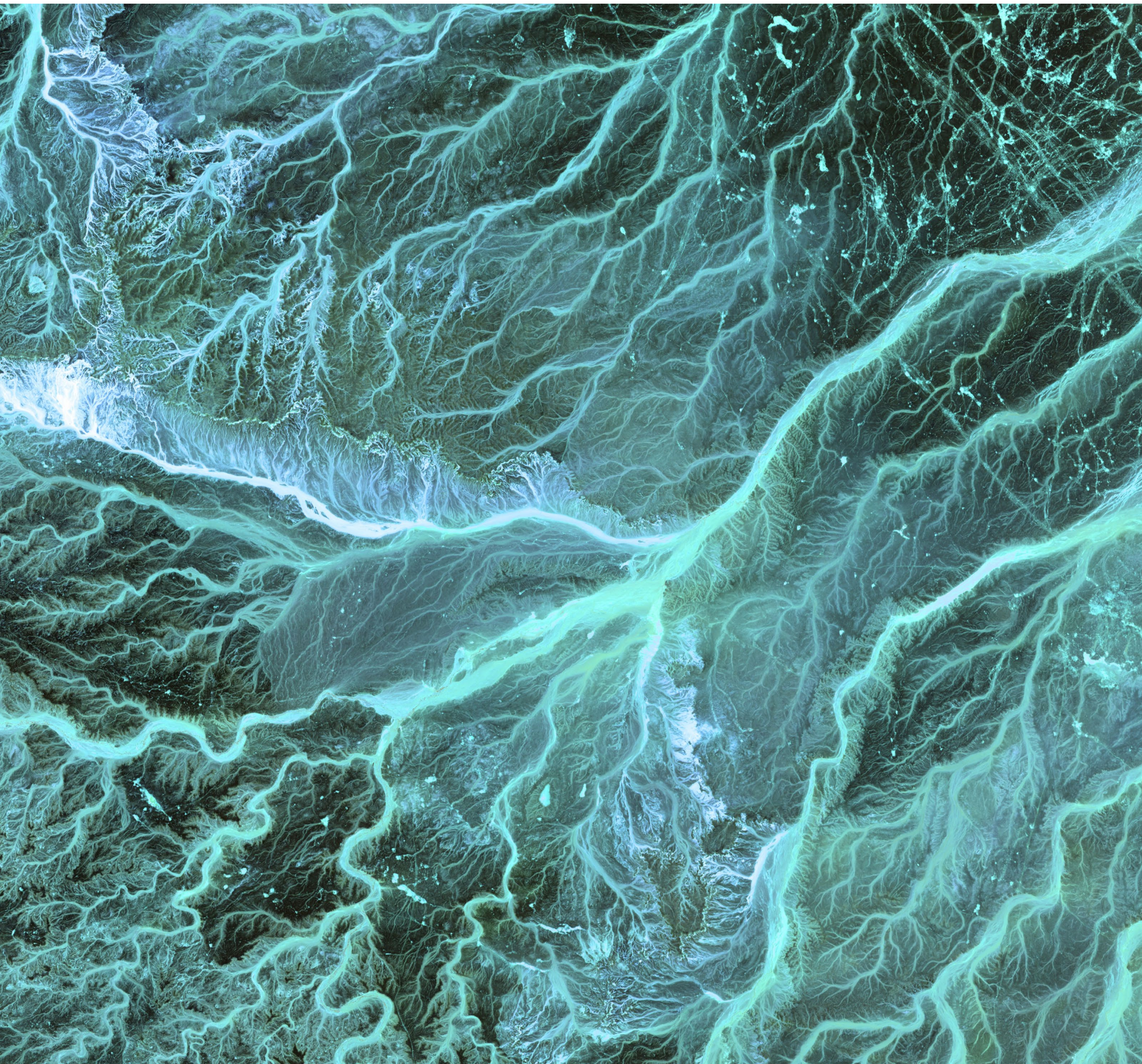
Replacing well water with a cooling tower in our fat pretreatment process for cooling fat during the summer months has saved 55,000 m<sup>3</sup> of water annually — cutting the site’s total water consumption by 50%.

## Water consumption

Water metrics <sup>1</sup>	2022	2023	2024
Water withdrawal (1000 m <sup>3</sup> )			
Total water withdrawal – all sources	34,021	36,911	35,428
Total water purchased from third parties	6,875	7,629	7,448
Total fresh surface water	14,922	18,046	18,834
Total groundwater	12,225	11,236	9,147
Water withdrawal efficiency (net revenue/total water withdrawal (megaliters))	192	184	161
Water production (1000 m <sup>3</sup> )			
Total produced/entrained water	7,753	8,690	8,720
Water intensity			
Global water intensity (m <sup>3</sup> withdrawn/MT of raw material)	2.3	2.3	2.2
Water discharged <sup>5</sup> (1000 m <sup>3</sup> )			
Total water discharged	41,774	45,601	44,149

<sup>1</sup>Most increases from 2022 to 2023 are due to our acquisition of Gelnex.





## Biodiversity and land use

Inspired by closed-loop natural systems, we repurpose materials from the animal agriculture and food industries — giving us a deep appreciation for the link between healthy ecosystems and business sustainability. We integrate biodiversity considerations into environmental site assessments and develop risk mitigation plans for new sites to minimize potential local impacts.

While our facilities generally have limited direct impacts on local wildlife, we assess biodiversity and ecosystem impacts before operations begin. In 2023, we used the World Wildlife Fund's [Biodiversity Risk Filter](#) to map exposure to ecosystem-related risks across our global sites.

We also expect our suppliers to minimize their impact on biodiversity and natural resources, in accordance with local, state and national environmental protection laws and our [Supplier Code of Conduct](#).

## Waste

We see waste as a resource. By transforming materials that others discard into feed, food and fuel ingredients, we create value from what otherwise would be lost. Our operations generate negligible amounts of waste requiring disposal, and because our finished products require minimal packaging, we do not collect or monitor data related to waste disposal.



# Workforce well-being and community engagement





# Our safety, well-being and community engagement progress

Darling Ingredients' employees are the driving force behind our mission to create value from resources. Our long-term success depends on the strength and well-being of our people, which is why we prioritize workplace safety, inclusivity and continuous development. In 2024, our strong safety culture led to a remarkable 45% year-over-year reduction in Lost Time Incident Rate and a 29% year-over-year reduction in Total Recordable Injury Rate — reflecting our commitment to a safe and accountable workplace. Beyond the workplace, we actively invest in and engage with our communities through partnerships, grantmaking, youth education programs and employee volunteerism. Together, these efforts strengthen our social foundation and position Darling Ingredients as a global leader — not just in what we do, but in how we do it.

## Progress in 2024

A 45% year-over-year reduction in our Lost Time Incident Rate (LTIR)

A 29% year-over-year reduction in our Total Recordable Injury Rate (TRIR)

\$314,000+ contributions to national, state and local FFA programs

A 17% voluntary turnover rate in our workforce





# Health and safety

At Darling Ingredients, we are uncompromising when it comes to the safety, health and well-being of our team members, customers, business partners and the communities where we operate. Workplace safety thrives on integrity and a strong, values-driven culture. In 2024, we brought this safety-first mindset into sharper focus under our new tagline, “Everyone, Every day,” signaling that safety must be integrated into every facet of our operations. We also updated our safety practices to expand our rewards initiative for low-risk behavior and clarify our guidelines on disciplinary actions for unsafe practices.

Our [Global Commitment to Safety](#) outlines the principles that shape our safety culture. We hold all full- and part-time employees, as well as contractors, accountable for upholding this commitment. Across our operations, we equip employees with the knowledge and tools to understand our safety standards and actively contribute to a safe and healthy workplace. Contractors must meet or exceed our expectations while maintaining their own safety protocols.

## Safety management and oversight

Safety is a core value under the oversight of our Board of Directors. Each quarter at a minimum, the full Board receives updates on our safety strategy and performance, led by members of our executive management team, including our Chief Operating Officer (COO) - North America.

**In 2024, we established the Global Safety Council — chaired by our COO - North America and comprised of executive management team members — to strengthen oversight, review quarterly performance and drive safety improvements across our global operations.**

We embed safety into our operations through a three-tiered safety management system. This structure includes centralized safety teams, regional health and safety directors and site-level health and safety managers and coordinators — all working together to uphold rigorous standards. We are actively building world class safety management programs that align with applicable safety certifications — with some sites certified to ISO 45001 — and we perform regular audits to ensure best practices are effectively implemented.

## Safety management at Darling Ingredients

### Corporate

Centralized safety teams provide oversight and support across our global operations, establishing safety processes, setting standards and guiding implementation at regional and site levels.

### Regional

Regional safety directors (RSDs) oversee safety efforts across multiple sites, ensuring implementation of corporate safety initiatives and working closely with site teams to strengthen safety culture, refine processes and proactively address risks.

### Site

Dedicated facility safety coordinators implement corporate safety policies and processes, conduct audits of site programs and collaborate with RSDs and corporate safety teams to enhance safety performance.



## Safety culture

In 2024, the second year of our three-year safety strategy, we launched the “Everyone, Every Day” campaign to strengthen safety culture and accountability.

Key initiatives included new safety accountability guidelines, an optimized field safety steering team, and the “Last Minute Risk Assessment” program, which empowers employees to stop unsafe work. We also implemented updates to our emergency action plan, lockout/tagout procedures, hydrogen sulfide management, and boiler safety and driver safety programs — helping control risks and create a more secure work environment. Additionally, we rolled out a centralized safety software system, now fully integrated across all operations, including recent acquisitions, to streamline communication, approvals and data analysis.

Our three-year strategy began by ensuring each site had the right teams and skillsets in place to support a safe workplace. We then introduced standardized work plans to establish consistent safety practices. In our current phase, we’re shifting our focus to performance metrics — prioritizing leading indicators over lagging ones to better drive proactive improvements.

## Safety training

We conduct frequent and targeted safety training to ensure all employees and contractors have the critical knowledge needed to maintain a safe work environment. Operational employee onboarding training is reinforced monthly through online and in-person sessions to meet regulatory requirements and address emerging risks. We also provide site- and role-specific training.

In 2024, we launched a comprehensive training library to improve employee access to up-to-date safety resources. In addition, we’ve begun creating custom in-house training courses, starting with driver training, which is scheduled for launch in 2025. We also updated regional and site training to address identified gaps.

To continuously improve, we analyze incidents and near misses to guide corrective action and share lessons learned. For drivers, we introduced weekly, in-vehicle summaries with weather alerts and hazard notifications to keep them informed and prepared.



### Advancing safety leadership

In 2024, we continued to raise risk awareness and foster a stronger safety culture through one- to two-day site-level safety leadership workshops, held throughout the year in local languages, to empower up to 12 managers and supervisors per site to better identify and manage safety risks.



# Safety performance

We set annual corporate health and safety goals for key metrics. In total, we measure and disclose three safety metrics — Total Recordable Injury Rate (TRIR), LTIR, and Fatalities. We also establish site-specific goals that address unique safety challenges and performance needs. For 2024, our corporate goal was to improve the LTIR by 15%, compared to 2023. We are proud to report a 45% year-over-year improvement in LTIR, far surpassing our 2024 goal. Furthermore, we achieved a 29% year-over-year reduction in our TRIR in 2024.

## Exceeding our safety goal

In 2024, we delivered a 45% reduction in our Lost Time Incident Rate, compared to 2023, reflecting our deep commitment to safety.

In 2024, our focus on reducing severe accidents resulted in no fatalities or serious, life-altering injuries at any of our global job sites. We believe this success is a direct result of our diligent efforts to learn from past failures and implement measures to prevent recurrence. We remain committed to keeping this focus and strengthening protections against the most serious hazards in our business.

We are dedicated to protecting the safety and well-being of our employees, and we expect continued performance improvement as employees increasingly embrace our safety standards and processes. We remain focused on assessing and refining safety protocols to ensure a safe working environment for all.

Employee health and safety	2022	2023	2024
TRIR <sup>1</sup>	22.78	23.62	16.84
LTIR	1.60	1.93	1.07
Fatalities	4	1	0
Percentage of workforce covered by a health and safety management system and/or recognized standards or guidelines	100%	100%	100%

<sup>1</sup>TRIR is only recorded in North America. Performance includes all full-time (FT) and part-time (PT) employees.







# Employee engagement and retention

Our employees are the driving force behind our success, and without their contributions, our progress toward a more sustainable, innovative and resilient future would not be possible. We are committed to advancing employee well-being and personal and professional growth. Through equitable, competitive compensation, comprehensive benefits and growing opportunities for learning and development, we empower our team members to thrive — supporting their well-being and that of their families.

Employee engagement is crucial to attracting and retaining talent that helps create long-term sustainable value for our company and stakeholders. Across our locations, we host local and international town halls that provide business updates and facilitate open communication between employees and leadership. Regional and plant-level meetings further strengthen connections, ensuring employees’ voices are heard and valued. Employee-led social committees at multiple office locations in the U.S. also serve to build belonging and encourage greater community involvement.

Our company intranet, Darling Connect, is a central hub for internal communication and resources, featuring employee stories, company news, promotions, anniversaries, training opportunities, benefits updates and messages from our CEO. For employees in non-office roles, particularly those working in our plants without computer access, we communicate information and updates through mailers and on digital signs in break areas.

To enhance engagement and invest in employee growth in 2024, we launched new management training programs that bring individuals in similar roles together for in-person collaboration on common challenges. As we continue to evolve our retention strategy and programs, we remain dedicated to reducing turnover and creating a supportive and rewarding work environment for all employees.

Turnover	2022	2023	2024
Voluntary turnover (%)	18%	15%	17%
Total number of employees who left during the reporting period	3,667	3,887	4,072
Employee turnover in the reporting period (%)	26%	25%	26%
Female retention (%)			75%
Male retention (%)			74%



# Recruitment

We actively recruit future leaders and skilled professionals, welcoming talented individuals ranging from seasoned experts to recent graduates. We prioritize internal job postings before opening positions externally, giving current employees opportunities to advance within the organization.

Our employee referral program plays a key role in expanding our talent pool and strengthening our workforce by tapping into trusted, local networks. The program incentivizes employees who refer local candidates with cash rewards for successful hires.

We are currently revamping our online recruitment tools and promotional materials to better attract top talent through a region-focused strategy, rather than a brand-level approach. This shift aims to connect more effectively with local talent and strengthen our workforce at each location. Our new corporate-wide recruiting software system will streamline hiring efforts while ensuring compliance with local regulations, improving efficiency across our recruitment operations.

## Internship programs and university recruitment

We invest in the next generation of talent through robust internships and co-op programs that create early recruitment opportunities and provide college students with valuable, on-the-job training. Each year, we hire passionate and talented young professionals directly from these programs.

In 2025, we are launching a refreshed internship program, designed to strengthen the learning experience and broaden our reach. To support this effort, we collaborate with universities and technical institutions located near our major facilities worldwide. Our programs span both office and plant roles, offering students immersive departmental experiences and cross-functional exposure — often for academic credit.

We also engage in recruitment fairs, host site visits for graduating students and invite our employees — especially alumni — to share career insights and opportunities at Darling Ingredients. To grow and diversify our talent pipeline, we actively partner with agricultural degree programs and local, state and national FFA, and conduct targeted outreach to connect with emerging talent in our industry.

“National FFA is grateful for Darling Ingredients’ generous support of FFA at the local, state, and national levels. FFA is committed to preparing the next generation of leaders in agriculture by exposing our members to the many different career opportunities the industry offers. As our only partner in the rendering area, Darling Ingredients’ support plays a key role in expanding opportunities for our members.”

– Jim Williams, Executive Director, National FFA Foundation



## Learning and development

Fostering a culture of continuous learning is central to the employee experience at Darling Ingredients. We support professional growth by offering a wide range of training opportunities that help employees build new skills and advance their careers. From online modules to in-person sessions, employee development at Darling Ingredients begins with comprehensive onboarding for all new hires. In Europe, for example, select groups of new hires participate in a two-day, in-person onboarding that provides a detailed introduction to our business. As employees grow in their roles, training is tailored to their responsibilities and career aspirations. To support diverse learning styles and maintain flexibility, we also encourage employees to request additional training from managers, as needed.

To better support learning and remove financial barriers, our U.S. educational assistance program offers employees up to \$3,000 in annual tuition reimbursement for successful completion of relevant courses and certifications. Internationally, we offer specialized development programs, such as Darling Involve and Explore — an internal, MBA-inspired program where 30 employees participate in modules created and led by Darling Ingredients leaders on strategy, customer relations and other critical business topics each year.

## Performance management

We manage the performance of corporate- and manager-level employees through a semi-annual evaluation process. Each employee's journey begins with setting clear goals, aligned with company priorities, and personalized development plans to support career growth. To further motivate employees, our variable compensation program rewards outstanding performance.

In 2024, we streamlined our performance management efforts by launching a unified, global platform featuring structured processes to gather consistent performance data and tailor personalized growth and career pathways. Through this system, salaried employees complete self-evaluations, which are reviewed by managers and HR to identify development needs and opportunities. For hourly employees, we established performance-management protocols focused on job performance to ensure fair and consistent evaluations, promoting accountability and continuous improvement at every level of our organization.

## Employee health and well-being

Across our operations, we provide employees with access to resources that support health, well-being and work-life balance. Our comprehensive programs are designed to promote financial, mental and physical wellness for team members and their families.

Offerings vary by location and may include an Employee Assistance Program (EAP) for mental health support, elder and childcare assistance and legal resources. Employees also have access to medical, dental and vision insurance, 24/7 nurse care lines and chronic illness management support. Additional benefits include short- and long-term disability coverage, paid time off, retirement savings options and financial wellness services.

### Promoting employee wellness

Our monthly wellness education program for U.S. employees includes engaging webinars and educational series that explore mental health, physical fitness and financial security. The program also introduces new initiatives, vendors and employee benefits to support our culture of holistic wellness and personal development.

### Rousselot health challenge

In 2024, our collagen and gelatin brand Rousselot encouraged employees to participate in a brand-wide health challenge where employees formed teams to complete exercise and fitness challenges and practice healthy behaviors. The challenge inspired broad employee participation and positive feedback and was a fun and engaging way to promote healthy activities.



# Inclusion

An inclusive work environment is foundational to our culture. Ensuring we have access to the best talent and creating conditions where everyone can perform at their highest potential fuels innovation across our operations. We are dedicated to upholding hiring, development and promotion decisions based on merit, creating a work environment free from discrimination and harassment. These commitments are outlined in our [Code of Conduct](#) and reinforced through onboarding, regular training and ongoing communication.

With oversight from our Board Sustainability Committee, we design our programs to support a culture where every employee's voice is valued and respected. In 2024, we integrated topics like unconscious bias and effective inclusion strategies into our leadership training and incorporated workplace and sexual harassment training across all U.S. locations.

As we move forward, we are testing and implementing new initiatives, including awareness-building workshops on crucial topics such as generational, social and cultural differences, as well as a refined approach to diverse recruitment.

## Talent recruitment

We aim to build a talented workforce that reflects the breadth of our stakeholders and communities, starting with inclusive hiring practices. To strengthen our recruitment efforts, we post job openings on a wide range of recruiting platforms and actively reach out to underrepresented groups near our operations.

## Pay equity

Equity is a fundamental principle at our company. To minimize gender-based discrimination in hiring, we evaluate each position and develop standardized job descriptions. We ensure objectivity in compensation by basing pay solely on job level and performance scores. Across all locations, we fill vacancies based on merit and use median data to guide pay decisions.





## Metrics

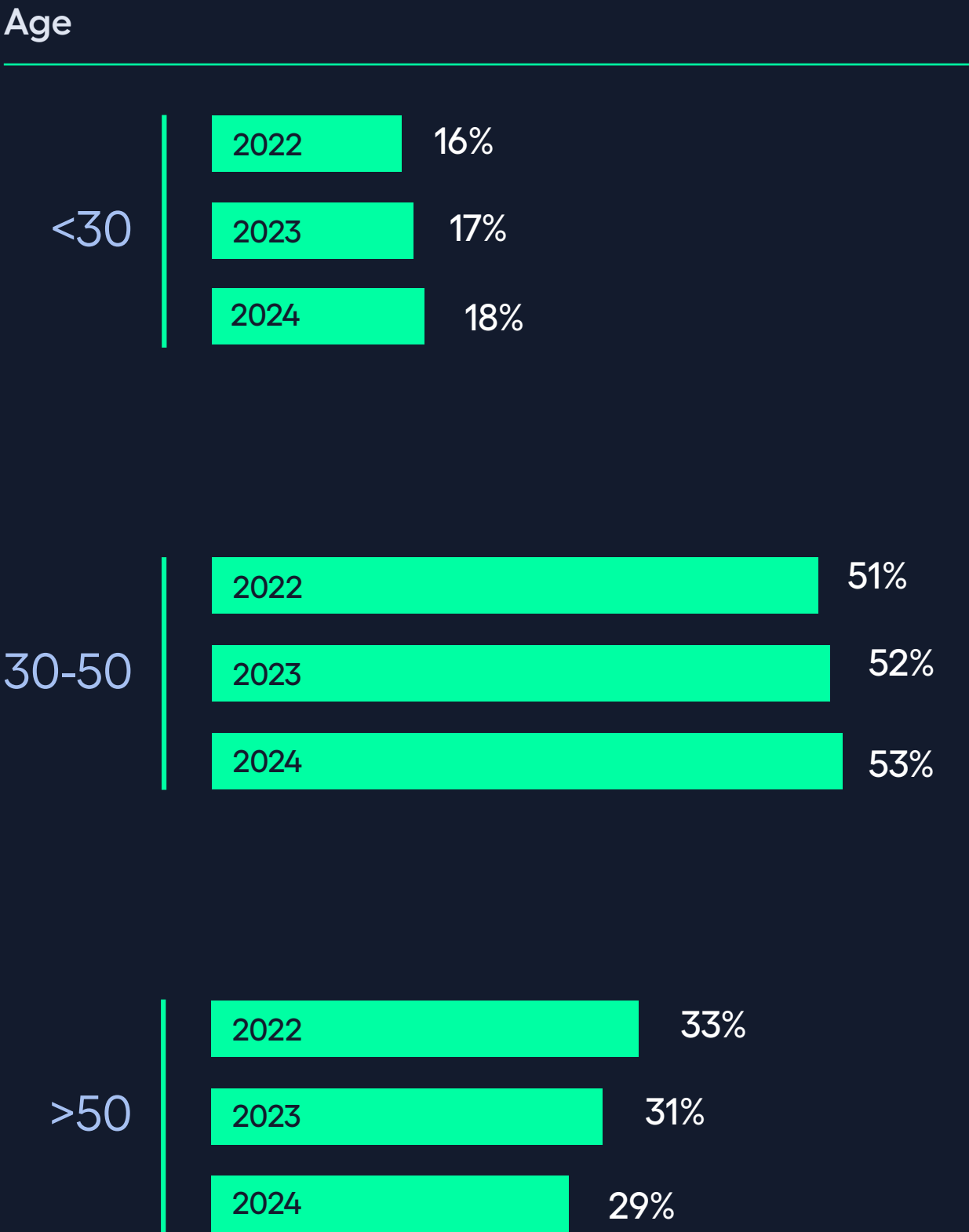
As a global organization, we employ a diverse workforce. Due to varying data collection and privacy restrictions in different countries, our reporting on racial and ethnic diversity metrics is limited to our U.S. workforce, providing only a partial view of our employee demographics. For more information, we publish our [EEO-1 report](#) on our website.

While we share insights into our global gender diversity, the data reflects voluntary self-reporting across all regions. In 2024, we saw an increase in women leaders serving at the senior management level, a trend we expect to continue as our company grows.

Gender diversity	2022	2023	2024
Females global (%)	18%	18%	19%
Females global (total)	2,530	2,809	2,881
Males global (%)	82%	82%	81%
Males global (total)	11,495	12,543	12,585
Females in global senior management roles (%)	16%	17%	19%
Females in global senior management roles (total)	23	27	29
Males in global senior management roles (%)	84%	83%	81%
Males in global senior management roles (total)	123	129	123
Female hires (%)			24%
Male hires (%)			76%
Female promotion (%)			6%
Male promotion (%)			6%

Race and ethnicity (U.S. only) <sup>1</sup>	2022	2023	2024
American Indian or Alaska Native	1%	1%	1%
Asian	1%	1%	1%
Black or African American	21%	21%	20%
Hispanic or Latino	15%	15%	16%
Native Hawaiian or Other Pacific Islander	< 1%	1%	1%
White	60%	60%	58%
Two or more races	1%	1%	2%

<sup>1</sup>Ethnicity data is collected in the U.S. only.





Employee data<sup>1</sup>

	2022	2023	2024
Total number of employees by headcount	14,025	15,358	15,505
a. Total permanent employees		14,512	14,557
b. Total permanent female employees		2,593	2,359
c. Total permanent male employees		12,078	11,983
d. Total temporary employees		681	948
e. Total temporary female employees		216	342
f. Total temporary male employees		465	602
g. Total non-guaranteed hours employees		156	304
h. Total non-guaranteed hours female employees		18	209
i. Total non-guaranteed hours male employees		138	94
Full-time employees		14,961	14,953
Part-time employees		397	552

Collective bargaining<sup>1</sup>

	2022	2023	2024
The percentage of total employees covered by collective bargaining agreements		47%	50%
Percentage of employees covered by collective bargaining agreements in the European Economic Area (EEA)		13%	15%
Percentage of employees covered by collective bargaining agreements outside the EEA		34%	35%

<sup>1</sup>Due to acquisitions and improvements in data collection practices, detailed data are not available for 2022.



# Community engagement

Supporting communities where we live and work is central to our culture. Every Darling Ingredients location is empowered to address local needs and provide support through contributions, sponsorships and volunteer efforts to strengthen community resilience.

Our approach is locally driven, with each site allocating donations where needed most. Our employees are at the forefront of these efforts, leading the direction of our community engagement in ways that make a real impact. Among many examples, in France, we collaborate with community members for an annual river cleanup to promote environmental stewardship. We also support organizations selected by our employees, such as sponsoring a local public art installation in a community town square and funding an organization that works with service animals.

## FFA

For more than 25 years, our strategic partnership with [FFA](#) has strengthened the future of agriculture by equipping young leaders with the education, skills and support they need to succeed. FFA is a national organization dedicated to preparing youth in the U.S. for careers in agriculture through hands-on learning, leadership development and career readiness. At the national level, we fund scholarships and grants to help motivated students advance their education and careers, while our engagement with state FFA associations includes career day activities and outreach initiatives that introduce students to opportunities in the industry.

Beyond financial support, our employees at the plant level collaborate with local FFA chapters to provide classroom teaching, mentorship programs and blue jacket donations. Many of our employees are former FFA members themselves and take pride in giving back by inspiring the next generation of leaders.

As part of our FFA Blue Jacket Program, each participating Darling Ingredients location commits \$2,000 to award three local chapters with two FFA blue jackets and \$500 in chapter financial assistance. These jackets, the official FFA uniform, symbolize the dedication and pride of young future leaders in the agriculture industry. Our participation in this program has expanded from 11 Darling Ingredients locations in 2021 to 40 locations in 2024, with expectations of more than 65 locations participating in 2025.

**In 2024, we contributed more than \$314,000 to national, state and local FFA programs and were recognized as a Top Alumni and Supporters Chapter of the Year Award semi-finalist. We also celebrated 25 years of FFA sponsorship — a testament to our enduring commitment to agricultural education and youth development.**

**Through mentorship initiatives and skills training programs, we are preparing students to succeed as they embark on careers in agriculture.**



## FFA 2024 highlights

- |  |                                    |
|--|------------------------------------|
| 20 scholarships totaling over \$175K           | 240 students received Blue Jackets |
| 40 participating Darling Ingredients locations | Over \$314,000 donated to FFA      |
| 110 chapters supported across the U.S.         | ~50 employee volunteers            |



## Supporting local FFA chapters

### Bringing agricultural literacy to life in Iowa

With support from our 2024 donation, North Scott Junior FFA in Iowa expanded its agricultural literacy efforts, reaching hundreds in the local community. FFA members used the funds to acquire supplies for their annual chapter meeting and host ‘Lunch on the Farm,’ an event where 200 attendees engaged with FFA-led education stations covering different aspects of agriculture. The chapter also purchased FFA blue jackets for students to wear at leadership events. “We are grateful for Darling Ingredients’ donation... allowing our members to educate and engage our community while strengthening their own agricultural knowledge,” the chapter expressed.

### Honoring farmers and expanding opportunities in Michigan

Careerline Tech Center FFA in Michigan used our support to celebrate local farmers and invest in student leadership. Members created ‘Thank a Farmer’ bags filled with drinks, snacks and handwritten letters from students expressing appreciation for the local farmers’ hard work and dedication. The donation also helped two students receive their first official FFA blue jackets, a symbol of leadership and pride, and provided funding for one student to attend the National FFA Convention. “This generous support enhances our chapter’s outreach and provides meaningful experiences for our members,” the chapter shared.





Operating  
with integrity





# Our ethics and integrity progress

At Darling Ingredients, governance is more than oversight — it's how our values come to life. Built on a foundation of integrity, transparency and entrepreneurship, our business model relies on trust. Relationships thrive only when our actions consistently reflect our values. This is why all employees, business partners and suppliers across our global value chain share in the responsibility to uphold the highest standards of quality and ethical conduct.

## Progress in 2024

23,000+ ethics training course completions  
across our workforce

1,100+ quality and safety audits



# Business conduct

Our commitment to robust ethics and compliance standards underscores all that we do and enables us to create long-term value for all stakeholders. It is the responsibility of every Darling Ingredients employee across our global footprint to uphold this commitment.

Our [Code of Conduct](#) outlines the standards to which all full- and part-time employees, officers and directors are expected to adhere. The Code of Conduct is updated every two years, most recently in 2024. Beyond outlining our expectations, the Code of Conduct provides clear guidance for employees in navigating their roles and responsibilities in any context. Covering crucial topics such as anti-bribery and corruption, anti-money laundering, anti-trust and competition, conflicts of interest and privacy, it fosters a shared understanding of how we uphold the highest ethical standards.

In addition to our Code of Conduct, we maintain a range of policies that establish clear accountability and define the standards we follow around the world. Relevant policies that reinforce our standards for business conduct include our [Conflict of Interest Policy](#), [Foreign Corrupt Practices Act Policy](#), [Human Rights Policy](#), [Related Parties Transactions Policy](#), [Speak Up and Retaliation Policy](#), [Supplier Code of Conduct](#) and [Animal Health and Welfare Policy](#).

## Oversight

Our business ethics program operates under the direct oversight of the Audit Committee of the Board of Directors, ensuring accountability at the highest level. As detailed in its [charter](#), the Audit Committee is responsible for reviewing disclosure processes and internal controls, examining potential fraud incidents, assessing significant risks and management's efforts to mitigate them, and overseeing our compliance with applicable legal, ethical and regulatory requirements, among other duties.

At the management level, our Chief Compliance Officer (CCO) oversees our ethics and compliance program and reports to the company's Executive Vice President and Chief Administrative Officer and to the Chairman of the Board's Audit Committee.





## Training

All full- and part-time global Darling Ingredients employees undergo mandatory [Code of Conduct](#) training upon joining the company and annually thereafter. For employees operating in specific roles, we tailor additional training to their responsibilities. For example, we train relevant employee groups in Foreign Corrupt Practices Act compliance and anti-money laundering to identify high-risk transactions, conduct due diligence and report incidents to management.

Training methods vary, with online modules available for most employees and classroom-based sessions conducted for those without computer access, particularly in our plants. Upon completing training, every employee affirms their commitment to our Code of Conduct in writing.

**In 2024, our employees completed nearly 23,000 online and classroom ethics and compliance courses.**

## Reporting and investigating ethical concerns

Our open-door policy empowers employees to speak up in the event of a violation of our values or Code of Conduct. Employees can report concerns through various channels including their supervisors, our human resources department, the company's CCO, or through our anonymous, third-party-managed [“Speak Up” whistleblower hotline](#), which is available 24/7 by phone or web in a variety of languages. We communicate details of this reporting process through our annual Code of Conduct training, as well as by posting guidance on the company intranet and in high-traffic areas in our facilities.

Reports are managed professionally and promptly through our Corporate Compliance department. When a report is received, it is immediately routed to the appropriate investigator who acknowledges receipt, investigates the allegations and determines the course of action to bring the case to a close. Once appropriate actions are taken, whistleblowers are notified. The Audit Committee of the Board receives annual updates from the CCO on reports made through the hotline and other reporting channels.

As emphasized in our [Code of Conduct](#) and [Speak Up and Retaliation Policy](#), we have zero tolerance for retaliation against whistleblowers for reports made in good faith or for providing information in investigations.

### Detecting and addressing risks of bribery and corruption

To reinforce our commitment to proactive compliance, we leverage detection tools integrated into our Enterprise Resource Planning (ERP) system. These tools identify high-risk transactions and assess them for potential violations of anti-money laundering, corruption and sanctions. When a transaction is flagged, our compliance team works closely with the finance and business teams to investigate its source and gather evidence. This dual-layered approach ensures thorough due diligence and compliance both upfront and during subsequent reviews, effectively mitigating corruption risks.

## Political involvement

Our [Code of Conduct](#) delineates our standards for political involvement, emphasizing the importance of contributing to society while maintaining transparency and compliance. We encourage employees to engage in the democratic process, but we do not reimburse donations or loans made to candidates or political parties.

We have a Darling Federal Political Action Committee (DarPAC), which enables collective company support for both Republican and Democratic U.S. congressional candidates who advocate for policies aligned with our company's interests.

DarPAC operates through voluntary employee contributions, with participation limited to certain employee levels. While Darling Ingredients itself cannot directly contribute to DarPAC, our CCO manages regulatory compliance and adherence to company bylaws.

Darling engages with various trade associations, working to align our viewpoints on values, objectives and specific issues such as climate policy.



# Product quality and safety

The quality and safety of our products are central to our commitment to customers. Whether serving people or animals, we design, produce and deliver with consumer well-being as our top priority — ensuring our products not only meet but exceed stringent safety standards. By adhering to the U.S. Food and Drug Administration’s current good manufacturing practices (cGMPs) at both corporate and plant levels, as well as international best practices abroad, we maintain a consistent, high standard of quality across all operations. This commitment is reinforced through quality-focused training, advanced testing protocols and proactive risk management — safeguarding the health of consumers, animals and the environment at every stage. We set high expectations for our employees. Every team member carries the responsibility to uphold a quality mindset and take action to drive improvements, ensuring our products always meet the highest standards.

## Oversight

Senior leadership holds overall responsibility for ensuring product quality and safety across the organization. At the regional level, dedicated Quality, Health and Safety Managers — working closely with plant managers — implement and maintain tailored quality specifications to meet customer needs. Our operations are guided by two key frameworks: cGMP programs that ensure regulatory compliance, and corporate programs that align our practices with top industry standards and evolving customer expectations. Together, these frameworks reinforce our commitment to delivering safe, high-quality products at every level of the organization.



In 2024, we received new certifications to support the safe and sustainable production of our products. The ISCC CORSIA certification enables us to deliver fats from our European facilities to our Diamond Green Diesel joint venture for sustainable aviation fuel (SAF) production. Additionally, the Friends of the Sea certification highlights our commitment to sustainable seafood, fisheries and aquaculture products, ensuring that our gelatin production aligns with responsible harvesting practices.

# Rousselot

| by Darling Ingredients

Rousselot, our health and wellness brand, exemplifies our quality mindset. Employees actively engage in training, quality improvement projects and awareness campaigns, all reinforcing our focus on quality. This year, Rousselot’s Quality Mindset Day was aligned with food safety, emphasizing the interconnection between quality and safety to create a culture of continuous improvement.



## Training and continuous quality improvement

We invest in ongoing training and technology to ensure our quality standards exceed expectations, while providing stakeholders with a clear view into our quality management processes. Our initiatives include biannual training for all relevant employees, regular policy and product reviews, product sampling and testing and thorough reviews with suppliers and customers. Employees and suppliers receive additional training on corrective and preventive actions as needed, and educational signage in high-traffic areas reinforces best practices. Our diverse teaching methods — hands-on, in-person and virtual — ensure employees are well-prepared to drive quality improvements.

**In 2024, Rousselot introduced a new set of golden rules to promote safe production practices and prevent quality and safety-related incidents. These rules, supported by focused training, are also being considered for expansion across our other businesses to enhance quality and safety.**

### 2024 product quality training and compliance initiatives

| **Preventive Control Qualified Individual certification**

| **Corrective and preventive actions**

| **Regular product sampling, including chemical screenings, species identification and nutritional performance**

| **Monitoring equipment calibration**

| **Product safety assessments**

**On World Quality Day, all employees from our international rendering plants engaged in activities focused on improving quality practices at their facilities.**



## Quality and safety testing

We employ comprehensive testing protocols to ensure the quality and safety of our products and mitigate potential risks. Our advanced sample analysis technology allows us to rapidly assess quality based on predetermined parameters and product specifications. Each stage of production involves rigorous testing to meet established quality parameters. Materials are randomly tested upon arrival at the plant, during processing and post-production, as well as before delivery. Testing frequency varies by product, with tests conducted anywhere from daily to annually.

### Product quality and safety risk management

While quality and safety issues are rare, we respond swiftly to any concerns. Upon notification, we conduct a risk assessment to determine the appropriate course of action in line with all local regulations. In the event of a product issue or recall, we maintain open communication with customers to ensure their safety and satisfaction.

Our crisis management protocols outline actions for potential product recalls and animal disease outbreaks, detailing which authorities and certification bodies to notify and the necessary steps for a coordinated response. We proactively prepare for possible recalls, with executive leadership overseeing our response to recalls and potentially harmful or hazardous products. In the event of a recall, we follow all regulatory requirements and enforce strict standards to ensure a swift, coordinated and effective resolution.

### Quality and safety audits

We conduct regular internal and external audits at all our facilities to ensure quality and safety are embedded in our approach. Our commitment to quality includes regular training, cleaning, maintenance interventions and the use of specialized equipment — such as metal detectors and protective clothing — to prevent contamination.

Each facility undergoes periodic audits to verify compliance with standards and secure third-party certifications. Audits are conducted by a variety of entities, including federal and state regulators, our internal audit function, suppliers and third-party certification bodies. These audits evaluate our change controls, documentation, policies, practices and training programs. Additionally, we participate in customer audits to ensure we meet their specific requirements.

When audits or customer complaints identify non-conformance, we systematically document and investigate the issue, implementing corrective actions as needed and communicating resolutions. Internal audits occur every two years at each of our facilities, with some sites undergoing more frequent assessments based on unique needs, certifications or past incidents. For example, sites certified to the Good Manufacturing Practice of Cosmetic Products (GMPC) and ISO 9001 undergo annual third-party audits.

Our compliance team develops risk assessments that inform our audit plans and response strategies, reinforcing a proactive approach to quality and safety management.

### GFSI certification

To improve food safety across our supply chain, many of our facilities are certified to Global Food Safety Initiative (GFSI) standards. This certification addresses food and feed manufacturing, packaging, storage and distribution for producers, manufacturers and distributors, helping us meet the highest food safety standards globally.

#### Auditing product quality and safety

We ensure consistent adherence to quality and safety standards through regular facility audits. All global Darling Ingredients facilities undergo a comprehensive mix of regulatory, supplier and internal audits. In 2024, we conducted 502 internal food safety audits and 655 other audits, including 226 customer audits, 199 third-party certification audits and 230 regulatory audits.

502

internal food safety audits

655

other audits



# Animal welfare and testing

We transform materials from the animal agriculture and food industries into valuable ingredients. Darling Ingredients does not handle or interact with live animals. However, we expect our suppliers and vendors to adhere to high standards of animal welfare and facilitate humane treatment. Our [Animal Welfare Policy](#) and our [Supplier Code of Conduct](#) detail the nature of our operations and the expectations we have for ourselves and our suppliers.

Animal testing is limited within our operations and is primarily associated with Rousselot, our gelatin and collagen brand. Rousselot produces biomedical-grade gelatin and collagen used in applications that support human and public health. In this context, testing is sometimes necessary to meet regulatory and scientific standards. However, these materials uniquely enable the use of in vitro methods — testing conducted outside of living organisms — where gelatin can simulate cellular environments. This significantly reduces the reliance on whole-animal testing and supports our commitment to ethical and responsible research practices.

We are committed to further minimizing animal testing and strictly adhere to the principles of the 3Rs ethical framework: Replace, Reduce and Refine. To learn more, read [statement on animal testing](#).

**We hold an array of memberships in animal health and welfare associations to support animal welfare more broadly.**

## Association memberships



National Institute for Animal Agriculture



CAST – The Science Source for Food, Agricultural, and Environmental Issues



Poultry Science Association



American Society of Animal Science



International Poultry Welfare Alliance (IPWA)



United States Animal Health Association



American Dairy Science Association





# Labor and human rights

Ensuring respect for human rights across our global value chain is a responsibility we share with our suppliers. Our role in the animal agriculture supply chain is unique; we provide a service to bring value to by-products that might be wasted, and this complicates selectivity in sourcing in our supply chain. Nonetheless, we expect our suppliers to align with our values and support our goal to positively impact the communities where we operate. We prioritize transparency, accountability and a commitment to continuous improvement. This collaborative approach strengthens our collective impact and drives sustained progress in human rights practices across the value chain.

We treat all individuals with dignity and respect, including employees, contractors, community members, suppliers and other stakeholders. In alignment with the United Nations (UN) Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, our Board-approved [Human Rights Policy](#) outlines our commitment to upholding fundamental human rights throughout our supply chain. All employees are informed of our human rights commitments during their mandatory annual Code of Conduct training.

The Human Rights Policy, along with our Code of Conduct and [Supplier Code of Conduct](#), emphasize our adherence to national, regional and local laws governing human rights and we expect all those we engage with to do the same. We encourage reporting of actual or suspected human rights violations through supervisors, our compliance department, human resources or the Speak Up hotline, which is available to all workers in our value chain.

## Dialogue with host communities

In our own operations, we foster open communication with our host communities through initiatives like open-door days, where residents can tour our facilities, meet our leaders and gain insight into our operations. These interactions create opportunities for meaningful dialogue and mutual understanding, supporting positive and constructive relationships between sites and local communities.

## Supplier engagement

We build and maintain long-term relationships with suppliers that share our commitment to the highest ethical standards and operational excellence. Our [Supplier Code of Conduct](#) sets clear expectations for suppliers across a range of topics, from labor and human rights to animal welfare. In alignment with the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights for Work, it serves as a framework for our supplier relationships.

In 2024, our Chief Compliance Officer and plant operations teams reviewed our U.S. suppliers, focusing on the top 100 active raw materials suppliers, which represent more than 50% of our volumes in the U.S. Suppliers without active human rights policies were asked to either certify a policy of their own or fully align with our Supplier Code of Conduct. International suppliers were also required to review the Supplier Code of Conduct on our website upon receiving an invoice.

Throughout our operations, local plant operations teams and purchasing committees work closely with suppliers to ensure the materials we source are of the highest quality. We track supplier payments and relationships using an Enterprise Resource Planning system (ERP) that ensures timely payments and fosters strong partnerships.

## Responsible sourcing commitment

Our Rousselot brand mandates that all animal hides sourced from Brazil’s Amazon Basin come exclusively from supplier facilities that are gold-certified by the Leather Working Group (LWG). This certification guarantees a commitment from leather suppliers to eliminating supply chain deforestation and ecosystem conversion by 2030.

## Local procurement and employment

Across our locations, we prioritize employing host-country nationals and local community members, and sourcing materials and supplies locally whenever possible. By investing in local economies, we are strengthening our positive impact on the communities where we operate.



# Data privacy and cybersecurity

Robust data privacy and cybersecurity programs are critical for safeguarding sensitive company, employee and customer information, as well as maintaining the trust of our customers, partners and other key stakeholders.

## Oversight

Our approach to data privacy and cybersecurity enlists personnel at all levels, from Board members and the executive team to plant-level employees, to take responsibility for the security of the information we manage. To manage cybersecurity, we utilize a cross-functional working group comprised of our Cybersecurity department, responsible for overseeing cybersecurity for information systems, and plant operational technology (OT) personnel, who oversee the security of plant OT systems. This collaboration is crucial due to the interconnectivity of these systems and ensures effective coordination on cybersecurity matters.

The cybersecurity department is headed by the Director of Global Cybersecurity, who reports to the company's Chief Information Officer (CIO). The department consists of a global team of skilled individuals who are responsible for setting our cybersecurity policies, standards and benchmarks, conducting penetration testing and overseeing repairs of technical elements that fail testing. We also have a Global Cybersecurity Committee comprised of leaders across multiple internal functions that, with the Director of Global Cybersecurity and CIO, meets regularly to review active and thwarted cybersecurity incidents, systemic threats, attack trends and techniques, and counter and preventative measures.

Within this oversight framework, we also have a Computer Incident Response Plan (CIRP) to address cybersecurity incidents, which defines response protocols, resource allocations and personnel engagement by severity level. The CIRP helps us to ensure rapid and orderly responses to cybersecurity incidents.

## Processes and procedures

Our cybersecurity department uses a system based on the critical security controls set forth by the Center for Internet Security, Inc. (CIS) as a benchmark and framework for our cybersecurity defenses and has implemented cybersecurity policies and controls designed using the CIS controls framework.

Our incident response plan also helps us prepare for potential cybersecurity events or incidents. Regular assessments conducted by our internal IT compliance team and external consultants serve to continuously enhance security, keeping us ahead of emerging risks. This proactive approach minimizes potential impacts on our operations and data integrity.

## Data privacy

We handle personal data provided by customers, suppliers and employees, adhering to a strict set of data privacy principles outlined in our [Privacy Policy](#). Our data privacy programs are overseen by the CCO and our compliance extends to the requirements mandated by the General Data Protection Regulation (GDPR), Brazilian General Data Protection Law (LGPD) and the California Consumer Privacy Act (CCPA).

At Darling Ingredients, the practice of selling personal information to third parties for marketing, advertising or any other commercial purposes is strictly prohibited. We encourage direct communication with our CCO for any inquiries from our employees, fostering a culture of transparency and accountability. Customers are welcome to contact us with questions about our Privacy Policy at [privacy@darlingii.com](mailto:privacy@darlingii.com).

## Training

Every employee is responsible for safeguarding company information. We prioritize cybersecurity and data privacy awareness by providing online cybersecurity and privacy training to our employees, and have conducted cyber-attack simulation exercises with executive leadership. Additionally, regular phishing testing and awareness campaigns further reinforce our commitment to security. All relevant employees are also required to acknowledge our Information Security Policy for End Users on an annual basis.





# | Appendix



# CSRD/ESRS index

In the following index, we capture our alignment to the initial set of European Sustainability Reporting Standards (ESRS) of the Corporate Sustainability Reporting Directive (CSRD) for the disclosure requirements we believe are strategically significant and reasonably addressed in this report.

STANDARD	DISCLOSURE REQUIREMENT	LOCATION	PAGE
ESRS 2 - GENERAL DISCLOSURES			
GOV-1	The role of the administrative, management and supervisory bodies	Appendix – TCFD index – Governance	50
GOV-1	Characteristics of the supervisory board and management members	2025 Proxy Statement	18
GOV-3	Integration of sustainability-related performance in incentive schemes	2025 Proxy Statement	42
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Appendix – CSRD/ESRS index – Impacts, risks and opportunities	48-49
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Introduction – Double materiality assessment	7
E1 - CLIMATE CHANGE			
E1-1	Transition plan for climate change mitigation	Environmental leadership – Climate change	11-17
E1-3	Actions and resources in relation to climate change policies	Environmental leadership – Climate change	11-17
E1-4	Targets related to climate change mitigation and adaptation	Environmental leadership – Climate change – GHG emissions and energy use	13
E1-5	Energy consumption and mix	Environmental leadership – Climate change – GHG emissions and energy use	15
E1-6	Gross Scope 1, 2, 3 and total GHG emissions	Environmental leadership – Climate change – GHG emissions and energy use	13-14
E3 - WATER AND MARINE RESOURCES			
E3-1	Policies related to water and marine resources	Environmental leadership – Water	18
E3-2	Actions and resources related to water and marine resources	Environmental leadership – Water	18-19
E3-4	Water consumption	Environmental leadership – Water – Water consumption	19



STANDARD	DISCLOSURE REQUIREMENT	LOCATION	PAGE
E4 - BIODIVERSITY AND ECOSYSTEMS			
E4-2	Policies related to biodiversity and ecosystems	Environmental leadership – Biodiversity and land use	20
E4-3	Actions and resources related to biodiversity and ecosystems	Environmental leadership – Biodiversity and land use	20
E5 - RESOURCE USE AND CIRCULAR ECONOMY			
E5-2	Actions and resources related to resource use and circular economy	Introduction – Sustainability is our business, Environmental leadership – Climate change – Renewable energy	6, 16-17
E5-5	Resource outflows	Environmental leadership - Waste	20
S1 - OWN WORKFORCE			
S1-1	Policies related to own workforce	Workforce well-being and community engagement – Health and safety, Inclusion; Operating with integrity – Business conduct	23, 29, 36
S1-2	Processes for engaging with own workers and workers’ representatives about impacts	Workforce well-being and community engagement – Employee engagement and retention	26
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Operating with integrity – Business conduct – Reporting and investigating ethical concerns	37
S1-4	Taking action on material impacts on own workforce and approaches to managing material risks and pursuing material opportunities related to own workforce and effectiveness of those actions	Workforce well-being and community engagement	22-30
S1-6	Characteristics of the undertaking’s employees	Workforce well-being and community engagement – Inclusion – Metrics	30
S1-8	Collective bargaining coverage and social dialogue	Appendix – GRI index	54
S1-13	Training and skills development metrics	Workforce well-being and community engagement – Employee engagement and retention – Learning and development	25
S1-14	Health and safety metrics	Workforce well-being and community engagement – Health and safety – Safety performance	25



STANDARD	DISCLOSURE REQUIREMENT	LOCATION	PAGE
S1-15	Work-life balance metrics	Workforce well-being and community engagement – Employee engagement and retention – Employee health and well-being	28
S1-16	Remuneration metrics (pay gap and total remuneration)	Workforce well-being and community engagement – Inclusion – Pay equity	29
S2 - WORKERS IN THE VALUE CHAIN			
S2-1	Policies related to value chain workers	Operating with integrity – Labor and human rights	42
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	Operating with integrity – Labor and human rights	42
S2-4	Taking action on material impacts on value chain workers and approaches to managing material risks and pursuing material opportunities related to value chain workers and effectiveness of those action	Operating with integrity – Labor and human rights	42
S2-5	Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	Operating with integrity – Labor and human rights	42
S3 - AFFECTED COMMUNITIES			
S3-2	Processes for engaging with affected communities about impacts	Operating with integrity – Labor and human rights – Dialogue with host communities	42
S4 - CONSUMERS AND END-USERS			
S4-1	Policies related to consumers and end-users	Operating with integrity – Product quality and safety, Data privacy and cybersecurity	38-40, 43
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users and effectiveness of those actions	Operating with integrity – Product quality and safety, Data privacy and cybersecurity	38-40, 43
S4-5	Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	Operating with integrity – Product quality and safety, Data privacy and cybersecurity	38-40, 43



STANDARD	DISCLOSURE REQUIREMENT	LOCATION	PAGE
G1 - BUSINESS CONDUCT			
G1-1	Business conduct policies and corporate culture	Operating with integrity – Business conduct	36-37
G1-1 (f)	Policies with respect to animal welfare	Operating with integrity – Animal welfare and testing	41
G1-2	Management of relationships with suppliers	Operating with integrity – Labor and human rights – Supplier engagement	42
G1-3	Prevention and detection of corruption and bribery	Operating with integrity – Business conduct – Reporting and investigating ethical concerns	37
G1-3	Process to report outcomes to administrative, management and supervisory bodies	Operating with integrity – Business conduct – Reporting and investigating ethical concerns	37
G1-5	Political influence and lobbying activities	Operating with integrity – Business conduct – Political involvement	37



# Impacts, risks and opportunities

Identifying the material impacts, risks and opportunities (IROs) within our operations and our value chain is a core output of our Double Materiality Assessment. This table outlines the material positive and negative impacts, as well as material financial risks and opportunities determined through our updated Double Materiality Assessment in 2024.

ESRS	IRO	DESCRIPTION
POSITIVE IMPACT		
E1	Low carbon products reduce carbon intensity in their use phase	Lower carbon intensity fats and proteins processed by Darling Ingredients enable our customers to have more sustainable supply chains.
E1	Renewable energy generation	We produce more than 1.25 billion gallons of renewable diesel and Sustainable Aviation Fuel (SAF) through our joint venture and produce more than 290,000 MWh of renewable energy from anaerobic digestion.
E3	Net water production in rendering processes	Our rendering process is inherently water efficient. While water is required in some applications, we extract water from raw materials during processing, most of which is returned to the environment after appropriate treatment. We return approximately 11 billion gallons of water back to the environment each year.
E5	Developing processes and products based on circularity principles reduces waste in our value chain	We repurpose animal and agricultural by-products. This reduces waste from the industries we serve and enables circular solutions across our three main sectors: feed, food and fuel.
S1	Providing employment for workers	We provide secure employment to our workers, which improves livelihoods and boosts the economic growth of communities where we operate.
S1	Equal pay for equal work	Equity is a fundamental principle at Darling Ingredients. We seek to provide equitable compensation across our organization and have found through third-party assessments that we perform well in ensuring equal pay for equal work.
S4	Health benefits associated with new product development	Our collagen and gelatin brand Rousselot has developed targeted collagen peptide compositions, with the first — Nextida GC™ — showing strong potential to reduce post-meal glucose spikes in healthy individuals.
G1	Positive corporate culture and open social dialogue	Our company’s core values are transparency, integrity and entrepreneurship. These core values result in continuous improvement of the organization, addressing challenges and aiding recruitment and talent retention.
G1	Whistleblower protection for our workforce and workers in the value chain	We safeguard our workforce and value chain workers through our whistleblowing policy and oversight processes.



ESRS	IRO	DESCRIPTION
NEGATIVE IMPACT		
E1	Carbon emissions from value chain activities (Scope 3)	Carbon emissions associated with our company’s indirect operations and value chain contribute to climate change.
E1	Carbon emissions from direct operations (Scope 1 and 2)	Carbon emissions associated with our with direct operational footprint and business activities contribute to climate change.
E1	Sourcing raw materials via traditional agriculture	Livestock production is inherently carbon-intensive and our company relies on a consistent stream of raw materials from the livestock industry.
E1	Energy consumption	Our processes are energy-intensive and this demand for energy can result in adverse impacts.
E4	Deforestation and biodiversity loss	Increases in deforestation and ecological degradation, due to land clearance for livestock in our upstream value chain, may cause disruption to potentially threatened or endangered species and habitats.
E4	Extraction and use of animals and raw materials	Use of animals and raw materials from the environment can lead to impacts such as land conversion, overharvesting, air pollution and deforestation.
OPPORTUNITY		
E1	Use of lower-emission sources of energy	By investing in emissions reduction initiatives, we can reduce our energy usage and operating costs.
E1	Demand for renewable energy and alternative low-carbon fuels	Darling Ingredients currently produces and sells renewable diesel and sustainable aviation fuel at our joint venture, Diamond Green Diesel, presenting an opportunity for new revenue-generating streams and an increased demand for products and services within a decarbonized economy.
S1	Productive and engaged employees	Providing job security and stability for employees can boost productivity, reduce turnover and drive employee engagement to create a more satisfied and healthy workforce.
RISK		
E1	Cost to transition to low-carbon technology	To meet our net-zero ambition, it is possible we will have to increase investments in energy-efficient and low-carbon technology across our operations.
E1	Climate risks in the value chain	Physical and transition risks related to changes in the global climate throughout our value chain may impact business continuity and our financial condition.
E1	Enhanced reporting obligations	Enhanced reporting obligations due to climate change may increase operating and compliance costs for our business.



# TCFD index

## Governance

### Board of Directors

Darling Ingredients’ Board of Directors works closely with senior management to understand and oversee a range of risks, including those related to climate change. Regular updates from senior management and the Board Sustainability Committee keep the Board informed on climate-related risks and other risk management concerns.

The Board Sustainability Committee holds oversight of climate-related risks, ensuring climate considerations are integrated into strategic decision-making and financial planning. This includes approving company-wide carbon reduction targets and mitigation measures.

### Management

Our CEO holds ultimate responsibility for assessing and managing climate-related risks and opportunities, leveraging insights from operational, commercial, regulatory, financial and legal teams to inform long-term strategic planning. The CEO updates the Board on climate-related issues at least annually.

Senior executives oversee the day-to-day management of strategic, operational and compliance risks. This includes creating appropriate risk management policies and assigning responsibility for their implementation. The Global Sustainability Committee (GSC) provides annual updates to the Board on climate-related matters, which include the identification and assessment of impacts, risks and opportunities.

## Strategy

We recognize that climate change poses significant risks to ecosystems, communities and economies. To build resilience and ensure the long-term success of our business strategy, we evaluate and manage the potential impacts of climate change on our operations and financial performance. Climate-related risks and opportunities, spanning both operational and supply chain considerations, are identified by our Board Sustainability Committee and senior management. We classify material risks and opportunities based on consideration of financial and impact factors and integrate them into our broader risk management framework.

## We prioritize the following areas in our risk identification and management:

### Products and services

Investments in Diamond Green Diesel and other alternative fuels support the transition to a low-carbon economy.

### Operations

Ongoing evaluations help enhance efficiency and reduce the environmental impact of our direct operations.

### Supply chain

Efforts are underway to develop a structured supply chain management program.

### Financial planning

The GSC conducts qualitative risk analyses to assess potential scenarios that could impact our financial position.

Given our reliance on natural resources, seasonal variations and weather conditions can influence the availability, quality and volume of raw materials, potentially impacting our operations. Looking ahead, we plan to assess the impact of various climate scenarios to fortify the long-term resilience of our business strategy.

## Timeframe for evaluating risks and opportunities

Short-term  
0–5 years

Medium-term  
5–10 years

Long-term  
10–30 years

## Risk management

The GSC and senior management conduct a review of climate-related risks and opportunities at least annually, focusing on long-term risks, where material climate-related risks are integrated into a multidisciplinary, company-wide risk management process. We also closely monitor regulatory developments such as EU and U.S. climate disclosure regulations, policies and carbon pricing schemes, in addition to the continuous assessment of various metrics to evaluate climate-related risks and opportunities.

## Metrics and targets

The climate change section of this report contains disclosures of our key environmental metrics, including our comprehensive GHG inventory and analysis of our performance on pgs. 13-14. We also detail our near- and long-term climate targets on pg. 13 of this report.



# United Nations Sustainable Development Goals

The 17 United Nations Sustainable Development Goals (SDGs) provide a framework for countries and companies to promote peace and prosperity for people and planet. While all 17 goals are critical, Darling Ingredients contributes most directly to SDGs 6, 7, 12 and 13.



Water is a vital resource for healthy communities and ecosystems. We responsibly manage the water we use and generate in our operations, and we are committed to monitoring and mitigating water risks. Darling Ingredients returns approximately 11 billion gallons of water back to the environment each year. As a net water producer, we directly contribute to SDG 6, ensuring that water from animal by-products is safely released after processing.



We transform materials from the animal agriculture and food industries into valuable ingredients that nourish people, feed animals and crops, and fuel the world with renewable energy. We plan to continue to increase renewable energy production to continue supporting customers' green energy needs.



As a world leader in circularity, we're always chasing new ways to maximize resources and help the world find solutions, innovating to create new products from the old and making lives better and more sustainable. In 2024, Darling Ingredients processed more than 15 million metric tons of raw material, reusing materials that might have otherwise gone to waste, making a direct impact on SDG 12.



Climate change poses significant risks to ecosystems, communities and economies. We recognize the need to leverage our over 100 years of experience as world leaders in circularity to drive global emissions reductions.





# GRI index

GRI		
Statement of use	Darling Ingredients has reported the information cited in this GRI content index for our 2024 fiscal year (FY) ending December 28, 2024 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General disclosures 2021	2-1 Organizational details	Darling Ingredients Inc. (NYSE:DAR) Incorporated in Delaware 5601 N MacArthur Blvd, Irving, TX 75038  <a href="#">Form 10-K (pgs. 4-19)</a>
	2-2 Entities included in the organization’s sustainability reporting	As of December 28, 2024, the Company operates a global network of over 260 locations, including 187 production facilities, across five continents. All of the processing facilities are owned except for 11 leased facilities and the Company owns and leases a network of transfer stations.  <a href="#">Form 10-K (pg. 49)</a>
	2-3 Reporting period, frequency and contact point	Highlights and metrics shared in this report represent our 2024 fiscal year (FY) ending December 28, 2024.
	2-4 Restatements of information	No major changes: any adjustments are explained within the report.
	2-6 Activities, value chain and other business relationships	Introduction – About us
		Introduction – Sustainability is our business  <a href="#">Form 10-K (pgs. 4-19)</a>
	2-7 Employees	~16,000 full-time employees.



GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General disclosures 2021	2-9 Governance structure and composition	Environmental leadership - Oversight and accountability
		<a href="#">2025 Proxy Statement (pgs. 10-18)</a>
		To learn more about the governance structure and composition at Darling Ingredients and its committees, visit our Governance website.
	2-10 Nomination and selection of the highest governance body	<a href="#">Nominating and Corporate Governance Committee Charter</a>
		For a complete description of the company’s corporate governance practices, please visit our Governance website.
	2-11 Chair of the highest governance body	Please visit our Governance website under <a href="https://www.darlingii.com/leadership">https://www.darlingii.com/leadership</a> to learn more.
	2-12 Role of the highest governance body in overseeing the managementof impacts	Environmental leadership - Oversight and accountability
		<a href="#">2025 Proxy Statement (pgs. 10-18)</a>
	2-13 Delegation of responsibility for managing impacts	Environmental leadership - Oversight and accountability
		<a href="#">2025 Proxy Statement (pgs. 10-18)</a>
	2-14 Role of the highest governance body in sustainability reporting	Environmental leadership - Oversight and accountability
		<a href="#">2025 Proxy Statement (pgs. 10-18)</a>
	2-15 Conflicts of interest	The Board has adopted a Code of Conduct to which all officers, directors and employees (who for purposes of the Code of Conduct are collectively referred to as employees) are required to adhere in addressing the legal and ethical issues encountered in conducting their work. The Code of Conduct requires that all employees avoid conflicts of interest; comply with all laws, rules and regulations; conduct business in an honest and fair manner; and otherwise act with integrity.
		<a href="#">2025 Proxy Statement (pgs. 17, 70)</a>
	2-16 Communication of critical concerns	Operating with integrity - Business conduct
	2-17 Collective knowledge of the highest governance body	<a href="#">Sustainability Committee Charter</a>



GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General disclosures 2021	2-18 Evaluation of the performance of the highest governance body	<p>Each year, the members of the Board and each committee conduct a self-assessment and each of our directors completes a comprehensive questionnaire developed by our nominating and corporate governance committee. This annual evaluation process is designed to assess Board and committee effectiveness, and covers a thorough list of topics to be considered by the directors, including Board and committee structure, oversight, information, culture and mix of director skills, qualifications and experiences. The results of the evaluations are part of the nominating and corporate governance committee’s consideration in connection with their review of director nominees to ensure the Board continues to operate effectively.</p> <p><a href="#">2025 Proxy Statement (pgs. 10)</a></p>
	2-19 Remuneration policies	<p><a href="#">2025 Proxy Statement (pgs. 28-68)</a></p> <p>For information on integration of ESG into executive compensation, see the <a href="#">2025 Proxy Statement (pg. 41)</a>.</p>
	2-20 Process to determine remuneration	<p><a href="#">2025 Proxy Statement (pgs. 28-68)</a></p>
	2-21 Annual total compensation ratio	<p><a href="#">2025 Proxy Statement (pg. 61)</a></p>
	2-22 Statement on sustainable development strategy	<p>Introduction – Sustainability is our business, Introduction – Double materiality assessment</p>
	2-23 Policy commitments	<p>Operating with integrity – Business conduct – Business conduct policies and corporate culture</p>
	2-26 Mechanisms for seeking advice and raising concerns	<p>Operating with integrity – Business conduct – Business conduct policies and corporate culture</p>
	2-27 Compliance with laws and regulations	<p>Risks related to legal and regulatory compliance from <a href="#">Form 10-K (pgs. 29-30)</a>.</p>
	2-28 Membership associations	<p>Operating with integrity - Business conduct - Animal welfare and testing</p>
	2-30 Collective bargaining agreements	<p>Approximately 16% of North America employees are covered.</p> <p><a href="#">Form 10-K (pg. 13)</a></p>



GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material topics 2021	3-1 Process to determine material topics	Introduction - Double materiality assessment
	3-2 List of material topics	Introduction - Double materiality assessment
	3-3 Management of material topics	Introduction - Double materiality assessment
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Appendix - TCFD index, CSRD/ESRS index - Impacts, risks and opportunities
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Operating with integrity - Business conduct - Detecting and addressing risks of bribery and corruption
	205-2 Communication and training about anti-corruption policies and procedures	Operating with integrity - Business conduct - Training
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Please see our most recent Form 10-K for information on legal proceedings. <a href="#">Form 10-K</a>
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental leadership - Climate change - GHG emissions and energy
	302-2 Energy consumption outside of the organization	Environmental leadership - Climate change - GHG emissions and energy
	302-3 Energy intensity	Environmental leadership - Climate change - GHG emissions and energy
	302-4 Reduction of energy consumption	Environmental leadership - Climate Change
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	Environmental leadership - Water
	303-2 Management of water discharge-related impacts	Environmental leadership - Water
	303-3 Water withdrawal	Environmental leadership - Water - Water consumption
	303-4 Water discharge	Environmental leadership - Water - Water consumption



GRI STANDARD	DISCLOSURE	LOCATION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental leadership - Climate change - GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental leadership - Climate change - GHG emissions
	305-3 Other indirect (Scope 3) GHG emissions	Environmental leadership - Climate change - GHG emissions
	305-4 GHG emissions intensity	Environmental leadership - Climate change - GHG emissions performance
	305-5 Reduction of GHG emissions	Environmental leadership - Climate change
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Environmental leadership - Waste
	306-4 Waste diverted from disposal	Environmental leadership - Waste
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	<div>Operating with integrity - Labor and human rights - Supplier engagement</div> <div>We expect our suppliers to recognize and respect all principles and standards detailed in our Supplier Code of Conduct, which includes environmental criteria.</div>
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Workforce well-being and community engagement - Employee engagement and retention
		Workforce well-being and community engagement - Inclusion - Metrics
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workforce well-being and community engagement - Employee engagement and retention - Employee health and well-being
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	Workforce well-being and community engagement - Health and safety - Safety management and oversight
	403-2 Hazard identification, risk assessment, and incident investigation	Workforce well-being and community engagement - Health and safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Workforce well-being and community engagement - Health and safety



GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational health and safety 2018	403-5 Worker training on occupational health and safety	Workforce well-being and community engagement - Health and safety - Safety training
	403-6 Promotion of worker health	Workforce well-being and community engagement - Health and safety, Employee engagement and retention - Employee health and well-being
	403-8 Workers covered by an occupational health and safety management system	Workforce well-being and community engagement - Health and safety - Safety management and oversight
	403-9 Work-related injuries	Workforce well-being and community engagement - Health and safety - Safety performance
GRI 404: Training and education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Workforce well-being and community engagement - Employee engagement and retention - Learning and development
	404-3 Percentage of employees receiving regular performance and career development reviews	Workforce well-being and community engagement - Employee engagement and retention - Learning and development
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	Workforce well-being and community engagement - Inclusion - Metrics
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	Operating with integrity - Labor and human rights - Supplier engagement
		We expect our suppliers to recognize and respect all principles and standards detailed in our Supplier Code of Conduct, which includes social criteria.
GRI 415: Public policy 2016	415-1 Political contributions	Operating with integrity - Business conduct - Political involvement
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Operating with integrity - Product quality and safety
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Operating with integrity - Data privacy and cybersecurity



# SASB index

## Agricultural Products – Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	RESPONSE/LOCATION
Greenhouse gas emissions	Gross global Scope 1 emissions	Metric tons (t) CO2-e	FB-AG-110a.1	See GHG emissions, pg. 14.
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	FB-AG-110a.2	See GHG emissions performance, pg. 13.
	Fleet fuel consumed, percentage renewable	Gigajoules (GJ), Percentage (%)	FB-AG-110a.3	See Energy consumption and diversification, pg. 15.
Energy management	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	FB-AG-130a.1	See Energy consumption and diversification, pg. 15.
Water management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m³), Percentage (%)	FB-AG-140a.1	See Water consumption, page 19.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	FB-AG-140a.2	See Water, pgs. 18-19.
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Number	FB-AG-140a.3	Zero instances of non-compliance in 2024.  In measuring the number of instances of noncompliance that resulted in formal enforcement actions, we look to the views of the SEC to define such numbers as the amount of environmental proceedings which occurred during that calendar year that are (i) based on non-compliance with water quality permits, standards or regulations and (ii) required to be disclosed pursuant to Regulation S-K 103 (applying the lowest numerical disclosure threshold in effect at the time). Please see our Quarterly Reports on Form 10-Q and 2024 Annual Report on <a href="#">Form 10-K</a> .



TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	RESPONSE/LOCATION
Food safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Rate	FB-AG-250a.1	These metrics are not relevant to our overall business because only specific facilities require GFSI certifications. See pg. 40 for more information.
	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Percentage (%) by cost	FB-AG-250a.2	These metrics are not relevant to our overall business because only specific facilities require GFSI certifications. See pg. 40 for more information.
	(1) Number of recalls issued and (2) total amount of food product recalled	Number, Metric tons (t)	FB-AG-250a.3	These metrics are not relevant to our overall business because only specific facilities require GFSI certifications. See pg. 40 for more information.
Workforce health & safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	Rate	FB-AG-320a.1	See Health and safety performance, pg. 25.
Environmental & social impacts of ingredient supply chain	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	Percentage (%) by cost	FB-AG-430a.1	This metric is not relevant to our business; our agricultural outputs are negligible.
	Suppliers’ social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Rate	FB-AG-430a.2	We expect our suppliers to recognize and respect all principles and standards detailed in our Supplier Code of Conduct and do not currently audit their conformance with our Code.
	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	Discussion and Analysis	FB-AG-430a.3	This metric is not relevant to our business; we do not engage in contract growing and commodity sourcing.
GMO management	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Discussion and Analysis	FB-AG-430b.1	GMOs are not relevant nor material to our business.
Ingredient sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	Discussion and Analysis	FB-AG-440a.1	This metric is not relevant to our business; our agricultural outputs are negligible.
	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Percentage (%) by cost	FB-AG-440a.2	This metric is not relevant to our business; our agricultural outputs are negligible.



# Activity metrics

ACTIVITY METRIC	CODE	RESPONSE/LOCATION
Production by principal crop	FB-AG-000.A	This metric is not relevant to our business; our agricultural outputs are negligible.
Number of processing facilities	FB-AG-000.B	We have 187 production facilities across five continents.
Total land area under active production	FB-AG-000.C	This metric is not relevant to our business; our agricultural outputs are negligible.
Cost of agricultural products sourced externally	FB-AG-000.D	This metric is not relevant to our business; our agricultural outputs are negligible.



# About this report

Our 2024 Sustainability Progress Report outlines our initiatives, achievements and performance in environmental stewardship, social responsibility and ethical business practices, highlighting how sustainability is at the core of everything we do at Darling Ingredients.

In this report, we disclose information about fiscal year 2024 (Dec. 31, 2023–Dec. 28, 2024), unless otherwise noted. We align these disclosures with the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), the United Nations Sustainable Development Goals (SDGs) and the Task Force on Climate-related Financial Disclosures (TCFD). Beginning in 2023, we introduced select additional disclosures in line with the EU's Corporate Sustainability Reporting Directive (CSRD), noting that detailed data for 2022 historical metrics were not available. This includes alignment with select criteria from the European Sustainability Reporting Standards (ESRS) on a voluntary basis.

We welcome your feedback. Reach out to us at [darlingii.com/contact](https://darlingii.com/contact).



# Forward-looking statement

This report includes “forward-looking” statements that are subject to risks and uncertainties that could cause actual results to differ materially from those expressed or implied in the statements. Statements that are not statements of historical facts are forward-looking statements and are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Words such as “estimate,” “guidance,” “outlook,” “project,” “planned,” “contemplate,” “potential,” “possible,” “proposed,” “intend,” “believe,” “anticipate,” “expect,” “may,” “will,” “would,” “should,” “could,” and similar expressions are intended to identify forward-looking statements. All statements other than statements of historical facts included in this report are forward-looking statements. Forward-looking statements are based on the Company’s current expectations and assumptions regarding its business, the economy and other future conditions. The Company cautions readers that any such forward-looking statements it makes are not guarantees of future performance and that actual results may differ materially from anticipated results or expectations expressed in its forward-looking statements as a result of a variety of factors, including many that are beyond the Company’s control.

Important factors that could cause actual results to differ materially from the Company’s expectations include: existing and unknown future limitations on the ability of the Company’s direct and indirect subsidiaries to make their cash flow available to the Company for payments on the Company’s indebtedness or other purposes; reduced demands or prices for biofuels, biogases or renewable electricity; global demands for grain and oilseed commodities, which have exhibited volatility, and can impact the cost of feed for cattle, hogs and poultry, thus affecting available rendering feedstock and selling prices for the Company’s products; reductions in raw material volumes available to the Company due to weak margins in the meat production industry as a result of higher feed costs, reduced consumer demand, reduced volume due to government regulations affecting animal production or other factors, reduced volume from food service establishments, or otherwise; reduced demand for animal feed; reduced finished product prices, including a decline in fat, used cooking oil, protein or collagen (including, without limitation, collagen peptides and gelatin) finished product prices; changes to government policies around the world relating to renewable fuels and greenhouse gas (“GHG”) emissions that adversely affect prices, margins or markets (including for the DGD Joint Venture), including programs like renewable fuel standards, low carbon fuel standards, renewable fuel mandates and tax credits for biofuels or loss or diminishment of tax credits due to failure to satisfy any eligibility requirements, including, without limitation, in relation to the blenders tax credit or the Clean Fuels Production Credit (“CFPC”); climate related adverse results, including with respect to the Company’s climate goals, targets or commitments; possible product recall resulting from developments relating to the discovery of unauthorized adulterations to food or food additives or products which do not meet specifications, contract requirements or regulatory standards; the occurrence of 2009 H1N1 flu (initially known as “Swine Flu”), highly pathogenic strains of avian influenza (collectively known as “Bird Flu”), severe acute respiratory syndrome (“SARS”), bovine spongiform encephalopathy (or “BSE”), porcine epidemic diarrhea (“PED”) or other diseases associated with animal origin in the United States or elsewhere, such as the outbreak of African Swine Fever in China and elsewhere; the occurrence of pandemics, epidemics or disease outbreaks, such as the COVID-19 outbreak; unanticipated costs and/or reductions in raw material volumes related to the Company’s compliance with the existing or unforeseen new U.S. or foreign (including, without limitation, China) regulations (including new or modified animal feed, Bird Flu, SARS, PED, BSE or ASF or similar or unanticipated regulations) affecting the industries in which the Company operates or its value added products; risks associated with the DGD Joint Venture, including possible unanticipated operating disruptions and a decline in margins on the products produced by the DGD Joint Venture; risks and

uncertainties relating to international sales and operations, including imposition of tariffs, quotas, trade barriers and other trade protections by foreign countries; tax changes, such as global minimum tax measures, or issues related to administration, guidance and/or regulations associated with biofuel policies, including CFPC, and risks associated with the qualification and sale of such credits; difficulties or a significant disruption (including, without limitation, due to cyber-attack) in the Company’s information systems, networks or the confidentiality, availability or integrity of our data or failure to implement new systems and software successfully; risks relating to possible third-party claims of intellectual property infringement; increased contributions to the Company’s pension and benefit plans, including multiemployer and employer-sponsored defined benefit pension plans as required by legislation, regulation or other applicable U.S. or foreign law or resulting from a U.S. mass withdrawal event; bad debt write-offs; loss of or failure to obtain necessary permits and registrations; continued or escalated conflict in the Middle East, North Korea, Ukraine or elsewhere, including the Russia-Ukraine war and the ongoing or emerging conflicts in the Middle East; uncertainty regarding the exit of the U.K. from the European Union; uncertainty regarding any administration changes around the world, including, without limitation, impacts to trade, tariffs and/or policies impacting the Company (such as biofuel policies and mandates); and/or unfavorable export or import markets. These factors, coupled with volatile prices for natural gas and diesel fuel, inflation rates, climate conditions, currency exchange fluctuations, general performance of the U.S. and global economies, disturbances in world financial, credit, commodities and stock markets, and any decline in consumer confidence and discretionary spending, including the inability of consumers and companies to obtain credit due to lack of liquidity in the financial markets, among others, could cause actual results to vary materially from the forward-looking statements included in this report or negatively impact the Company’s results of operations. Among other things, future profitability may be affected by the Company’s ability to grow its business, which faces competition from companies that may have substantially greater resources than the Company. The Company’s announced share repurchase program may be suspended or discontinued at any time and purchases of shares under the program are subject to market conditions and other factors, which are likely to change from time to time. For more detailed discussion of these factors and other risks and uncertainties regarding the Company, its business and the industries in which it operates, see the Company’s filings with the SEC, including the Risk Factors discussion in Item 1A of Part I of the Company’s Annual Report on Form 10-K for the fiscal year ended December 28, 2024.

The Company cautions readers that all forward looking statements speak only as of the date made, and the Company undertakes no obligation to update any forward-looking statements, whether as a result of changes in circumstances, new events or otherwise. The information, data, goals, and targets discussed in this report, including our 2030 and 2050 climate goals and targets, are based on currently available information, data, and reasonable estimates, have a high degree of uncertainty, and constitute forward-looking statements that may later be adjusted. Many of the risks and uncertainties associated with the information, data, goals, and targets in this report are out of our control and others are not even known as of the publication of this report. There are numerous uncertainties associated with the information and data in this report, some of which include the methodologies and standards for collecting, calculating, and estimating GHG emissions, reductions, and avoidance. These methodologies and standards are continuing to be developed and adapted, which may result in later revisions to the information and data in this report and the goals and targets premised on such information and data. There are also numerous risks associated with achieving the goals and targets in this report, some of which include the potential for changes to government policies, including GHG related incentives and mandates; operational challenges associated with our GHG reduction work; challenges or delays with sustainability or climate targeted technological advancements or implementations; and new or unforeseen climate events, burdens, or impacts. Adjustments to the goals and targets in this report may also be made over time due to other factors, such as the Company’s performance, cash flows, or operational needs and objectives, or market factors.





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