



Ingredion

# CREATE THE FUTURE WITH PEOPLE WHO CARE

2024 SUSTAINABILITY REPORT



# Welcome to Our 2024 Sustainability Report

I am so pleased to be sharing with you Ingredion's 2024 Sustainability Report. This report provides a high-level overview of our activity under our 2030 All Life sustainability plan, and of the great work our employees and our business partners engage in across the globe to enable a more sustainable business and a more sustainable world.

Over the past few years, we have seen a growing willingness for collaboration in sustainability, and it is that trend that gives me the most hope for the future. Our customers, suppliers, NGO partners and other stakeholders continue to look for ways to create shared value that allows us to progress sustainable products and practices that drive a real and positive impact.

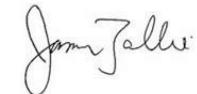
I want to call to your attention the title of this year's report: Create the Future with People Who Care. At Ingredion, these are more than just words that we have chosen for the cover of our report, it is our new employee value proposition. I could think of nothing more fitting for the title of this report, because, more than anything, it is the passion, dedication and innovation of our employees that drive our sustainability progress. Whether it's in the lab working to develop ingredient solutions that help our customers meet their product needs, or in the fields where our teams work with growers to help implement climate-resilient practices, our people work to make life better. I take great pride in the progress we continue to make on our All Life plan. We have

A Letter from Our President and Chief Executive Officer

achieved a 22% absolute reduction in our carbon emissions since 2019, and over 85% of our Tier 1 priority crops are now sustainably sourced globally. We have also received external recognition for our progress, being named to Barron's 100 Most Sustainable US Companies list, as well as the USA Today America's Climate Leaders list for companies demonstrating progress against their greenhouse gas reduction targets. Sustainability has grown increasingly complex over the past few years, but our continued progress and these recognitions serve as guideposts to indicate that we are on the right path.

Looking to the future, we see innovation as a key enabler for sustainability at Ingredion, with our customers and in the lives of their consumers. Beyond just developing new functional ingredients for our customers, we are broadening our focus on sustainable innovation to identify where we can be most impactful in supporting a more sustainable world. While we have kicked off efforts in 2024 to advance our sustainable innovation program, we know that will be a long-term commitment that will grow in importance into the future.

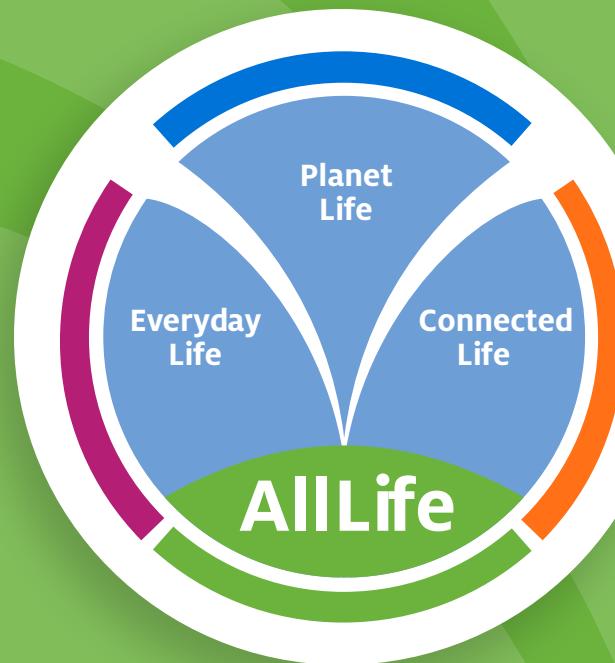
Thank you for taking the time to read our sustainability report. I hope that, like me, you are impressed with the great work Ingredion employees around the globe continue to do to support a more sustainable world.



**JAMES P. ZALLIE**  
President and Chief Executive Officer



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# 2024 Progress Summary

## Everyday Life



ELEMENT	GOALS	STATUS	UNGC ALIGNMENT	UN SDG ALIGNMENT
People and Product Safety	<ul style="list-style-type: none"> <li>Achieve an employee and contractor TRIR of 0.18 by the end of 2025</li> <li>Establish programs to enhance health and well-being in each major area of operation by the end of 2025</li> <li>Further enhance our processes to achieve zero significant food safety-related incidents reaching consumers by the end of 2025</li> <li>Increase the average hours of training per employee by 50% by the end of 2027</li> <li>Achieve an employee and contractor TRIR of 0.15 by the end of 2030</li> </ul>	<span style="color: yellow;">●</span> <span style="color: green;">●</span> <span style="color: green;">●</span> <span style="color: green;">●</span> <span style="color: grey;">●</span>		3 3 3 3 3
Human Rights	<ul style="list-style-type: none"> <li>Implement the ISO 26000 social responsibility guidance by the end of 2023</li> <li>Assess the human rights protection practices across 100% of our agricultural supply chain for Tier 1 priority crops by the end of 2024</li> <li>Audit 100% of suppliers meeting high-risk criteria for human rights by the end of 2027</li> <li>Validate human rights protection across Ingredion's operations and supply chain by the end of 2030</li> </ul>	<span style="color: green;">●</span> <span style="color: green;">●</span> <span style="color: green;">●</span> <span style="color: green;">●</span>	1,2,3,4,5,6,10 1,2,3,4,5,6,10 1,2,3,4,5,6,10 1,2,3,4,5,6,10	8 8 8 8

# 2024 Progress Summary

## Everyday Life

ON TRACK  
SLOWER PROGRESS  
NOT YET STARTED



ELEMENT	GOALS	STATUS	UNGC ALIGNMENT	UN SDG ALIGNMENT
Inclusion and Belonging	<ul style="list-style-type: none"> <li>Increase representation of women at the manager level and above</li> <li>Increase the representation of historically underrepresented talent at the manager-and-above level</li> <li>Sustain industry inclusion benchmark on global employee engagement survey</li> </ul>	● ● ●	6 6 6	5 5 5
Innovation	<ul style="list-style-type: none"> <li>Develop and deploy a mechanism to allow for efficient product screening against our assessment criteria by the end of 2021</li> <li>Engage in three circular economy projects within our supply chain by the end of 2025</li> <li>Have 40% of all new products aligned with the UN SDGs by the end of 2025</li> <li>Have 75% of all new products aligned with the UN SDGs by the end of 2027</li> </ul>	● ● ● ●	9 9 9 9	12