



## Supporting STEM Education with Young People

The COVID-19 pandemic continues to show an impact on student Science, Technology, Engineering and Math (STEM) performance, highlighting a critical need to support student STEM learning. As an innovation company that relies on STEM talent, Ingredion is not only well positioned to support education in this space, we have a vested interest in maintaining a healthy STEM pipeline.

### Ingredion Employees Visit with Girls Inc.

Ingredion has partnered with Girls Inc. to support their program of helping inspire, educate and mentor young women. Girls Inc.'s mission is to inspire girls to be strong, smart and bold by providing them with the knowledge, skills and opportunities to become future leaders. Ingredion was pleased to have some of our talented female leaders spend time with a team of young ladies and teach them about the jobs they do with the company and how they reached those positions.

In April, our Innovation team out of Bridgewater also hosted a Bring Your Child to Work day. During this day, the local team setup seven interactive workstations with demonstrations to engage the children. All of this was to help share what Ingredion does and help build interest in STEM careers.



**Governance**

---

# COMMITTING TO THE HIGHEST STANDARDS

# Maintaining robust programs for ethical business operations



## EcoVadis

At the end of 2024, Ingredion submitted our most recent EcoVadis assessment through their online platform, receiving a score of 55. While this is an increase from the previous year, due to shifting criteria at EcoVadis this score no longer reaches the Bronze level. We will continue to have a downgrade to our global scoring for some time due to the issue at our Indianapolis facility that has since been addressed.

Although our score exceeded the numeric threshold some of our customers have set for their suppliers, we understand that other customers have set a target of suppliers being at the Silver level. We are working through 2025 to implement further enhancements to our processes to help meet those expectations. We will continue to have a downgrade to our global scoring for some time, due to an air permit violation at our Indianapolis, USA, facility, which has been addressed.

To better demonstrate our efforts with EcoVadis, we wanted to highlight the individual scores of a few of our facilities. This year, we are proud to announce that our Mogi Guaçu, Brazil, facility received a Silver medal with a score of 70, and our San Juan del Rio, Mexico, plant had a score of 61.



**KATHLEEN MARCONI**  
Sustainability Analyst for Brazil

*Ingredion's Mogi Guaçu, Brazil, facility received its first Silver medal from EcoVadis. We are extremely pleased with our rating this year. We have been working hard as an organization on enhancing our policies and procedures, and it's great to see this reflected in our score.*





## Enhancing Our Customer Response Processes

In 2024, we launched a collaboration with software company Sunhat in an effort to streamline our customer sustainability request responses and provide better standardization of those responses by our global sustainability personnel. Sunhat provides us with a platform that acts like a repository for sustainability information, data and responses. It further leverages AI to provide suggested responses based on previous answers to customers.



**KATIE SHRUM**  
Sustainability  
Manager and  
the Project  
Lead for Sunhat  
Implementation

***We are so excited to be working with Sunhat to help us become even more responsive to our customer requests. We have already seen benefits from the AI functionality, and I know it will continue to get more efficient as we use the system further.***

## Sustainability Governance and Oversight

Sustainability at Ingredion continues to be governed by three main entities. Our Global Sustainability Council, which consists of senior functional and regional leaders across our business, helps oversee day-to-day sustainability activity to make certain we are aligned against short-term targets in our All Life plan. Sitting over that council is our ESG Executive Advisory Committee, which is made up of select members of our executive team, as well as senior leaders with direct oversight for sustainability and ESG reporting. This committee is designed to make decisions around the functional direction of our sustainability program, with a view to longer-term activities and how they impact the company and our customers. And finally, the highest level of governance lies with Ingredion's Board of Directors. The board and its subcommittees oversee high-level sustainability activity, opportunities and risks by providing input and guidance in shaping our strategy.

These three groups have overlapping members and work closely together to make certain Ingredion remains focused on our sustainability initiatives, as well as making sure those initiatives remain relevant to the company and our stakeholders.

In 2024, we also established a sustainability reporting steering committee to provide guidance and oversight on regulatory reporting requirements like CSRD. This group is comprised mostly of a subset of the EU Corporate Sustainability Reporting Directive (CSRD) and is currently meeting on a more frequent basis to provide more timely guidance.







## Governance, Ethics and Compliance

Ingredion's Board of Directors has adopted Corporate Governance Principles, which are designed to promote the effective functioning of the Board's activities, to ensure that we conduct our business in accordance with the highest ethical and legal standards. Ingredion's Corporate Governance Principles ensure that strong, independent Directors continue to effectively oversee company management and provide vigorous oversight of how we address key issues relating to strategy, risk and integrity.

The Board's three standing committees—the Audit Committee, the People, Culture and Compensation Committee, and the Corporate Governance and Nominating Committee—each operates pursuant to a written charter adopted by the Board. Each committee provides regular reports to the full Board on risk assessment and risk management matters within its respective scope.



### AUDIT COMMITTEE

Our Audit Committee comprises “independent directors,” as defined under the rules of the NYSE. Consistent with the corporate governance standards of the New York Stock Exchange, the Audit Committee of the Board has primary responsibility for oversight of the company's risk management profile and its compliance with legal and regulatory requirements.

### PEOPLE, CULTURE AND COMPENSATION COMMITTEE

The People, Culture and Compensation Committee oversees human resource and labor matters as well as executive and director compensation issues and considers whether the company's compensation plans, policies and practices encourage excessive or inappropriate risk taking that could have a material adverse effect on the company.

### GOVERNANCE AND NOMINATING COMMITTEE

Pursuant to its Charter, the Corporate Governance and Nominating Committee addresses potential risks that could result from the absence of independence or diversity on the Board, potential conflicts of interest, ethics and compliance, environmental and quality matters, and security and safety issues.

At the Board level, the Governance and Nominating Committee provides oversight of our corporate governance practices and Business Integrity Program. Senior level management provide oversight for significant strategies and program effectiveness through regular meetings and communications.