

Promoting a “Zero” mindset



2024 Safety Performance

At Ingredion, we are vigilant in our pursuit of zero — which means zero injuries and zero quality incidents reaching the end consumer. The zero mindset is an integral part of our culture and is inherent in one of our core values to Care First.

In 2024, our progress toward zero injuries was mixed. Fortunately, we did not experience any employee or contractor fatalities. While the year started with good employee safety performance, we had a challenging fourth quarter which resulted in us missing our employee recordable incident target. One of the challenges with maintaining the downward year-over-year trend in recordables is our changing workforce, especially in the United States. For 2025, we are focused on setting clear expectations, along with providing significant training and development of new employees.

Ingredion had its best year ever with regard to contractor safety performance. We want all people who enter our facilities to return home injury-free, regardless if they are employees, contractors or visitors. We continue to partner with our contractors to complete all work safely. While recordable injury rates are lagging safety indicators, we recognize that focusing on leading indicators and our behavioral-based safety program, Courage to Care, are key inputs to our overall safety program.

To drive personal accountability throughout the organization, all employees were given a safety observation target, raising the awareness of safe and unsafe behaviors and conditions. In addition, our global manufacturing organization focused on capturing Near Misses and taking corrective actions.

2024 Safety Performance		
YEAR	EMPLOYEE TOTAL RECORDABLE INCIDENCE RATE	CONTRACTOR TOTAL RECORDABLE INCIDENCE RATE
2024	0.31	0.12
2023	0.19	0.18
2022	0.33	0.28
2021	0.32	0.18
2020	0.28	0.22
2019	0.27	0.23





Additionally, we implemented a standardized, global Environmental, Health, Safety and Sustainability (EHS&S) software program in 2024. It has allowed us to streamline site EHS&S processes and inputs. Hand in hand with those efforts, we are building more robust analytics to understand plant, segment and global trends that inform our continuous improvement activities.



CATHERINE ZIMMERMAN
Vice President,
Global EHS and
Sustainability

We are committed to safety and the belief that no injuries are acceptable. We continue to drive our Life Savers program across our global operations to maintain critical focus on safety and make certain all employees go home at the end of the workday in the same condition they arrived.

2024

Safety Highlights

We achieved key milestones at several manufacturing facilities, with the following number of years since a lost-time case was reported:

5 Years six manufacturing facilities globally

1 Year four manufacturing facilities globally

Some of our other manufacturing facilities also have not experienced a lost-time case for multiple years



of facilities with **ZERO** injuries.



of facilities that were **lost-time injury free.**



of non-manufacturing sites that were **injury free.**





Our Continued Commitment to Product Quality

In 2024, we progressed on multiple initiatives targeted on improving quality and further enhancing product safety. Like our safety performance, quality saw highs and lows this year. Product recalls increased compared to 2023 and saw first pass compliance decrease slightly to 98.38%.

2024**Product recalls: 3****Product recalls reaching consumers: 1**

But despite performance challenges, we launched initiatives in 2024 that will help drive improved performance in 2025 and beyond. This year saw a concerted effort to focus on operations and digital transformation, with an eye toward reducing overall cost of poor quality (COPQ). This included a pilot of a new Laboratory Information Management System (LIMS) at four Ingredion manufacturing plants. Our LIMS improvements are aimed at standardizing how quality data is collected and communicated across the organization. We also focused on enhancing our Process Technical Specifications (PTS) to standardize how our operators conduct tasks.

**JOHN-MICHAEL HOLAS**Vice President,
Global Quality
and IPS

Ultimately, we want to improve the data we get to the manufacturing floor to give operators the ability to use that data to ensure our quality performance remains high. This is critical to controlling costs in our operations, while making certain our customers get the products they need.

In 2024, we also conducted traceability drills that will enable faster response times in working internally and with customers, should we have a quality incident that requires it. These type of drills help our employees experience a real-world scenario and gain valuable insight that can help save time and reduce impact in the event of an actual issue.

We have continued to implement our Quality Guardians program globally, encouraging employees to own quality in all aspects of their job. The program is designed to empower employees to take immediate action in the event they have a concern about our product manufacturing. Our operators are the front line of quality and the employees that understand how the production processes are designed to work. We want to make certain they know they have the authority to step in when they have a concern.



Enhancing transparency of human rights in our supply chain



Enhancing Our Approach to Supply Chain Human Rights

In 2024, we made substantial progress in our commitment to human rights and responsible sourcing. At the beginning of the year, we conducted a thorough evaluation of our programs and governance structures to better address the needs of our customers and supply chain. Based on this assessment, we launched the following initiatives:

- **All Life Partners (ALP) Responsible Sourcing Program**
- **Governance structure for social responsibility audits of own operations**
- **Education roadmap for human rights issues**

We designed and launched our ALP Responsible Sourcing Program, aimed at ensuring ethical and sustainable sourcing practices across our supply chain. The ALP program, in combination with our Supplier Code of Conduct and Ingredion Code of Conduct, illustrates our expectations for our supply chain. The first two phases of this program focus on our non-agriculture suppliers who meet high risk criteria, working towards our goal of auditing all suppliers meeting high risk criteria by the end of 2027. As of the end of 2024, >50% of suppliers from our first phase were audited, which represents 0.5% of our non-agriculture supply base. It's a promising start, and we have plans to advance and expand the ALP program in the future.

Supplier Code of Conduct





Within our own manufacturing network, we routinely conduct evaluations of human rights risk through the use of independent auditors and the Sedex Member Ethical Trade Audit (SMETA) 4 pillar methodology. In 2024, we completed 21 SMETA 4 pillar audits in the United States, Brazil, Colombia, Pakistan, Mexico, Germany, the United Kingdom, Peru, China, Thailand and Canada. The most common findings were related to working hours, fire alarms and site maintenance. Ingredion takes the results of these audits seriously and works diligently to close non-compliances. As of mid-2024, in order to ensure governance and accountability of our human rights program, a monthly status report of our own operations is shared with our Sustainability leadership team, including our Chief Commercial and Sustainability Officer, Chief Supply Chain Officer, and Chief Legal and Compliance Officer.

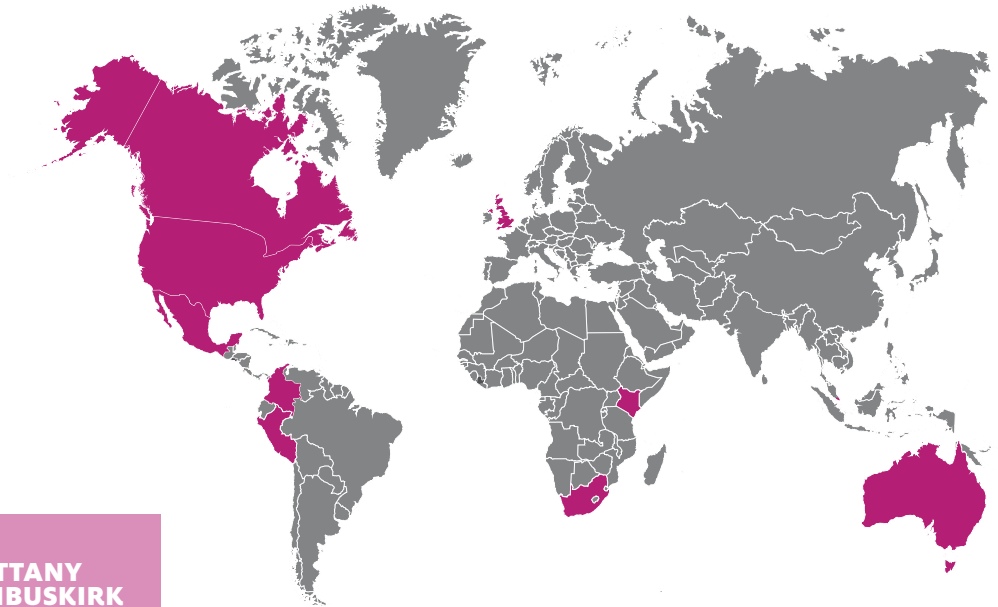
As an outcome of these audits, overtime and vacation policies have been adjusted in Mexico, a child labor remediation procedure has been developed globally, and the first cohort has undergone training on human rights and the Ethical Trading Initiative (ETI) Base Code. We achieved an 85% completion rate of the employees who were provided the training in 2024 and will continue to expand the training to reach additional employees across the globe in 2025.

Growing global regulations continue to put human rights front and center. Couple this with our customers' needs for supply chain transparency, and the launch of our All Life Partners responsible sourcing program couldn't have come at a more pivotal time. We are dedicated to partnering with our customers and suppliers to increase supply chain transparency and elevate the people within.



BRITTANY VANBUSKIRK
Manager,
Sustainability
and Human
Rights

Ingredion participated in numerous assessments throughout the year, which help us keep a pulse on our human rights maturity and guide us towards advanced practices. Ingredion undergoes the EcoVadis assessment annually at a corporate level, which provides a rating on our environmental, labor and human rights, ethics and sustainable procurement policies, practices and procedures. We increased our overall score from 51 in 2023 to 55 in 2024. The Global Child Forum benchmarking assessment allows us to look deeper into our impact on children. With an average score for the food and beverage industry of 4.6, Ingredion's score increased from 6.9 to 7.5. Our strengths lie in our collaboration with NGOs and our actions to prevent, mitigate and remediate child labor. The Global Child Forum is a non-profit organization dedicated to advancing children's rights across the world.



Australia, Colombia, US, Canada, Kenya, Mexico, Peru, Singapore, South Africa, UK have completed the training.