



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.

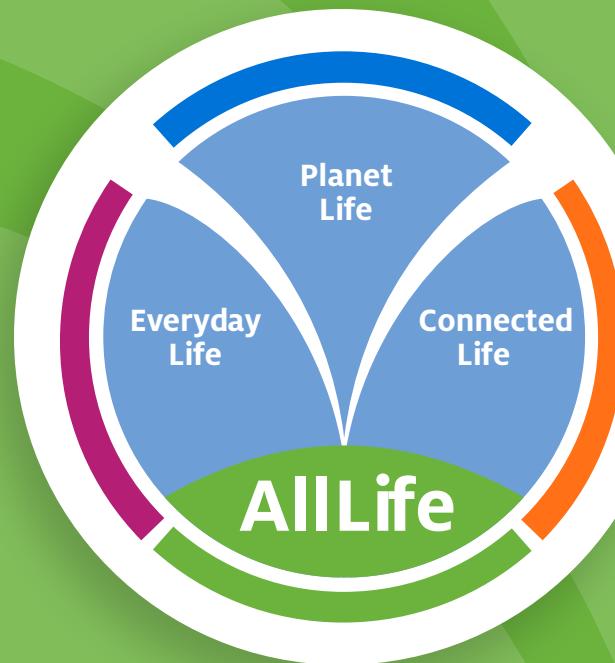
Thank you for taking the time to read our sustainability report. I hope that, like me, you are impressed with the great work Ingredion employees around the globe continue to do to support a more sustainable world.



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"> Achieve an employee and contractor TRIR of 0.18 by the end of 2025 Establish programs to enhance health and well-being in each major area of operation by the end of 2025 Further enhance our processes to achieve zero significant food safety-related incidents reaching consumers by the end of 2025 Increase the average hours of training per employee by 50% by the end of 2027 Achieve an employee and contractor TRIR of 0.15 by the end of 2030 	● ● ● ● ●		3 3 3 3 3
Human Rights	<ul style="list-style-type: none"> Implement the ISO 26000 social responsibility guidance by the end of 2023 Assess the human rights protection practices across 100% of our agricultural supply chain for Tier 1 priority crops by the end of 2024 Audit 100% of suppliers meeting high-risk criteria for human rights by the end of 2027 Validate human rights protection across Ingredion's operations and supply chain by the end of 2030 	● ● ● ●	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"> Increase representation of women at the manager level and above Increase the representation of historically underrepresented talent at the manager-and-above level Sustain industry inclusion benchmark on global employee engagement survey 	● ● ●	6 6 6	5 5 5
Innovation	<ul style="list-style-type: none"> Develop and deploy a mechanism to allow for efficient product screening against our assessment criteria by the end of 2021 Engage in three circular economy projects within our supply chain by the end of 2025 Have 40% of all new products aligned with the UN SDGs by the end of 2025 Have 75% of all new products aligned with the UN SDGs by the end of 2027 	● ● ● ●	9 9 9 9	12

2024 Progress Summary

Planet Life

ON TRACK
SLOWER PROGRESS
NOT YET STARTED



ELEMENT	GOALS	STATUS	UNGC ALIGNMENT	UN SDG ALIGNMENT
Environmental Impact	<ul style="list-style-type: none"> Complete three projects per country where we have manufacturing operations to drive increased plastics circular economy by the end of 2025 Achieve a 28% reduction in absolute Scopes 1 and 2 GHG emissions by the end of 2030 Achieve a 15% reduction in absolute Scope 3 GHG emissions by the end of 2030 Reduce our water use intensity by 30% in all extremely high-stress geographies where we manufacture products by the end of 2030 Achieve 100% avoidance of waste to landfill by the end of 2030 Reduce COD or BOD by 10% from our wastewater discharge by the end of 2030 	● ● ● ● ● ●	7,8 7,8,9 7,8,9 7,8,9 7,8 7,8	12 13 7,13 6 12 6
Biodiversity Protection	<ul style="list-style-type: none"> Engage with an NGO partner to identify any endangered species impact by agricultural operations from which we source raw materials by the end of 2022 Assess agricultural biodiversity risks for priority crops and sourcing regions by the end of 2023 Identify local partners and engage in projects to have a net positive impact on any endangered species impacted by our supply chain by the end of 2025 Implement biodiversity conservation programs in all crop sourcing areas located in biodiversity hotspots by the end of 2025 Achieve zero deforestation, or 100% sustainable use of forest-based resources, by the end of 2030 	● ● ● ● ●	7,8,9 7,8,9 7,8,9 7,8,9 7,8,9	15 15 15 15 15

2024 Progress Summary

Connected Life

ON TRACK
SLOWER PROGRESS
NOT YET STARTED



ELEMENT	GOALS	STATUS	UNGC ALIGNMENT	UN SDG ALIGNMENT
Sustainable and Regenerative Agriculture	<ul style="list-style-type: none"> 100% of global waxy corn supply sustainably sourced by the end of 2022 100% of Tier 1 priority crops sustainably sourced by the end of 2025 Implement water conservation projects with growers in 100% of extremely high water-stressed sourcing geographies by the end of 2025 Confirm that 100% of our agricultural supply is not using pesticides of concern (as defined by the World Health Organization) by the end of 2025 Educate growers and/or implement integrated pest management in at least 70% of our agricultural supply chain by the end of 2027 100% of our Tier 1 and 2 priority crops sustainably sourced by the end of 2030 	●	9	15
Food Security	<ul style="list-style-type: none"> Implement five product or supply chain initiatives in support of plant-based or alternative proteins by the end of 2025 Catalyze food waste awareness and reduction by implementing at least five projects with customers and/or suppliers to minimize food waste in our supply chain by the end of 2025 Implement agricultural efficiency initiatives in support of smallholder farmers in 100% of applicable geographies in our supply chain by the end of 2027 	● ● ●	2 12 2	

2024 Progress Summary

Connected Life

ON TRACK
SLOWER PROGRESS
NOT YET STARTED



ELEMENT	GOALS	STATUS	UNGC ALIGNMENT	UN SDG ALIGNMENT
Community Impact	<ul style="list-style-type: none"> Achieve measurable community impact in at least 10 countries where we operate by the end of 2028 Average 2 hours of volunteer time per employee per year by 2030 Double the number of community impact projects by 2030 (versus 2025 base-line) 	● ● ●		2 6



Raising our standards by transforming how we look at materiality



In October 2023, Ingredion began the process of moving from a traditional sustainability materiality assessment to a double materiality assessment that is in line with the requirements of the European Union's Corporate Sustainability Reporting Directive (CSRD) double materiality assessment.* The CSRDs double materiality assessment requires companies to consider both the financial impact of sustainability issues on their business (financial materiality) and the impact of their activities on people and the planet (impact materiality).

Across 2024, we conducted evaluations with internal and external stakeholders, reviewed inputs and outputs with our executive team and engaged consultants to help us navigate the complexity of EU CSRD requirements. Our stakeholder groups include customers, industry non-government organizations (NGOs), investors and suppliers. Additionally, we continue to conduct gap assessments against standards such as the Sustainability Accounting Standards Board (SASB), CDP, EcoVadis and Sustainalytics, to name a few.

Our double materiality work will continue into 2025 as we prepare for anticipated reporting under CSRD in 2028 for 2027 data. We have engaged Deloitte to assist us in this process. We will identify reporting needs and deploy digital solutions in support of enhanced data governance. We also expect to gain further insight on best practices as some companies begin to report on CSRD requirements. It should be noted that we report on many topics in this report. While some of them do not rise to the level of materiality to our business, they are there to help address the information needs of our stakeholders.

*The inclusion of information in this report should not be construed as a characterization or an admission regarding the materiality or financial impact of that information for purposes of U.S. securities law. For additional information regarding Ingredion, please see our current and periodic reports with the Securities and Exchange Commission, including our Annual Reports on Form 10-K and Quarterly Reports on Form 10-Q.



Everyday Life

LIVING OUR VALUES TO DRIVE PROGRESS





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 facilities that were lost-time injury free.

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





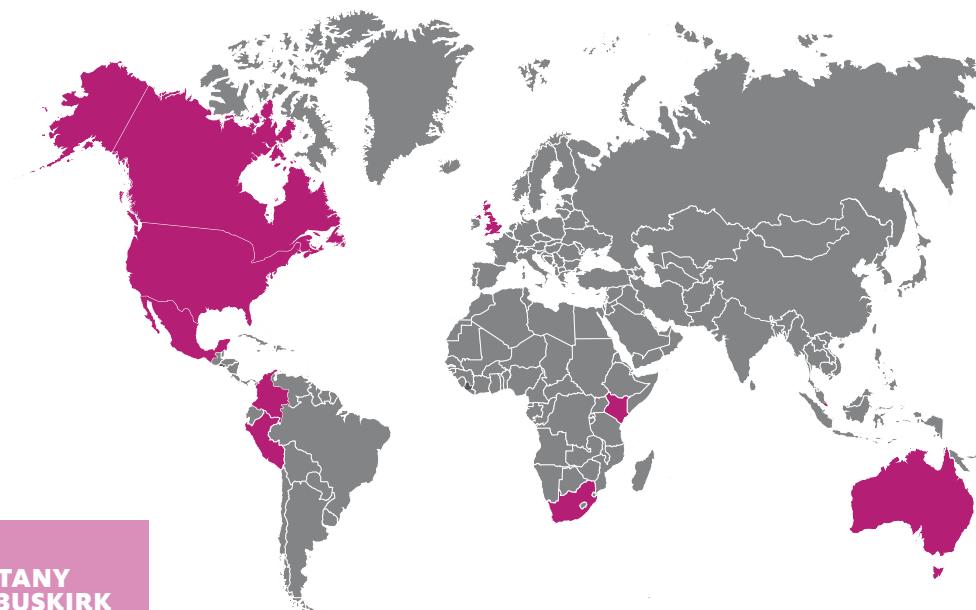
Within our own manufacturing network, we routinely conduct evaluations of human rights risk through the use of independent auditors and the Sedex Member Ethical Trade Audit (SMETA) 4 pillar methodology. In 2024, we completed 21 SMETA 4 pillar audits in the United States, Brazil, Colombia, Pakistan, Mexico, 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.



Advocating for Children's Rights

Ingredion is dedicated to doing our part to protect the rights of children. We take deliberate measures to evaluate our own operations and maintain workplaces operated with respect to human rights. This includes using industry standards such as the SMETA, which are conducted by accredited third-party auditors at our manufacturing locations. The evaluation of children's rights across our value chain poses a greater challenge. And while we have not identified any issues of child labor, we recognize that the greatest potential risk comes through parts of our agricultural supply chain.

Over the past few years, we have worked to strengthen our practices in protecting children's rights. A valuable partner in this journey has been the Global Child Forum, an organization that evaluates companies' performances and provides insightful feedback on alignment with leading practices in our industry. While we are pleased with our performance in 2024, we will continue to use the Global Child Forum feedback to assess additional opportunities for improvement.

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**2024 Global Child Forum (GCF)
Ingredion Score
(2023 GCF Ingredion Score: 6.9
2024 Industry Average GCF Score: 4.6)**



Human Rights in Our Agricultural Supply Chains

Ingredion remains committed to using the Sustainable Agriculture Initiative (SAI) Platform's Farm Sustainability Assessment (FSA) to evaluate the sustainability practices of the growers in our supply chain. This enables us to collect information on a variety of farm-level practices, including labor and safety practices. In 2024, we expanded our use of the FSA to over 85% of our Tier 1 priority crops (i.e. corn, tapioca, potato, stevia and pulses/peas), which represent approximately 99% of our global sourcing by volume. The FSA is comprised of 109 questions, with 23 labeled as Essential, and a negative response from the grower automatically disqualifies the farm from meeting FSA sustainable sourcing requirements. These Essential questions cover a variety of topics, such as no forced labor (FSA77) and no child labor (FSA96), which help us evaluate the human rights practices of our growers.

In 2024, 85% of the Tier 1 priority crop growers in our supply chain met the SAI Platform FSA Bronze level or higher, meaning that "Essential" labor and human rights practices are all in place. In select instances or geographies, we have chosen to evaluate part of our agricultural supply chain beyond the FSA. For example, we conducted a human rights assessment across our stevia supply chain to validate ethical practices are in place.

More information on Ingredion programs with our agricultural suppliers can be found in the **Sustainable and Regenerative Agriculture** section of this report.





Enhancements to the SMETA Process

To continue to drive excellence in our Sedex Member Ethical Trade Audit (SMETA) process, we implemented additional initiatives in 2024. First among these was improved training around human rights requirements with employees in applicable functional areas, such as manufacturing, human resources and procurement. This training not only reiterates our requirements with key personnel, but also helps them identify potential risks with our supply chain partners.

Another enhancement implemented was our SMETA finding tracking process. While the Sedex platform itself offers a mechanism for closing our audit findings, we wanted a system that would enable us to better track multiple actions under findings, as well as enable trending across plants and regions to drive holistic, company-wide improvements.

Across 2024 we saw some additional requests from customers for semi-announced audits, though there is variance from these customers in what meets the requirement for “semi-announced.” We will continue to work with our customers, industry groups and our audit providers to align on industry needs and begin to implement processes accordingly in our auditing program.

Focus on Paying a Living Wage

Ingredion knows well that our employees are the foundation of a strong company. Therefore, it is vital we continue to assess employee compensation to make certain those employees can maintain a standard of living. In 2024, we started the process of evaluating our global operations against living wage standards. While there is not a single industry-adopted standard around what constitutes a living wage, we have started our evaluation based on input from stakeholders. We look to continue this work across 2025 and beyond, evaluating the compensation of our employees and how this enables quality of life.

Human Rights Program Pillars

Our Human Rights Program is designed to uphold and promote human rights across all aspects of our operations. The program is built on four key pillars:

- 01** Training, Awareness and Internal Engagement *helps us foster a culture of respect and inclusion through education and engagement.*
- 02** Global Due Diligence and Policies *ensure that our operations and supply chains are free from human rights abuses through a structured approach.*
- 03** Customer and Supplier Partnerships *provide collaboration across our entire supply chain to drive collective action on human rights issues.*
- 04** Prevention and Remediation *enables a safe, respectful, and healthy workplace with proper implementation of preventative measures.*



Living our core values



How We Cultivate a Culture of Care

At the heart of our people-centric culture are two of our core values: “Everyone Belongs” and “Care First.” This means cultivating an environment where every person feels valued, respected, included and supported by a community of talented, caring people.

These principles are essential to achieving our business performance and growth. In 2024 we strengthened our focus by evolving to our new Inclusion and Belonging program. This better aligns with our core values and empowers us to cultivate a culture and workplace that unlocks innovation, enhances problem-solving and drives performance.

At Ingredion, our goal is to have a workplace where you can “create the future with people who care,” and pursue experiences that build a rewarding career. We do this by offering flexibility through our Engagement framework, comprehensive benefit packages and resources to support employee development, learning and well-being. Our approach focuses on promoting and protecting the whole person under the pillars of financial, mental/emotional, physical and social. Last year, we refined our global giving priorities to align with our refreshed winning aspiration. I’m extremely proud to have personally volunteered in some of the community impact events. Globally, our employees mobilized to give their time and resources to local and global organizations and communities supporting organizations from food banks to Science,

Technology, Engineering, Math (STEM) education. It is our employees who care and come together to make a collective difference year after year.

Just as we diversify our ingredient solutions to remain competitive, we recognize that our global workforce and customers are diverse. We have the responsibility to respect human rights throughout our business and continue to build a more inclusive culture that supports individual growth and propels our collective organizational success.

As you read through this report, the evolution of our Inclusion and Belonging journey is reflected. Our maturity along with the engagement of our employees and Business Resource Groups showcases the company we strive to be every day. Together, we have the power to create a better tomorrow and positively impact the future.



NANCY WOLFE
SVP and Chief Human Resources Officer And Executive Sponsor For SERVE



Our Aspirational Goals

Our organizational commitment to fostering an inclusive work environment that embraces diversity, and each person is valued and feels inspired to contribute their best remains unchanged. To achieve this, we have set three aspirational goals:

01

increase representation of women at the manager level and above



02

increase the representation of historically underrepresented talent at the manager level and above



03

sustain an industry inclusion benchmark on our global employee engagement survey



Building Our Strategy On Three Strategic Pillars

How can we cultivate a culture of care and empowerment? Our strategy is built on three strategic pillars: Workforce Representation, Workplace Belonging and Strategic Partnerships. Each pillar guides our strategic decisions and collectively helps us cultivate the culture that defines our company.

We are committed to fostering diverse talent and an inclusive culture by creating timely and appropriate opportunities that enable our employees to excel in their roles. The information presented in this report provides a clear view of the areas where we have made significant progress, as well as those that still need improvement.





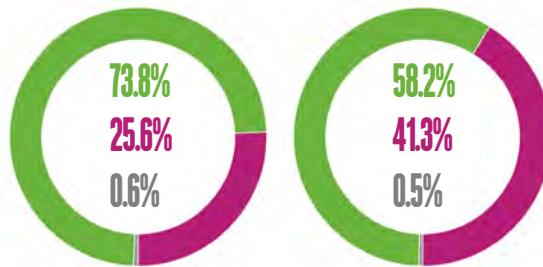
Workforce Representation



Focusing on the composition of our workforce, we strive to ensure that we are representative of the communities where we operate and enable enhanced performance throughout. Our workforce representation data adheres to the Global Reporting Initiative (GRI) standards, providing a comprehensive and transparent view of our efforts to maintain inclusion and belonging within our organization.

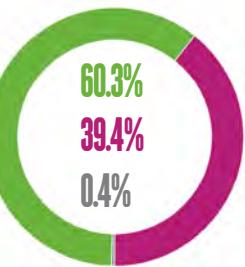
Gender Representation

■ MALE ■ FEMALE ■ OTHER

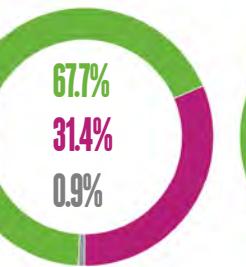


All levels

Professional and above



Manager and above



Director and above

Executive and above

Independent Board of Directors (10 MEMBERS)

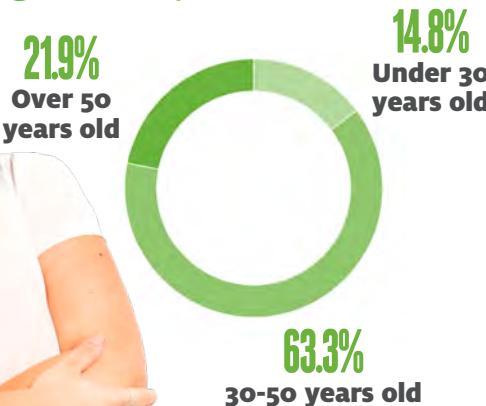


Women

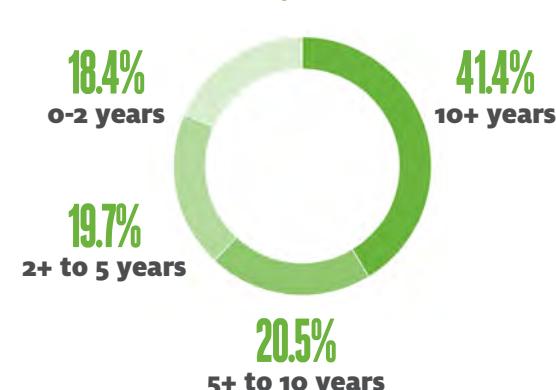
Racially/Ethically Diverse

Over 50 years old

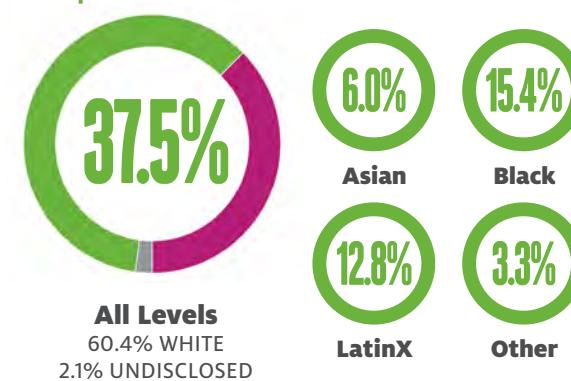
Age Groups (ALL LEVELS)



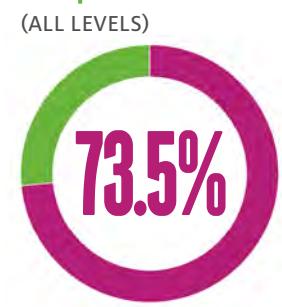
Tenure Groups (ALL LEVELS)



Racial and Ethnic Representation (U.S.)



Manufacturing Representation (ALL LEVELS)



THE WORKFORCE REPRESENTATION DATA USES GLOBAL REPORTING INITIATIVE (GRI) STANDARDS.





Workforce Belonging



GLOBAL INCLUSION WEEK

In 2023, we celebrated Global Inclusion Week (GIW), an initiative designed on insights from our employee engagement surveys. We identified key areas for improvement and defined topics for the week accordingly. We provided a global framework, allowing each region to tailor the event to their specific needs. For instance, our US/CAN region focused on collaboration within our communities and entrepreneurs, while our APAC team emphasized intergenerational collaboration.

Over the past two years, GIW has seen record attendance, and we are excited to host our third year this summer. This event is activated across all our locations and involves over 200 employees in the planning team globally. The week is dedicated to highlighting our core value of "Everyone Belongs," and it's a time to spotlight this value and see it truly come to life globally. Employees from all regions participated in virtual sessions, encouraging everyone to take action towards creating a more inclusive environment.



BUSINESS RESOURCE GROUP (BRG) MENTORING PROGRAM

We believe in equity and providing mentoring opportunities to enhance performance to those who seek them. That's why we launched the BRG mentoring program, open to all employees, in 2023. After a successful pilot, we continued the program in 2024. With a total of 273 participants, the program fostered meaningful connections and facilitated valuable knowledge exchange.

57% of global participants were women, reinforcing our commitment to female talent within our organization.

40% of U.S. participants identified as ethnically or racially diverse, underscoring our dedication to developing talent at our organization.

Feedback from program participants was overwhelmingly positive, with mentees rating the experience at an impressive 9 out of 10. The program's success can be attributed to its structured approach, including monthly touchpoints that ensure consistent engagement and progress. Both mentors and mentees benefited from comprehensive mentoring guides, providing valuable insights and best practices.

As we look ahead, we are excited to continue this impactful initiative, welcoming a new cohort of participants in the spring of 2025.

Pay Parity Statement

WE ARE COMMITTED TO EQUAL PAY FOR EQUAL WORK, REGARDLESS OF GENDER, RACE, ETHNICITY OR OTHER PERSONAL CHARACTERISTICS.

To deliver on that commitment, we benchmark and set pay ranges based on local market data and consider various factors, such as an employee's role and experience, job location and performance when establishing individual pay levels. We regularly review our compensation practices to promote fair and equitable pay. Additionally, in 2024 we conducted a pay equity analysis to identify any pay gaps across our organization. Based on our analysis, ***we identified no systemic issues or negative pay gaps between male and female employees.*** Similarly, in the United States, we found no systemic issues or negative pay gaps across different racial/ethnic groups.

We believe providing a holistic total rewards package contributes to a valuable employee experience and helps us attract and retain employees. Underpinned by our Care First value, we provide access to medical, welfare and retirement benefits and offer programs to all employees that support overall well-being, including paid parental leave and caregiver leave, as well as financial, physical and mental health resources. We continue to evolve our programs to meet our employees' health and wellness needs.

Business Resource Groups (BRG) Continue To Grow

As a key element of our Inclusion and Belonging strategy, our BRGs grew and expanded throughout 2024. BRG membership now encompasses 22.5% of our global workforce. Our nine BRGs are voluntary, employee-led groups that unite individuals with shared identities, interests and experiences, all aiming to enrich Ingredion's culture and performance. These groups are open and inclusive to ALL employees.

In the same year, we proudly hosted our fourth BRG Leadership Forum. This event not only featured best practices from industry experts, but also provided valuable resources to enhance leadership skills and foster professional networking opportunities.





Business Resource Group (BRG) Regional Leadership Program

Developing our BRG regional leaders is crucial for fostering a culture of inclusivity and excellence within our organization. These leaders play a pivotal role in shaping our workplace environment, ensuring that it is welcoming and supportive for everyone. To continue our commitment to inclusivity and support the growth of our leaders, we have formalized a comprehensive leadership development program. This program covers essential topics such as stakeholder engagement

and influencing up, project management, building talent and teams and strategic thinking. By equipping our leaders with these skills, we empower them to drive positive change and inspire others. This intentional investment in their development is a recognition of their vital role in our organization. By nurturing their leadership capabilities, we not only enhance their personal growth, but also strengthen our collective ability to create a more inclusive and dynamic workplace.



SHERRI DUBLIN
VP, Inclusion,
Culture, Internal
Communications
and HR for Finance
and Legal

We believe that BRGs are a key ingredient to our Inclusion and Belonging strategy. They create connections, support talent initiatives, drive innovation and fuel our culture. Being open to all employees, they help us ensure that every voice is heard and valued. Together, we can achieve remarkable things and create the future with people who care.



MEMBERS: 392



MEMBERS: 803



MEMBERS: 253



MEMBERS: 133



MEMBERS: 1036



MEMBERS: 260



MEMBERS: 271



MEMBERS: 183



MEMBERS: 1163





Business Connection

Our Business Resource Groups (BRGs) are integral to driving business connections and fostering a culture of inclusivity and growth. As the name suggests, BRGs are deeply involved in various business initiatives, including university recruiting where they play a key role in driving our buddy program. This program helps new recruits integrate smoothly into our organization, ensuring they feel supported from day one.

Additionally, BRGs collaborate with customers to strengthen relationships and enhance mutual understanding. They also contribute to the ongoing educational journey in Inclusion and Belonging by sharing dynamic learning opportunities tailored for our manufacturing employees. Furthermore, BRGs are instrumental in changing the industry from within, particularly by encouraging and supporting women in manufacturing. Their efforts not only promote diversity, but also drive innovation and excellence across our organization.



Focus on Psychological Safety

This year, we made a deliberate effort to prioritize psychological safety in our training programs. Psychological safety refers to an environment where individuals feel safe to express their thoughts, ask questions and take risks without fear of negative consequences. It is closely connected to inclusion, as it fosters a culture where everyone feels valued and respected, enabling diverse perspectives to be shared openly.

We focused on delivering this crucial education to all people managers in our manufacturing sector across the US, integrating it into other development programs to ensure a comprehensive approach. Looking ahead, we plan to expand this initiative to other regions in 2025, reinforcing our commitment to creating a psychologically safe and inclusive workplace for all.





Strategic Partnerships

At Ingredion, making a positive impact in the communities where we operate is a crucial aspect of our Inclusion and Belonging (I&B) journey. We are committed to forming strategic partnerships with key organizations. Below are a few we'd like to highlight:

Society of Women Engineers (SWE): Dedicated to empowering women in engineering & technology. In 2024, Ingredion had the unique opportunity to present "From Comfort Zone to Career Zone" at their annual national conference.

American Corporate Partners (ACP): Focused on helping returning-Veterans and active-duty spouses find their next careers through 1:1 mentoring, networking and online career advice. Ingredion has participated in the mentoring program for the last three years.

Institute of Food Technology (IFT): For the third year in a row, Ingredion has established an I&B-specific partnership sharing best practices and frameworks to remove barriers for historically excluded talent in the food science industry.

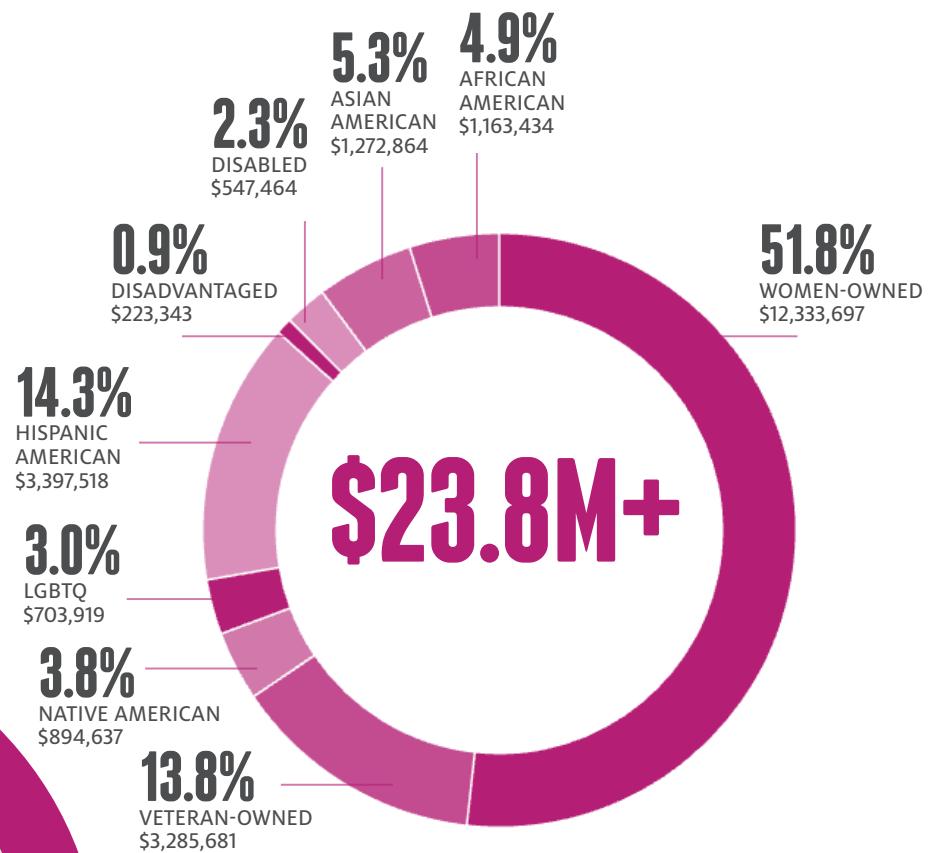
LEAD Network: Since 2021 Ingredion has partnered with the LEAD network and has attended their annual conference the last two years to help drive inclusion in the European retail and consumer packaged (CPG) industries.

Out and Equal: Since 2022 Ingredion has partnered with Out and Equal to create inclusive workplaces.

ASCEND: Supports and develops business leaders of tomorrow. Ingredion has partnered for the last 2 years.



2024 Supplier Diversity Spend (U.S.)



Prioritizing sustainable innovation



Embracing Novel Solutions to Increase Sustainability

We know that innovation holds tremendous potential to help Ingredion, our customers and our other supply chain partners reach their sustainability goals. It's not just product innovation, but examining every angle of our operation to increase sustainability. This could be new ways of approaching project financing, like co-sharing costs with our partners on regenerative agriculture initiatives, or digging into the details at a micro level. For example, a technology like mobile phone apps is not cutting-edge, but has enabled us to work more closely with small holder farmers in geographies like Thailand.

Across this year we have seen that reformulating for sustainability is a growing focus for our customers. The sustainability value is often bundled in with other benefits, like affordability. For example, Ingredion makes a functional starch that helps our paper customers use higher percentages of recycled content in their end product. This not only helps them reduce costs by reducing virgin content in their product, but it also helps reduce their product water and carbon footprint. Our innovation expertise, along with tools such as the HowGood product sustainability platform and our proprietary ATLAS consumer insights database, make us a valuable resource for customers looking to change product formulations or create entirely new products for launch. With over 11 years of consumer research and insight, ATLAS provides us with a unique market view to better support our customers.



Redefining Sustainable Innovation

This year, we undertook a study with an outside consultant to evaluate our work in sustainable innovation. The study was completed in September and highlighted a few key findings. It confirmed that sustainability is increasing as a driver for growth in the food and beverage industry, showed us where the best business case for sustainable innovation lies, identified our current strengths and explored additional opportunities for our consideration. This report laid the foundation for additional work being done to redefine our sustainable innovation strategy.

In 2024, we kicked off those efforts to update our sustainable innovation strategy, putting together a multifunctional team that included leaders from innovation, plant science, supply chain and sustainability. As part of our All Life plan, we have a goal of linking new product development to the UN Sustainable Development Goals (SDGs), thereby also linking to opportunities for growth in our industry. But our new work around sustainable innovation is looking beyond product development, examining opportunities to innovate all along our supply chain. From crop seeds to operational processes to end product use by customers and consumers, this expanded scope will help us identify opportunities for sustainable value creation, particularly ones that might not lie directly within our own business.



For example, consider a starch that could have a slightly higher carbon footprint to manufacture, but enables our customers to replace up to 50% of egg whites in their formulations, which dramatically lowers the carbon footprint of the end consumer good. This thinking is critical for our development, as processing of goods sold represents the highest percentage of Ingredion's Scope 3 emissions, and, therefore, the biggest opportunity for us to drive improvement as a lead in plant-based ingredients.



ERIC WEISSER
Senior Director,
Head of Ventures,
Open Innovation and
Customer Innovation

Innovation is a key enabler for sustainability, which is why we are expanding our focus and updating our strategy around sustainable innovation. There is a tremendous opportunity here to drive value with our customers while also making significant strides toward Ingredion's environmental and other sustainability targets.



Increasing Our Collaboration with HowGood

In 2022, we announced our partnership with HowGood, the world's largest product sustainability database. As the first major ingredient company to partner with them, we wanted to make certain their Latis platform worked as well for ingredients as it does for finished consumer goods. We started by piloting 50 products in the system, working closely with the HowGood team to evaluate the results and understand where additional data input was needed.

A few short years later, we could not have imagined how much the platform would be used by Ingredion to evaluate customer formulations, assess how new products align with the UN Sustainable Development Goals, determine product carbon footprint and deliver many other value-added benefits. So in 2024, Ingredion expanded our collaboration with HowGood beyond the pilot program, enabling us to put all of the products we manufacture into the Latis platform.



BRIAN NASH
Vice President
of Corporate
Sustainability

We know it will take time to get all of our products into HowGood's Latis platform. But we are approaching the process strategically, estimating that we will continue to add products throughout 2025 and 2026. HowGood has shown themselves to be wonderful partner for us, and I'm excited for the capabilities this expanded collaboration will bring to us and our customers.



Making Healthy Taste Better

At Ingredion, we know that textures are integral to an exceptional eating experience. Whether it's the satisfying crunch of fried chicken, the perfect stretch of mochi or the indulgent creaminess of yogurt, textures play an important role in consumer enjoyment.



of consumers agree or are neutral that texture determines overall satisfaction of the eating experience according to our 2024 Texture Research study.



Further highlighting texture's impact on product appeal, our research shows that the majority of consumers will not eat a food if they dislike the texture.

We are proud to work with our customers as they face a growing challenge of creating products that not only fulfill the need for convenience, but also delivers satisfying textures and flavors while meeting consumers' expectations for healthful and convenient food and beverages. Our experts can formulate for healthier eating without compromising the overall satisfaction of the eating experience.

Simply put, we help customers Master the Texture EquationSM to deliver superior products that drive consumer preference.

To learn more, visit The Texture EquationSM





Texture Innovation Day

In November 2024, Ingredion hosted an industry-first Texture Innovation Day, focused on leading science and product innovation that help support our customers' formulation needs. This 90-minute webcast was broadcast from Ingredion's Innovation Center in Bridgewater, USA, to customers all around the globe. The webcast involved Ingredion's leading scientist and culinologists providing texture insights and technology to help elevate food experiences. The session also included a review of the company's strategic vision for our Texture and Healthful Solutions segment now and into the future.



NICK FERRARO
Director, Global
Business Model
Innovation for
Texture Solutions

As an industry leader in texture, Ingredion has a lot of amazing ideas that can bring valuable solutions to our customers. It was really exciting to have a Texture Innovation Day to focus on the differentiated capabilities we can bring in this space.



Serving Up Gluten Free Formulations

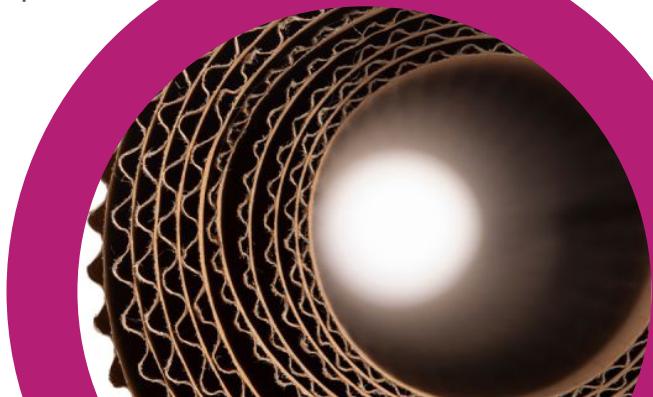
In 2024, we worked closely with a customer who wanted to develop a gluten free version of their popular brand of garlic bread. In the original product, gluten gives dough its elasticity, volume and the satisfying crunch that consumers love, so formulating to remove gluten was formidable. To meet this challenge, our innovation team leveraged our PRECISA® Bake GF, a starch blend that seamlessly replaces flour one-to-one, along with HPMC, a hydrocolloid that supports structure and rise in baked products. We further leveraged our sweetener team, who contributed CEREOLOSE® Dextrose to perfect the flavor and shelf life. This formulation success is an example of how Ingredion unlocks innovation to provide customers with ingredient systems that make healthy taste better.



Sustainable Packaging/Industrial

We continue to see a growing trend in consumer desires for clean label products, or products that are made using less chemicals. It also stands to reason that consumers will want their food to be sold or delivered in packaging that is chemical-free. The packaging industry has historically relied on PFAS – or forever chemicals – to provide oil and grease resistance. But plant-based coatings offer a safe, high-performing alternative that addresses consumer demand. These plant-based ingredients can be made from crops like tapioca and corn, which Ingredion responsibly sources under the Sustainable Agriculture Initiative (SAI) Platform's Farm Sustainability Assessment (FSA). To learn more about our sustainable agriculture program, please see the **Sustainable and Regenerative Agriculture** section of this report.

Innovative new products like our CORAGUM® LS 3147 provides a “one bag” innovative solution for our corrugated manufacturing customers. This ingredient enables high-performance packaging manufacturers to increase speed and productivity, while reducing starch, chemicals and liquid adhesive consumption. This is but one example of how we are bringing technology to packaging customers to help them improve performance while reducing their environmental impact.





Finding New Pathways to Innovation

We know that sustainability comes in many forms at many points along our supply chain. This may be in plant science related to the seeds used for crop production, or in working with suppliers to understand technology or solutions that they can provide for our business.

A highlight: Our Brazil business launched a supplier innovation program in late 2024. This program was designed to highlight the innovative work of our suppliers as well as identify solutions that we may not be aware of. The program highlights how the local team in Brazil is expanding the scope of innovation, looking beyond products to find additional value in our supply chain.



Deepening Our Commitment to Animal Welfare

Ingredion remains committed to our animal welfare policy, which restricts animal testing of our products to only those instances where it is required by applicable law. Our Animal Welfare Council – a multi-functional team representing innovation, regulatory, legal and sustainability – continues to meet on a quarterly basis to review our practices and make certain they remain in accordance with our policy.

Eat Without Experiments Program

This year, we renewed our commitment to this policy by becoming a signatory to PETA's 'Eat Without Experiments' Program. Interested individuals can find out more about the program [here](#):



Planet Life

MINIMIZING IMPACT ON NATURAL CAPITAL



Working to reduce the environmental impact of our operations



Committed to Finding Win-Win Environmental Solutions

In 2024, we continued making headway toward our Environmental Impact commitments. Increases in renewable purchased electricity and finding further beneficial uses for our solid waste demonstrate how we are working to meet our goals and create a more sustainable business. As we continue to drive progress, we are also seeing growing and evolving external attention in environmental performance. Stakeholders have expressed interest in understanding our carbon transition plan, and a growing number of customers would like to understand how our products and operations affect their own carbon reduction plans. At the heart of it all, we are committed to identifying and implementing innovative, economical solutions that protect the environment across our global business.

2024

Milestone Performance

MILESTONE

Carbon Emissions (Scopes 1, 2 and Biogenic)

PROGRESS

-22%**Carbon Emissions** (Scope 3)**-7%****Renewable Purchased Electricity****32%****Water Use Intensity*****0%****Waste to Landfill Avoidance****92%****Wastewater COD Intensity****1%***Extreme highly stressed geographies onlyResults based against 2019 baseline

2024

Environmental Metrics

ENVIRONMENTAL METRIC

Scope 1 Emissions

PROGRESS

1,825,070 metric tons**Scope 2 Emissions****779,840 metric tons****Biogenic Emissions*****30,426 metric tons****Scope 3 Emissions****16,076,377 metric tons****Water Use: Global Solid Waste****Overall; 11,457,253 SBTi****51,503,000 cubic meters****276,188 metric tons***Net emissions after removalsIngredion's environmental data has undergone limited verification by our outside auditor, Apex.



Building a Carbon Reduction Strategy: Our Climate Transition Plan

Last year, for the first time, we provided a high-level overview of Ingredion's climate transition plan to our well-below 2°C target in our 2023 Sustainability Report. We received positive feedback from our stakeholders, so we have included an update on this plan in this year's report as well.

Our Scopes 1 and 2 GHG emissions versus 2023 were similar. The energy mix in some sites changed compared to the prior year, but the net global impact was neutral. For example, our two new renewable biomass boilers in Mogi Guaçu and Balsa Nova, Brazil, ran for the full 12-month period. In addition, we increased our renewable electricity to approximately 32% purchased globally with the largest year-over-year increase occurring in Brazil. We also started up on-site solar generation at our Ban Kao Dihn and Kalasin, Thailand, sites in 2024. However, in our Cornwala, Pakistan, plant, the energy economics favored coal cogeneration for the full year.



2024

Our Strategy to Reduce Scope 1 and 2 Emissions Includes Several Pathways

LEVER

Optimize Energy Consumption

Substitute Energy Sources

Capture CO₂

Offset

PROGRESS

1. Ingredion Performance System (IPS)
2. Energy Efficiency Capex Investment
3. Network Optimization

4. Coal Conversion
5. Biomass Energy
6. Renewable Electricity
7. Zero/Low Carbon Fuels (e.g. Renewable Natural Gas and Green Hydrogen)
8. Electric Vehicles
9. Process Electrification

10. Carbon Capture, Utilization and Sequestration (CCUS)

11. Purchased Offsets



The Mogi Guaçu and Balsa Nova and the Brazil biomass boilers.



01

INGREDION PERFORMANCE SYSTEM (IPS) is the implementation of standard tools and routines for operations processes that apply best practices to enable continuous improvement of our operation leading to energy, water and waste optimization. IPS implementation is progressing across our global sites to become our standard way of working.

02

ENERGY EFFICIENCY CAPEX INVESTMENT is deploying our capital resources to improve existing plant equipment energy efficiency leading to financial cost savings and energy consumption reductions.



invested globally by Ingredion in projects that would make our operation more environmentally sustainable through Greenhouse Gas (GHG) or water reductions.



We have developed a robust global pipeline of capital projects with sustainability benefits following plant-specific energy studies with third-party energy experts. Ingredion is exploring AI digital use cases to optimize asset performance as well, and we will continue to build capability in areas such as energy and water optimization. We continue to prioritize these investments based on available resources.

Energy efficient solutions can come in many forms. **An example:** We made an investment at our Argo, Illinois, plant to more efficiently operate the natural gas boiler following the conversion from coal a few years ago. This enabled the plant to reduce an estimated 19,000 metric tons (MT) of CO₂ per year.



03

NETWORK OPTIMIZATION is routinely performed by our Global Operations team, which aims to optimally produce products in our global asset network to satisfy our customers' requirements with a high level of service. As part of our cost-to-compete initiative, we previously announced the cessation of operations at two smaller facilities in Brazil and Canada, as well as Goole, United Kingdom operation. These network changes will be realized in 2025, and the overall GHG impact is expected to be relatively small compared to Ingredion's global GHG footprint.

04

COAL CONVERSION has been a significant decarbonization lever for Ingredion. In 2021, Ingredion finalized efforts to exit coal used in our boilers at our Argo facility – the largest manufacturing plant globally for the company. In the United States, our Winston Salem, North Carolina site also utilizes a small percentage of coal in its energy mix, and we have a project that will be completed in 2025 to transition this small portion to natural gas, reducing the site's carbon footprint by approximately 5,000 MT CO₂. When this investment is complete, Ingredion's Americas operations will be coal-free.



05

BIOMASS ENERGY has been utilized in new renewable biomass boiler investments in three Brazilian locations since 2019, which has enabled Ingredion to reduce its carbon footprint through the transition to renewable sources.

06

RENEWABLE ELECTRICITY provides a substantial lever to decarbonize our global carbon footprint. The economic cost of renewable electricity varies by market based on local supply and demand. There is relative cost parity in some markets, and in those cases, we have prioritized renewable electricity purchases from the grid. In 2023, we participated in a project to explore a US virtual power purchasing agreement (VPPA) with an external consultant and other supply chain partners. Upon analysis, we concluded that the current US VPPA agreement structures would increase Ingredion's earnings volatility and add incremental energy cost. It is extremely difficult to pass this incremental cost to our customers, who are looking for cost-effective solutions in their formulations. As a result, we concluded to not pursue the VPPA agreement. We continue to monitor the market for more economic opportunities in the future.

We continue to evaluate solar power solutions at our manufacturing sites, looking for solutions that provide renewable green power. Given the physical on-site surfaces available (e.g. available land, rooftops), the solution can often be a smaller percentage of the site's overall electricity consumption. We have progressed on-site solar installations in Colombia, Thailand and Pakistan, which have had attractive capacity generation and financial returns. Two on-site solar installations in Thailand started operations in 2024.



of our electricity purchases from renewable sources was achieved in 2024.





07

ZERO/LOW CARBON FUELS, such as renewable natural gas and green hydrogen, provide a significant future opportunity to reduce carbon emissions in processes that have traditionally consumed natural gas. Natural gas is the primary fuel utilized in our global manufacturing sites. Our procurement team continues to scout for suppliers with the capability to provide renewable natural gas at cost parity to conventional natural gas. Our customers are focusing on cost competitive ingredient formulations, and maintaining a competitive cost is an important consideration for them. Green hydrogen is a potential long-term solution, and we continue to monitor technology opportunities for it to become cost competitive.

A portion of our sites utilize anaerobic wastewater treatment processes, which produce biogas, a sustainable option to conventional natural gas. In our Kalasin, Thailand, facility, we invested in biogas storage infrastructure to enable our site to consume all biogas produced locally.

70%

of the produced biogas at our sites globally is already being used in other areas of the process, such as energy for product dryers.



08

ELECTRIC VEHICLES present a very low magnitude impact for Ingredion's Scope 1 and 2 emissions because our supply chain model almost exclusively includes third-party transportation suppliers. The majority of our transportation-related emissions are reported in Scope 3. Ingredion only has a small number of leased vehicles for employee transportation globally, and our procurement team is working with local vendors to evaluate options along with electrical charging infrastructure requirements.

09

PROCESS ELECTRIFICATION, when coupled with renewable electricity, also creates a pathway for carbon emissions reductions. Deployment of this pathway is best suited for greenfield builds, plant expansions or the replacement of obsolete equipment. We continue to evaluate new technologies that could be applied to our process as an economic alternative to conventional natural gas fueled equipment.





10

CARBON CAPTURE, SEQUESTRATION AND UTILIZATION

technologies have been evaluated for Ingredion's corn wet milling processes with a third-party consultant. The flue gas streams from our corn wet mill operations that are potential targets for carbon capture possess a relatively low CO₂ concentration compared to other processes, such as fermentation that produce a high concentration CO₂ stream. The low CO₂ concentration stream impacts the economic feasibility of utilizing the current carbon capture technology available, but we continue to monitor the technological advances in this area.

LEVER: Offset

11

PURCHASED OFFSETS are not a priority for Ingredion at this time because we have prioritized reducing our physical emissions in our operation.

Ingredion's existing SBTi Scopes 1 and 2 GHG reduction goal aligns with Well-below 2°C and the Paris Agreement. We remain focused on trying to identify a pathway to a Scope 1 and 2 SBTi 1.5°C target, which is required before we can have a validated Net Zero target as well. We believe that the SBTi methodology establishes criteria aligned with our own beliefs that reducing physical emissions in our value chain is essential to mitigating climate change.

2024

Our strategy to reduce Scope 3 emissions is focused on the categories that are most relevant to our supply chain emissions. The pathways to reductions in these high priority categories include:

CATEGORIES

Purchased Goods and Services

Transportation

Processing of Sold Product

PATHWAYS

- 1. Regenerative and Sustainable Agriculture**
- 2. Supplier Engagement (e.g. Chemicals, Packaging, Ingredients)**
- 3. Mode and Logistics Optimization**
- 4. Alternative Transportation Fuels**
- 5. Customer Engagement**





01

SUSTAINABLE AND REGENERATIVE

AGRICULTURE is a foundational component of Ingredion's All Life Sustainability strategy. In 2024, we achieved approximately 85% of our Tier 1 crops (corn, tapioca, potato, stevia, pulses) as sustainably sourced.



acres of crops are in regenerative programs, covering corn sourced for Brazil, Mexico and the US.



In our grower engagements, we work with farmers to collect farm-level information related to issues such as fertilizer use in applications like the Cool Farm Tool. Through our partnership with HowGood, we are evaluating integration of on-farm sustainability data with our global GHG reporting using their new FieldScope tool.



In 2024, we focused on improving the quality of our FLAG (forest, land and agriculture) Scope 3 calculations. We transitioned to using HowGood emissions data for agriculture raw materials, such as corn, tapioca, and stevia, that comprehensively include farm-to-farm gate emissions, land use change and carbon removals estimates.

02

SUPPLIER ENGAGEMENT

related to GHG emissions reductions associated with the materials we purchase is an important lever for reducing our Scope 3 emissions. We have completed a supplier segmentation to better understand which suppliers are estimated to be the highest contributors to Ingredion's Scope 3 emissions on a spend-based analysis. In 2024, we evaluated several software vendors with solutions for Scope 3 calculations and supplier engagement. System implementation will start in 2025, and we look forward to scalable supplier data collection and engagement being enabled by this new capability.

CATEGORIES **Transportation**

03

MODE AND LOGISTICS OPTIMIZATION

are avenues to optimize our carbon footprint and delivery costs. Air freight is an extremely carbon-intensive form of transportation compared to other modes (e.g. truck, rail, ocean). Our Global Supply Chain team leads a Sales and Operations Planning process that aims to accurately forecast customer demand and optimize production globally to meet on-time customer deliveries. In 2024, the global spend on air freight was minimal, and does not provide a significant current opportunity to reduce emissions. Our Global Supply Chain team is also working to deploy technologies and processes to optimize loads and routings.

04

ALTERNATIVE TRANSPORTATION FUELS

, such as advanced biofuels for ocean freight or electric truck transportation, are in their early stages of adoption. We have piloted electric trucks in Brazil and China where the routes align with this technology and its current cost and range. Our procurement team continues to work with potential vendors to identify viable use cases to pilot this technology.



05

CUSTOMER ENGAGEMENT related to the GHG emissions associated with the process of our product in their facility has not yet started. We aim to begin the initial engagement process with our customers with similar sustainability objectives as Ingredion. This will enable further product collaborations related to GHG reductions and primary data that can be utilized in our Scope 3 calculations.

Making Significant Strides Toward Our Renewable Energy Commitment

As indicated in our carbon transition plan, renewable energy plays a strategic role in our global carbon reduction strategy. 2024 saw our renewable electricity increase to approximately 32% of our global purchased electricity, with the largest year-over-year increases occurring in our LATAM segments. In addition to purchased electricity, we also expanded our use of on-site renewable energy throughout the year. We commissioned floating and land solar panels at two facilities in Thailand, and these join existing renewable electricity infrastructure in Colombia and Pakistan. We also had a full year of operations at our two biomass plants in Brazil with our partner ComBio.



Maintaining Water Stewardship Across Our Operations

Water is a critical resource for our operations, and we are committed to responding to current and future water risks in the communities where we operate. Our global operations network uses a Manufacturing Excellence team to recommend best practices in our operational routines, equipment and technologies. This allows us to share learnings across our global organization and adapt quickly. We identified Mexico as an extremely high water-stress region that needs strong focus. In the previous decade, our Mexico team has already executed on the easier opportunities to reduce water use intensity.

In 2024, our Mexico operation had flat progress to our 2019 baseline. This represents a 2% increase in water consumption compared to the previous year. Early in the year, there were some operational issues which led to higher water use that was later resolved. In 2024, we completed an anaerobic wastewater treatment project at our San Juan del Rio plant that will enable more water recovery for cooling starting 2025.





Reducing Waste Across Our Operations

In 2024, we continued to work across our global operations to drive avoidance of waste to landfill.



of total waste is diverted from going to landfills or incinerations without energy recovery (an improvement from 90% in 2023).

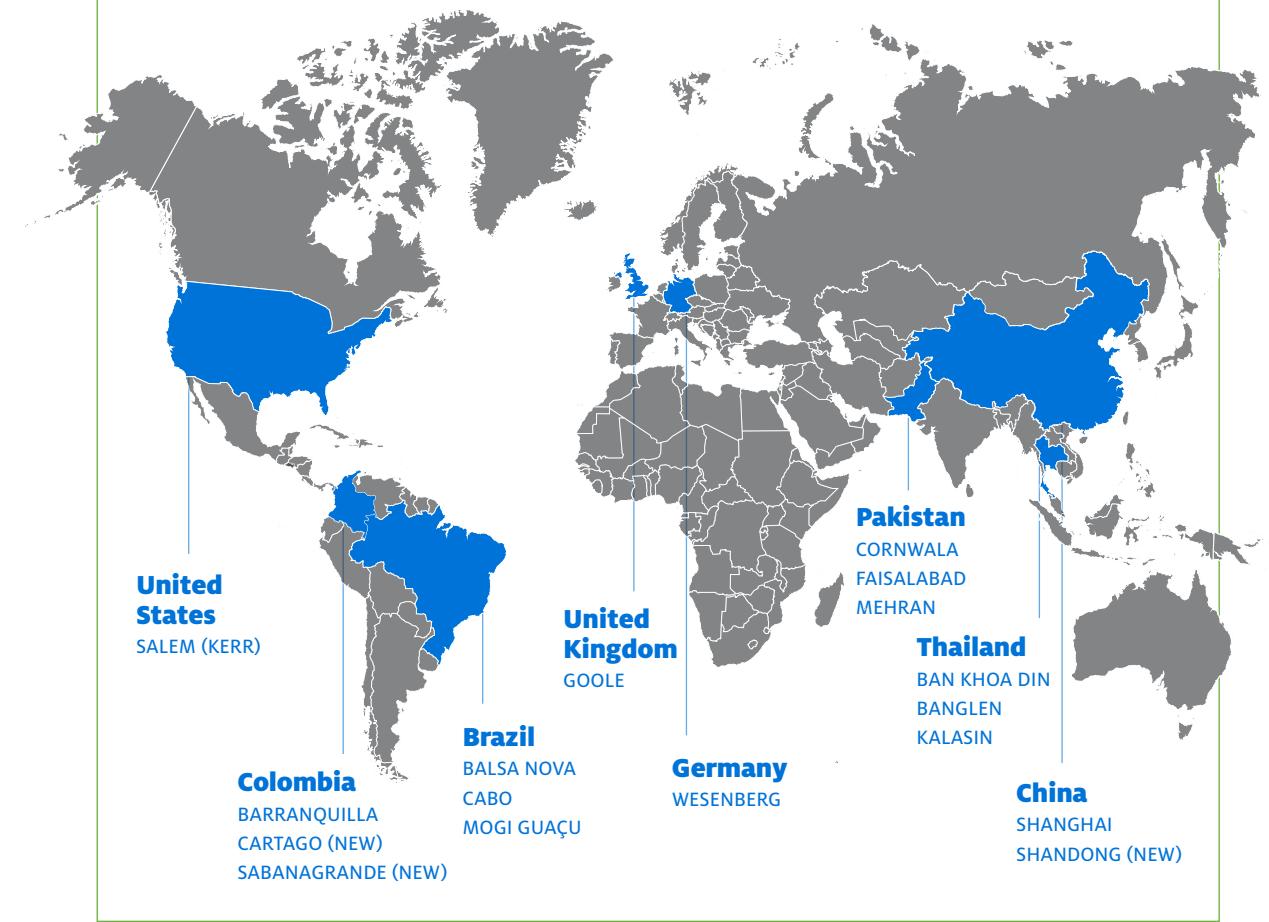
At our North Kansas City plant, we made improvements to the manufacturing and wastewater processes that reduced the amount of liquid waste and solid waste going to landfill. This project was achieved through multi-functional collaboration, resulting in a 75% reduction in solid waste to landfill versus 2019 base year.



2024

17 Plants Achieving Zero Waste to Landfill

Ingredion defines Zero Waste as <0.5% of the plant's solid waste going to landfill or waste incineration without energy recovery.





Committed to Minimizing Plastic Waste in Our Operations

Ingredion performed a preliminary mapping of where plastics are used within our operations. Primary plastics usage occurs in packaging and shipping/distribution of product to the customer. Smaller amounts of plastics are used in direct operations, but primarily for quality control, testing of product and intermediate storage. Our estimates indicated that approximately 13,500 MT of plastic packaging material usage containing 50% plastic (as a percentage of total weight) or greater was used in our global operation. We do not have complete data on the plastics packaging content associated with our raw material consumption at the present time.

We aim to reduce plastic waste associated with our operation by completing three projects per country where we have manufacturing operations. Through 2024, we have completed 32 projects. In 2024, our corporate headquarters in Westchester, Illinois, eliminated the use of plastic water bottles in the facility, replacing them with filtered water and ice machines and water pitchers for meetings. These simple changes are estimated to reduce 150 kg of plastic.

Improving Water Quality through COD Reduction

In waste reduction, we measure the COD (Chemical Oxygen Demand) intensity associated with operational streams going to wastewater. Our goal is to reduce our COD intensity by 10% by 2030 compared to our 2019 baseline, so we create more products and less waste from the agriculture crops we consume. In 2024, we achieved a 1% increase in COD intensity versus our 2019 baseline, which was flat compared to 2023 performance. Some of our facilities were impacted by unexpected operational upsets, which adversely impacted the global COD intensity.

Several of our plant operations teams have formed small working teams to improve this sustainability metric. For example, in our Cali, Colombia, plant, the team initially focused on creating standard measurement operating procedures, improving instrumentation and quantifying the major sources of COD. Individual departments then worked to improve operations in their areas, resulting in a 42% reduction versus 2019 baseline.



Wet Mill

Modified Starches

Enzymatic Refinery

Utilities

Engaging Our Communities on Earth Day

In April, several Ingredion sites celebrated Sustainability Month with the theme “Global Goals. Local Impact.” Employees across several sites participated in community activities such as tree planting, trash pickups and local student environmental education.



Continuing our work toward a net-positive biodiversity impact



Navigating Complexity Around Biodiversity

As we progress our sustainability program toward our 2030 goals, biodiversity is an area that continues to present challenges we must find a way to overcome. The primary drivers for this are:

01

the extreme complexity in ecosystem drivers that impact biodiversity at the local level.

02

the lack of a single industry-adopted approach for measuring and improving biodiversity impact.

While we have not identified significant biodiversity impacts in our supply chain, we see value in working with our growers to promote better on-farm and ecosystem resiliency.

To help clarify our path forward, in 2024 we focused on continued dialogue with customers and stakeholders, evaluating tools for biodiversity assessment, working to evaluate key performance indicators (KPIs) that would help us measure biodiversity impact and alignment with our own regenerative agriculture efforts to better leverage interaction with the growers in our supply chain.

To that last point, we are pleased to report that the Sustainable Agriculture Initiative (SAI) Platform launched its Regenerating Together program in October of 2024. This will be an important step forward in helping us align our efforts. To read more about our regenerative agriculture efforts, please see the **Sustainable and Regenerative Agriculture** section of this report.





Refining Our View of Biodiversity

In 2023, we used the World Wildlife Fund Biodiversity Risk Filter to evaluate the geographies around the world in which we operate. In 2024, our focus was on enhancing the information we have about those geographies to better understand how our operations are, or can, impact the local ecosystem in a positive way. These enhancements fall into three major categories: sustainable and regenerative agriculture, water and engagement.

Sustainable and Regenerative Ag

01

INFORMATION EVALUATED

- Sustainable agriculture (% FSA validation)
- FSA*-identified deforestation consideration
- Regenerative agriculture implementation
- Pesticides of Concern use
- Integrated Pest Management use

Water

02

INFORMATION EVALUATED

- Water risk rating
- Site water use intensity
- Site wastewater treatment operations
- Site Chemical Oxygen Demand (COD) reduction

Engagement

03

INFORMATION EVALUATED

- Non-Government Organization (NGO) engagement
- Customer engagement

We also worked to map out this additional context alongside geographic biodiversity risk. This work has brought additional insight to priority areas of focus for biodiversity and ecosystem services.

Continuing to Evolve Our Efforts

Going forward, our challenge will be finding a way to evaluate biodiversity value alongside other environmental factors, such as carbon emissions and water. We understand there can be trade-offs between these factors. One approach we are evaluating is to quantify the economic value of natural capital within a geographic ecosystem to better be able to evaluate interventions and other projects. As an example, the economic value of water in a high-stress geography could be much higher than the economic value of water in a low-stress geography.

Estimating this economic value of biodiversity, carbon and water could provide us with a more robust mechanism for evaluating intervention approaches, understanding how to prioritize trade-offs and better represent the ecosystem needs in decision making. This approach could also suggest KPIs that help us better understand how we are driving progress.

Ingredion continues to evaluate partners and opportunities to pilot this economic valuation approach in our supply areas, as we feel it could further strengthen our approach around biodiversity, as well as help inform our sustainable and regenerative agriculture strategy.

*SAI PLATFORM FARM SUSTAINABILITY ASSESSMENT

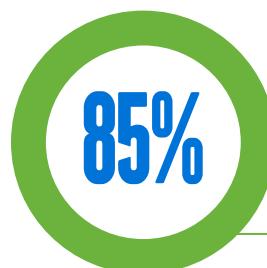


Zero Deforestation

In 2024, we continued our process of evaluating our Tier 1 priority crops (corn, tapioca, potato, stevia, pulses) by using the SAI Platform Farm Sustainability Assessment (FSA). The FSA contains questions which are labeled as “Essential,” meaning farms must comply with 100% of these criteria to be considered sustainable. These include topics such as child labor, forced labor and using licensed pesticides. Included among the 23 Essential questions is one related to no deforestation on the farm since 2015 (FSA63).

Completing the FSA with our growers, which includes both a self-assessment by the farmer and a third-party validation audit, is the primary mechanism through which Ingredion assesses deforestation in our agricultural supply. Being at 85% sustainably sourced means that we have validated that percentage of our supply chain as having no deforestation.

While the European Union Deforestation Regulation does not apply to Ingredion operations, Ingredion is using the SAI Platform’s FSA to support our customers and supply chain partners in evaluating deforestation risks in our mutual supply chains. The SAI Platform has already indicated that it is working to keep the FSA relevant to European regulations, with a new module being developed in 2024 to align with the requirement of the EU Corporate Sustainability Due Diligence Directive.



of Tier 1 priority crops' supply chain validated as having no deforestation.



JULIA SANGUINETTI
Sustainable Sourcing Analyst

In 2024, we have worked hard to enhance the digital tools we use to collect farm-level data and aggregate that information at a corporate level. These tools enable us to not only streamline information collection, but also to enhance our data analytics and reporting. This will make it more timely for us to identify potential deforestation risks with our growers, enabling quicker assessment and responses.

Connected Life

CREATING SHARED SUSTAINABLE VALUE



Building a climate-resilient agricultural supply chain



Further Progress on Sustainable Sourcing

We continued to see progress on our sustainable sourcing program, increasing to 85% sustainably sourced across our globally sourced Tier 1 crops. Our Tier 1 crops — corn, tapioca, potato, stevia and peas/pulses — comprise approximately 99% of our global sourcing by volume. Notable increases in sustainable volumes in 2024 were seen in the United States, Canada, Thailand and Colombia, driving much of our progress.



of Tier 1 priority crops are sustainably sourced.



of Waxy corn is sustainably sourced.



Sustainably Sourced Stevia

Ingredion's Stevia Sustainability Program made significant advancements in 2024 to continue to set the bar for the company as well as the stevia industry. This year, our agricultural team in the region achieved FSA Silver for 100% of our stevia leaf supply – an industry and company first. In addition to enhancing our sustainable sourcing program, we also executed on our Plant Breeder Rights (PBR) enforcement strategy to gain formal recognition as a stevia varietal provider to the industry. This sets the precedent for the protection of future stevia varietals.

KURT CALLAGHAN
Director Global Product Portfolio, Healthful Solutions Sugar Reduction and Chief of Staff for PureCircle



FSA Silver for 100% of our stevia leaf supply means we are fostering the best farming practices on the field and adding resiliency to make communities better. Our audit program ensures we are helping to elevate farmer livelihoods by prioritizing human rights, fostering sound farm management practices and optimizing herbicide and pesticide usage, resulting in increased yield per hectare.



2023 2024



2023 2024

The United States supply of dent corn resulted in our largest volume increase globally.

Further collaboration with our growers helped to incentivize them to use the Sustainable Agriculture Initiative (SAI) Platform Farm Sustainability Assessment (FSA) program.



Ingredion Thailand continued their excellent work with growers, where they delivered some of the first FSA Silver validated tapioca in the country. This has been particularly challenging and rewarding work, as we have found a variety of farming practices to navigate among the nearly 7,000 small holder farmers that make up our supply base in the country. There have been a number of practices deployed with growers that have helped with the adoption of sustainable practices, but a considerable amount of direct support has also been provided. This work led from sustainable volumes in Thailand increasing from 79% in 2023 to 90% in 2024. **Through their efforts, the Thai team has earned FSA Gold status on approximately 34% of their total sourcing.**



2023 2024

Our team in Canada worked closely with local grain elevators to incentivize them to get their supplying growers enrolled in the FSA program, improving our sustainable sourcing.

These incentives included paying a premium to the elevators to support grower engagement and have opened the door for further collaboration with farmers into the future.



2023 2024

Our corn sourcing in Colombia, which is being imported from the United States, saw tremendous increases in sustainable volumes by leveraging the US Grain Export Council sustainable sourcing program that is new in the marketplace. This program was mapped against the SAI Platform FSA to ensure equivalency against our sustainable sourcing requirements and was the driver to significant increase in sustainable sourcing.

Because of the work of our local agriculture personnel, we were able to demonstrate that all 97% of the volume covered is at an FSA Gold level.

As we move into 2025, we will continue to press on toward 100% sustainable sourcing of our Tier 1 priority crops. We know that there will be challenges in reaching this target – geopolitical pressures, growing small holders in our supply chain, rising program costs – but we are dedicated to driving progress.



Enhanced Data Governance

In 2024 we implemented digital solutions to help us maintain robust governance over the grower data we collect around sustainable and regenerative agriculture. These solutions help us manage information and costs associated with our program by allowing our local agriculture teams to have a platform through which to communicate this information.



**JULIA
SANGUINETTI**
Sustainable Sourcing
Analyst

By improving our digital processes to track and communicate our sustainable sourcing data, we give ourselves better access to the data that we need to meet a growing number of customer requests in this space. It also provides us with faster access to data to enable more robust business decisions.

Regenerative Agriculture Progress

Regenerative agriculture continues to be a focus for Ingredion, and the food and beverage industry in general. In 2024 we engaged with multiple customers and supply chain partners on projects in the United States, Mexico and Brazil as we continue to do preparatory work in other geographies to continue to expand and grow our efforts. Our planning work was focused on implementing programs on around 82,000 acres, however, due to changing customer requirements, farmer implementation delays and other factors, we only implemented regenerative practices on 74,000 acres. Though this falls short of our aspiration for the year, the time spent in planning activity has laid the foundation for us to continue to drive progress in 2025 and beyond.

In addition to the planning work conducted in 2024, there were changes in industry regenerative agriculture standards that will help drive progress in the future. In October, the SAI Platform released their long-awaited Regenerating Together regenerative agriculture standard.



**ANDY
UTTERBACK**
Director of Global
Sustainable Sourcing for
Ingredion and a member
of the SAI Platform
Executive Committee

We are hopeful that the new Regenerating Together program will help better align the industry around a single standard. We see this program as a great enabler for landscape level implementation of regen ag that will help us scale our impact, acreage and partnership in the future, while aligning project KPIs across the food and beverage industry.





Gum Acacia Sourcing

Over the past year, we have engaged with some of our customers regarding our gum acacia sourcing, with concerns arising primarily from political unrest in Sudan. Ingredion sources high-quality gum acacia from Sudan, Chad and parts of the Sahel region directly from our approved supplier located along a region known as the “Acacia Belt” that stretches from the Red Sea to the Atlantic. We have a long-established history of sourcing from this area with local teams and communities for over 20 years. We are committed to conducting business in accordance with our values, our policies and the law, and we expect our employees and suppliers to adhere to Ingredion’s Code of Conduct and Supplier Code of Conduct. We further work to make certain transactions are fully legitimate, transparent and in accordance with US trade policies and requirements.

To maintain full visibility of our sourcing, we use a **three-tiered approach**:

01

Suppliers are evaluated to ensure that we are using vendors that align with our quality requirements, business values and ethics.

02

Procurement management conducts regular site visits to suppliers.

03

The local field teams maintain a constant presence to ensure supply is secure and is of the highest quality.

We encourage and support communities to harvest gum acacia sustainably, based on the age of the trees, environmental factors and use the least invasive practices to preserve the health and sustainability of the trees. We hire local consultants and experts in the field of acacia forests and gum collection to support our efforts on safety, sustainability and traceability. Our consultants are on sites daily to observe and document practices, and any concerns identified are communicated immediately to Ingredion’s resident representative.

We continue to monitor potential impacts to our sourcing globally and take action as necessary in support of ethical, transparent and sustainable sourcing.



Helping to promote a more food secure world



Maintaining Our Focus on Food Security

Food security remains an important focus for Ingredion, both in terms of how we operate our business, as well as how we engage with the communities in which we operate. The three focus areas of our food security plan – product innovation, small holder farmer engagement and reducing food waste – help support our business in a variety of ways. Producing innovative ingredient solutions helps our customers increase affordability, formulate nutritious products and embrace texture technology that makes healthy food taste better. Supporting small holder farmers in our supply chain helps increase yields and build stronger climate resiliency into our supply chain. And reducing food waste helps us reduce loss and shrink our environmental footprint.

Innovating Products in Support of Food Security

We continue to leverage our expertise in innovation to help promote sustainable formulations that help promote food security. We do this by making ingredients that give our customers options with plant-based proteins, affordability and upcycled ingredients.

Take our plant-based proteins progress for instance. We are helping our customers meet the growing consumer demand for products higher in protein without sacrificing commitment to sustainability and affordability.



As a demonstration of the value plant proteins can bring to our customers, Ingredion culinologists created an alternative formulation for a cheese cracker snack. By replacing whey protein with our VITESSENCE® Pulse 1853 Pea Protein Isolate, we were able to create a snack alternative that reduced blue water usage by 6%, reduced our carbon footprint by 47% and increased consumer preference for the product by 5% at an equivalent price point. It was a win at every level. Helping our customers navigate the complexity of formulating with plant-based proteins is a step toward promoting the broad adoption of plant proteins needed to help bring food security to a growing population.





As we have previously reported, plant protein products like our PRECISA Bake 100 can replace up to 50% of eggs in products like muffins, and our VITESSENCE Pulse 3600 can reduce up to 100% of eggs in dry pasta applications. These innovative ingredients can help our customers control costs to keep their products affordable for the end consumer.

We also see growing consumer interest in sustainability areas like regenerative agriculture and upcycled ingredients. Ingredion continues to create upcycled ingredients from “ugly” fruit, potato co-streams from French fries and chips and waste citrus peels. Our Kerr Concentrates team has over 50 products certified through the Upcycled Food Association, and we are exploring this certification for other products as well. In addition to turning byproducts or waste streams into value-added ingredients, there is also the potential for generating products with a lower carbon footprint that helps our customers meet their own sustainability goals.



Leveraging Our Knowledge in Support of Small Holder Farmers

As we have shared in the past, Ingredion is a member of the Sustainable Agriculture Initiative (SAI) Platform and uses their Farm Sustainability Assessment (FSA) to evaluate the growers in our supply chain. Using the FSA allows us to assess areas where growers can be more sustainable, and we leverage these gap assessments to find common areas where we can help bring improvement. Nowhere is this more important than the geographies where we work with small holder farmers.

Currently, Ingredion’s local agricultural teams are engaged with small holder farmers in 100% of the geographies from which we source our Tier 1 priority crops – corn, tapioca, potato, stevia and peas/pulses. For more information on Ingredion’s collaboration with our growers across the globe, please see the **Sustainable and Regenerative Agriculture** section of this report.



ANDY UTTERBACK
Director of Global Sustainable Sourcing for Ingredion and a member of the SAI Platform Executive Committee

We were at the SAI Platform annual meeting in Durban, South Africa, where we heard growers talk about the economic viability of their farms. This really drove home that before we can even talk to growers about sustainable or regenerative agriculture, we need to work with them to make certain they are profitable. It's always good to start with sustainable practices that will also generate economic benefit for the grower.



Working to Reduce Food Waste Across Our Supply Chain

We continue to refine our methodology for how we look at food waste in our operations. We have evaluated using our first pass compliance as an indicator of where there might be opportunities to reduce waste in our operations, but this data does not tell the full picture, as off-spec products are often reworked into usable products. We are also looking at the food waste criteria used by some of our customers, but these guidelines do not seem to account for how our co-products are used back into the food system. We will continue to evaluate standards around food waste to develop the best programs possible to drive improvement.

Ingredion Mexico Commits to Food Waste Reduction

In October 2024, Ingredion Mexico reaffirmed its strategic alliance with the Mexican Banco de Alimentos by joining the Pacto por la Comida initiative, which aims at reducing food loss across the country. The Mexican Banco de Alimentos calls this pact the first voluntary agreement implemented in Latin America that seeks to unite food-producing companies in an effort to prevent or reduce food waste. The efforts of the program are well aligned with the frameworks of the United Nations Sustainable Development Goals of responsible production and consumption (SDG 12.3) and zero hunger (SDG 2).



ESTEFANIA BARRAZA
Sustainability Manager for LATAM

This initiative allows us to collaborate, benchmark best practices and train to prevent food loss and waste in our agricultural supply chain. As allies, we are sure that we can contribute to reach the goal of reducing food waste in Mexico.

Engaging in the SIDEAID Project in Europe

In April 2024, the SIDEAID project was launched with the aim of developing an AI-based decision support framework for side stream valorization of products in the food industry. Sponsored by the Dutch government as a public-private partnership, the initiative will focus on reducing waste by driving operations toward a more circular economy approach. Ingredion is proud to be collaborating in the SIDEAID project, eager to engage in ways to use technology and innovation to reduce food waste by better identifying higher value outlets.



ABHAY BORKAR
Senior Director,
Sustainable Process
and Product
Innovation

We anticipate that the SIDEAID project will provide a comprehensive and intelligent framework that transforms how the food industry approaches side stream valorization. The knowledge graph and decision support tools will offer valuable insights, helping us make informed decisions and optimize our processes. Ultimately, we expect this project to enhance sustainability, reduce food waste and contribute to a more resilient and eco-friendly food system.

Creating a positive impact in our communities



A New Structure to Foster Community Engagement and Impact

Ingredion has a long history of supporting the communities in which we operate. As we were developing our All Life plan, we realized there was an opportunity to streamline our focus and drive actions that would help deliver meaningful change in our communities while speaking to who Ingredion is as a brand. In 2024, we further refined our efforts by making a slight shift in our focus to three areas that are aligned with our business – Food Security, STEM Education and Health. We did this in an effort to maximize the impact we can have both locally and globally.

At Ingredion, we are committed to strengthening our community impact strategy, which is deeply aligned with our All Life plan and our overarching company purpose to ***make life better***. Volunteering and philanthropy in support of the communities in which we operate aligns seamlessly with our company value to Care First, delivering impact that directly enhances individuals' everyday lives and fosters sustainable connections with our neighbors.

01 Food Security

Supporting organizations that share universal knowledge and secure access to nutritious food and promote sustainable farming for crop security and species preservation.

02 Stem Education

Partnering with organizations that promote education in STEM or nutrition-focused fields through a hands-on, problem-solving approach to prepare individuals to address real-world challenges.

03 Health

Collaborating with organizations that aim to maintain, protect and improve the overall well-being and quality of life in population groups and communities.





By refining our community impact strategy, we can elevate our work, align with other focus areas of our All Life plan and create more impactful partnerships. Our employees don't just work in these communities – they are residents, neighbors and friends who have deep and long-lasting ties to these places. We are determined to help them grow and thrive.



SAM RENOVATO
Director, Inclusion
and Belonging and
Community Impact

I'm so excited about our new community impact strategy. Our employees have a deep passion for supporting our communities, and this new focus will bring better support to help drive impact while aligning with our company goals and values.



Supporting Global Food Security

Hunger is the most extreme form of poverty, where people lack the means or access to the food needed to properly sustain life. According to a 2024 report of the United Nations Food and Agriculture Organization (FAO), 733 million people face hunger every day and around 2.33 billion individuals – nearly 29% of the world's population – are food insecure without regular access to nutritious food. That's why so many of Ingredion's efforts to promote food security start with combating hunger. We have a long history of effort to help combat hunger in our communities. We continue to collaborate with organizations, such as Feeding America and The Global Foodbanking Network, as well as working with various non-government organizations (NGOs) across our global communities.

Brazil: Solidarity Flavor Campaign

With a goal of collecting non-perishable food items for distribution, the Solidarity Flavor Campaign, or Campanha Sabor Solidário in Portuguese, is an initiative where Ingredion employees from Brazil and the Andean Region come together to positively impact the food security of vulnerable families in the communities around our facilities. This is an annual initiative with our employees in these regions, and 2024 marked the 11th year we have implemented the program. The generosity of our local employees is matched by the company, who annually doubles the amount of food from the top site's donations as measured in terms of kilograms of food donated per employee. In Brazil, we worked with nine local NGOs to help distribute the food to those most in need.



growth of food
collected from 2023
to 2024 with 11,856
kilograms of food
collected at our
Brazil plants.





Kenya: School Feeding Program

Last year, we introduced an amazing collaboration between Tetrapak, DSM and Ingredion – along with the government of Kenya – to provide much needed nutrition to school children in Kenya through the production of a nutritional porridge drink. While we had intended to scale up this program in 2024, there were challenges in executing that plan.



KENNEDY OUMA
Director of Texture and Healthful Solutions, Middle East and Africa

Ingredion and our partners are still very dedicated to this project and to working to find resolutions to our challenges. There is great societal and business value in these types of opportunities, and we are committed to continuing to drive progress.

Ingredion Innovation Center and Grow-A-Row

Employees from our Innovation Center in Bridgewater, USA, continued to collaborate with Grow-A-Row, an organization that grows fresh fruits and vegetables for New Jersey and Pennsylvania food banks. In the fall of 2024, approximately 85 employees came together on two separate occasions to harvest crops. At a second event, employees harvested 2,000 pounds of potatoes to provide 28,000 servings for food banks serving the local community.



228K

servings to help food insecure people were provided by 57,000 pounds of corn harvested in September.



Colombia: Colmaíz Digital Bakery School

Ingredion and the Colmaíz® brand are working to have a positive impact on local communities in Colombia through bakery workshops that focus on developing technical skills for the production of cheese-based baking products that are very popular locally. They have done this by launching the Colmaíz® Digital Bakery School platform, which allows individuals to take virtual classes, free of charge, at their own time and convenience. These classes are aimed at increasing their technical knowledge around bakery sciences.

Ingredion Colombia is also offering in-person workshops for those who want to go beyond the learning they receive from the digital courses. We continue to evaluate ways to enhance our offerings to the community.



DIANA GONZALEZ
Sustainability Coordinator for Ingredion's Andean Region

In Colombia, there are more than 25,000 bakeries, which makes it a challenge for technical and go-to-market teams to reach all of them. We needed a solution that helped us reach as many customers and community members as possible, given our resources. Our team came up with the idea of a digital platform, and it's already been an incredible success.



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.



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.



Linking Sustainability to Executive Compensation

This year, we also made progress on our efforts to link executive compensation to our sustainability performance. Our executive leadership team now has direct measurements tied to the company performance in safety, carbon emissions reductions and sustainable sourcing progress. While Ingredion employees have had a long-standing link in compensation to safety performance, this marks a further evolution in aligning with some of the key targets in our All Life plan.

Business Integrity Program

Ingredion's ethics and compliance program is called "Business Integrity" because our values center on integrity: trust and integrity are the essential ingredients to our program. Our Business Integrity program is robust and comprehensive, designed to support employees' understanding of legal requirements and operating our business responsibly, ethically and with integrity.

We operationalize our Business Integrity Program through three strategic pillars: governance, risk and culture.

The Business Integrity Program



Governance Oversight and Accountability

Build accountability with an Owner's Mindset for our employees, customers and stakeholders.



Risk Proactive Risk Management

Drive strong cross-functional leadership and build functional partnerships to increase accountability to manage risks.



Culture Engagement and Learning

Promote a culture of compliance and ethical conduct.

The Business Integrity program supports our values-based culture in all our operations, building high performance with integrity and helping our employees manage risk with confidence. We do this by:

- Providing advice, training and raising awareness among Ingredion employees on integrity and compliance-related topics.
- Establishing risk-based due diligence processes in relation to new and existing counter-parties.
- Collaborating with and supporting other Ingredion functions to ensure the organization's requirements on ethics, integrity, anti-corruption and other risk issues are appropriately implemented.
- Receiving and investigating reports on integrity violations and non-compliance.
- Developing policies, procedures, job aids that provide guidance on business practice risks, integrity and ethics.
- Performing risk assessments and developing appropriate remediation plans.
- Delivering on operational priorities that the Business Integrity team deems appropriate to support the program's objective to deliver a robust, risk-based compliance and ethics program that will inform, engage and inspire our employees deliver high performance with integrity.



Executive Business Integrity and Segment Committees

To facilitate the effective operation of the Business Integrity Program, Ingredion has established a center-led program of compliance policies, standards and procedures. The Integrity Program is led at the corporate level by the Executive Business Integrity Committee (EBIC). The EBIC and Business Segment Committees oversee the integration of the program in each geography in which the Company operates. Their leadership promotes compliance and ethical business practices and fosters our Speak Up! culture, so that suspected violations of law and policy are promptly reviewed and investigated. Business Integrity's procedures include certifications of compliance, audits, seminars or such other programs as appropriate for a specific risk issue.

2024

Highlight: Empowering Our **Speak Up!** Culture with Reach and Impact

Business Integrity delivers ethics and compliance education, training and tools that help manage risk, protect reputation and reinforce our inclusive culture, which empowers us to live our values, deliver on Ingredion's purpose and foster the shared trust and accountability essential to Ingredion's success.



Governance Highlights: Core Policies and Training

In 2024, we updated our values-based Code of Conduct to provide greater guidance on risk issues, such as data security and artificial intelligence. Ingredion's purpose-driven, people-centric growth culture is guided by our values-based Code of Conduct, entitled, "Living Our Values." Published in 12 languages, the Code is the foundational document of our risk-based, values-driven Business Integrity, Ethics and Compliance Program (Business Integrity Program). Our Code is supported by several core business practice policies, from which we delivered required manager and employee training:



SEE OUR CODE OF CONDUCT
Living Our Values

- **Anti-Bribery and Corruption:** We have strict anti-corruption policies and related procedures, such as the Anti-Corruption Due Diligence Process, which are designed to ensure compliance with the U.S. Foreign Corrupt Practices Act and local anti-bribery laws.
- **Speaking Up/Non-Retaliation:** Reinforcing our open door, speak up culture, we welcome, encourage and support our employees in asking questions and raising concerns with zero tolerance for retaliation.
- **Supplier Code of Conduct:** We expect our suppliers to share our core values, comply with all laws applicable to doing business with us and implement responsible and ethical business practices consistent with our core values.



Additional Governance Highlights: Core Policies and Training

- Competing Fairly:** Ingredion is committed to competing ethically and complying with the letter and spirit of all applicable antitrust, or “competition,” laws and regulations in the countries where it does business. Our antitrust policy underscores the importance of compliance with competition laws.
- Anti-Harassment and Discrimination:** Reinforcing our commitment to our Everyone Belongs Value, we do not tolerate discriminatory or harassing behavior by employees, customers, vendors, agents or any third parties conducting business with the Company.
- Human Rights:** As a leading plant-based food ingredients company, we recognize our global responsibility to uphold the highest standards of human rights. Our standards are grounded in the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the International Labor Organization Fundamental Principles and Rights at Work. As a signatory company of the United Nations Global Compact, we are committed to Human Rights across our supply chain.
- Trade Compliance:** Ingredion’s Trade Compliance Management System (TCMS) provides a comprehensive, coordinated and systematic approach to managing the Company’s trade activities in compliance with applicable laws and regulations.
- Environmental Health and Safety:** Ingredion is committed to safeguarding people, assets and the environment, and maintaining compliance with all applicable EHS&S regulations and requirements. We are dedicated to collaborating with stakeholders, producing quality products safely and sustainably and reducing environmental impact.

Training and Communication

Throughout the year, we provide consistent and interactive training to our global teams to create a steady drumbeat of communication on the importance of ethical business practices.



rate of completion
of all training delivered
to employees.



Our annual Living Our Values training also includes an annual certification of compliance, conflicts of interest disclosure and now, for the third year in a row, an ethical culture pulse survey. Other communication examples include:

01

Five Minutes With

PURPOSE:
Storytelling from executive leaders sharing reflections on how to lead with integrity and manage risk with resiliency and agility.

02

Risky Recipes

PURPOSE:
Quarterly communications of real-life stories of ethics and compliance situations.

03

Global Business Integrity Week

PURPOSE:
Our annual global celebration of our values and culture of ethics. Integrity Week’s goal is to inspire, engage and inform our global teams on risks that can affect our business.



Ethisphere World's Most Ethical Companies

Ingredion's leadership in sustainability, governance, ethics and compliance in 2024 led to it being honored for the eleventh time as one of the World's Most Ethical Companies[®] by Ethisphere Institute for 2025.

Ingredion's Business Integrity program was also featured in Ethisphere's "Ethicast" Webcast, showcasing the company's approach to monitoring and measuring the effectiveness of our internal investigations.



KIMBERLY WHITE
Vice President and
General Counsel,
Compliance

Ethisphere continues to create a benchmark against which we evaluate our ethics and governance programs, allowing us to identify opportunities to continually improve our processes.



Business Ethics Reporting

Our ***Speak Up!*** culture encourages employees and suppliers to raise concerns and report suspected misconduct.

Concerns or Questions

can be raised to the employee's manager, human resources or the Business Integrity team at AsktheCCO@ingredion.com, or by contacting the confidential Business Ethics Line by phone or web at INGRethics.com



The Business Ethics Line is available 24/7, is available in 12 languages and offers the option for anonymous reporting. The Business Ethics Line is managed by an independent, third-party vendor and is freely available to employees and anyone who conducts business with Ingredion. Our reporting process logs, reviews and assigns reported matters to trained internal team members. For quality assurance, Ingredion annually reviews the effectiveness of its internal reporting process and solicits feedback from individuals who, if identified, have interacted with the process to ensure compliance with our investigative principles of procedural justice. Ingredion investigates all credible good-faith reports of misconduct. We have a zero-tolerance for retaliation against anyone who reports suspected violations of policy in good faith.

People: Our Key Ingredient for Sustainability

A Letter from Our Chief Sustainability Officer

Thank you for taking the time to read our 2024 Sustainability Report. While I'm very proud of the progress we continue to make toward our sustainability goals, I'm even more proud of the level of engagement we continue to see in this critical space.

As you have read, we continue to leverage the diverse capabilities of our employees and our business partners to drive progress. Our employees continue to find ways to innovate on sustainable solutions and programs. We leverage stakeholder knowledge and insight by working closely with our customers and NGO partners to collaborate and create mutual value in reaching our sustainability aspirations.

Make no mistake, sustainability continues to be a challenging area where we see trade-offs, shifting business priorities, increasing regulations and evolving stakeholder demand. Now more than ever it is critical that we maintain open and honest dialogue with our business partners so we can identify a path forward. Across 2024 I had many meetings with our customers' senior leadership teams, and sustainability continues to be an area of focus and growth. I believe there continues to be an emphasis on valuing transparency and collaboration over perfection.

When I pause and look back for a moment, I am amazed and proud of how far we have come. For the first time in 2024, Ingredion was named to Barron's 100 Most Sustainable US Companies list. We are humbled to be included with companies that we admire and benchmark ourselves against in creating sustainable business. Accomplishments like this happen not because we have a small team of people working on sustainability, but because the very idea of being a more sustainable business has been embraced by our employees in regions and functions across the business. I continue to be humbled by how our people innovate to enhance sustainability in their day-to-day jobs.

As we continue to drive progress, I know we will continue to encounter challenges and business opportunities that require us to adapt our sustainability strategy. The path forward will be very clear in some areas, while less clear in others. We will remain focused on moving forward, learning from our mistakes, sharing best practices with our stakeholders and ultimately continuing to drive progress on our sustainability goals. We will continue to do this by leveraging the talent of our people and the individuals with whom we collaborate.



A handwritten signature in black ink, appearing to read "Larry Fernandes".

LARRY FERNANDES
Senior VP, Chief Commercial
and Sustainability Officer



The Organization and Its Reporting Practices

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
2-1	Organizational details	Legal Name: Ingredion Incorporated Ownership and legal form: 2024 Annual Report Location of headquarters: Chicago, Illinois (USA) Location of operations: 2024 Annual Report		Additional information on our locations can be found at www.ingredion.com .
2-2	Entities included in the organization's sustainability reporting	2024 Annual Report		
2-3	Reporting period, frequency and contact point	Reporting period: 2024 Sustainability Report Frequency: Ingredion's sustainability reports are issued annually and based on calendar year Contact Point: Inquiries about this GRI Index or Ingredion's sustainability program can be directed to corpcomm@ingredion.com		Ingredion provides updates on our efforts on an annual basis.
2-4	Restatements of information			There were no restatements of information in Ingredion 2024 Sustainability Report.
2-5	External assurance	2024 CDP Corporate Report, 2024 Sustainability Report		Data reported in Ingredion's 2024 CDP Corporate Report combined questionnaire is verified by Apex. Additionally, volumes covered by Ingredion's sustainable sourcing program are also reviewed and assured externally by Apex.

Activities and Workers

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
2-6	Activities, value chain and other business relationships	2024 Sustainability Report, 2024 Annual Report		Additional information on our products can be found at www.ingredion.com . There were no significant changes to Ingredion or its supply chain in 2024.
2-7	Employees	2024 Annual Report		
2-8	Workers who are not employees	N/A — Ingredion may employ managed contractors at our facilities but do not otherwise employ workers who are not employees.		



Governance

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
2-9	Governance structure and composition	Ingredion Incorporated Corporate Governance Principles, 2024 Annual Report, Board of Directors (Ingredion website)	5	The Principles can be accessed at www.ingredionincorporated.com/investors/Governance.html .
2-10	Nomination and selection of the highest governance body	Ingredion Incorporated Governing and Nominating Committee Charter; Ingredion Incorporated Corporate Governance Principles		The Charter and Principles can be accessed at www.ingredionincorporated.com/investors/Governance.html .
2-11	Chair of the highest governance body	2024 Annual Report; Board of Directors (Ingredion website)		
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Sustainability Report, Ingredion Incorporated Corporate Governance Principles and Nominating Committee Charter	16, 17	Ingredion engages with customers, investors, NGOs, trade associations and other stakeholders to obtain input on a variety of topics. The Board regularly reviews the strategy and objectives of the company and our sustainability efforts. The Principles and Charter can be accessed at www.ingredionincorporated.com/investors/Governance.html . Aside from the general governing responsibility of the Board of Directors, the Governance and Nominating Committee of the Board has direct oversight for sustainability.
2-13	Delegation of responsibility for managing impacts	2024 Sustainability Report		Ingredion's Governance and Nominating Committee of the Board of Directors has oversight responsibility for sustainability.
2-14	Role of the highest governance body in sustainability reporting	2024 Sustainability Report		Ingredion's Global Sustainability Council operates under the guidance of the Governance and Nominating Committee of the Board of Directors.
2-15	Conflicts of interest	Code of Conduct		The Code of Conduct can be accessed at https://www.ingredionincorporated.com/CorporateResponsibility/CodeofConduct.html .



2-16	Communication of critical concerns	Concerns can be communicated by any employee (1) to the executive leadership team directly or through managers, (2) to the corporate Business Integrity Committee directly or through anonymous reporting hotline, or (3) to the Corporate Compliance Officer who communicates independently with the Board of Directors.		
2-17	Collective knowledge of the highest governance body	Ingredion Incorporated Governing and Nominating Committee Charter		The Governance and Nominating Committee Charter covers sustainability responsibility, as well as stipulations for seeking Resources and Consultants where appropriate. The Charter can be accessed at www.ingredionincorporated.com/investors/Governance.html .
2-18	Evaluation of the performance of the highest governance body	Ingredion Incorporated Corporate Governance Principles, Ingredion Incorporated Governing and Nominating Committee Charter		The Principles and Charter can be accessed at www.ingredionincorporated.com/investors/Governance.html .
2-19	Remuneration policies	2024 Annual Report, Governance (Ingredion website)		
2-20	Process to determine remuneration	Ingredion Incorporated Compensation Committee Charter		The Charter can be accessed at www.ingredionincorporated.com/investors/Governance.html .
2-21	Annual total compensation ratio	2024 Proxy Statement		



Strategy, Policies and Practices

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
2-22	Statement on sustainable development strategy	2024 Sustainability Report		Our report includes statements from both our CEO and CSO.
2-23	Policy commitments	Code of Conduct, Our Values (Ingredion website), Ingredion Human Rights Policy	16	The Code of Conduct can be accessed at https://www.ingredion.com/na/en-us/company/meet-ingredion/business-integrity-ethics-compliance/code-of-conduct.html . Ingredion's Human Rights Policy can be accessed at: https://www.ingredion.com/na/en-us/company/meet-ingredion/sustainability.html .
2-24	Embedding policy commitments	Code of Conduct, Our Values, Supplier Code of Conduct (Ingredion website), Ingredion Human Rights Policy	16	The Code of Conduct, Our Values and Supplier Code of Conduct can be accessed at https://www.ingredion.com/na/en-us/company/meet-ingredion/sustainability.html .
2-25	Processes to remediate negative impacts	Code of Conduct		Ingredion has an Internal Investigation Policy and Process to address any concerns raised. Ingredion utilizes a number of mechanisms for ethics reporting, including items such as open-door policies and an anonymous reporting line: INGRethics.com. All employees are assigned Code of Conduct training annually.
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct		Ingredion utilizes a number of mechanisms for ethics, including items such as open-door policies, web-based reporting and an anonymous reporting line: INGRethics.com.
2-27	Compliance with laws and regulations	Ingredion discloses fines and non-monetary sanctions as required by the laws and regulations applicable to its operations, including, among others, SEC reporting requirements.		See Ingredion's 2024 Annual Report, page 17, for additional information on legal proceedings.
2-28	Membership associations	2024 Sustainability Report	17	Ingredion is a member of multiple organizations with a sustainability focus, including the SAI Platform, Field to Market, The Campbell Institute and others.



Stakeholder Engagement

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
2-29	Approach to stakeholder engagement	List of stakeholder groups: 2024 Sustainability Report (various listed throughout) Identifying and selecting stakeholders: Ingredion has conducted an internal stakeholder assessment, which examined the overlap between areas most important to our sustainability strategy and our existing stakeholder engagement. We utilize this assessment to inform where we may solicit additional stakeholder input. Approach to stakeholder engagement: We engage with stakeholders in two ways: (1) as a part of regularly scheduled meetings through organizational membership and (2) on an as-needed or as-requested basis.		Ingredion engages with customers, investors, NGOs, trade associations and other groups to solicit input and feedback on our sustainability efforts. Some of these stakeholder groups and their engagements are referenced in our sustainability report. Others are not referenced explicitly due to constraints on space in the sustainability report or confidentiality concerns. Ingredion undertakes stakeholder engagements as a normal course of business, and not solely for the preparation of our annual sustainability report.
2-30	Collective bargaining agreements	Approximately 45% of Ingredion's manufacturing plants have collective bargaining agreements in place.		Per our internal Social Accountability Management System, employees have the right to establish collective bargaining agreements. Our labor practices across our manufacturing operations are audited utilizing 4-pillar Sedex Member Ethical Trade Audits (SMETA).

Disclosures on Material Topics

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
3-1	Process to determine material topics	2024 Sustainability Report		Ingredion's All Life plan was developed based upon stakeholder analysis and materiality assessment. Reporting against our sustainability pillars addresses the key points of these assessments.
3-2	List of material topics	List of material topics: 2024 Sustainability Report; 2024 CDP Corporate Report Changes in reporting		Ingredion is in the process of updating our materiality assessment in line with the requirements of CSRD. We will report material topics under this regulatory framework as that work is completed.



3-3	Management of material topics	2024 Sustainability Report		The content of our report is based on those topics most material to our business, along with non-material items of interest or relevance to our stakeholders. Ingredion has a Global Sustainability Council made up of senior leaders within the organization. This group meets on a regular basis to assess progress against the company's sustainability strategy. Periodic reports are also made to the Executive Leadership Team, as well as the Board Governance and Nominating Committee (GNC), which both assess performance and risk mitigation.
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Economic Performance

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
201-1	Direct economic value generated and distributed	2024 Annual Report		
201-2	Financial implications and other risks and opportunities due to climate change	2024 CDP Corporate Report, 2024 Annual Report	13	
201-3	Defined benefit plan obligations and other retirement plans	2024 Annual Report		

Indirect Economic Impact

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
203-1	Infrastructure investments and services supported	Any such investments are made at the local or regional level and are not collected at this time at the corporate level.		
203-2	Significant indirect economic impacts	This information is not currently collected at the corporate level within Ingredion.		Ingredion invests in a variety of ways that have a positive indirect economic impact on the areas in which we operate. Included among these are our Community Impact program, as well as the work we do with farmers under our Sustainable and Regenerative Agriculture program.



Procurement Practices

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
204-1	Proportion of spending on local suppliers	Ingredion manages this activity at the regional or local level and does not currently have the data to report this at the corporate level.		Ingredion purchases crops from local suppliers in many of the geographies in which we operate, including Brazil, Canada, China, Colombia, Europe (France and Hungary), Mexico, Pakistan, Thailand and the United States.

Anti-Corruption

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
205-1	Operations assessed for risks related to corruption	As part of our risk management processes, Ingredion continually assesses our operations for risks related to corruption, as well as other activities related to compliance with local laws and/or our policies on business conduct.		
205-2	Communication and training about anti-corruption policies and procedures	All employees receive ethics training and sign off on Ingredion's Code of Conduct, as well as our company values.		This training was conducted again in 2024, in accordance with the policies in our Code of Conduct.

Anti-Competitive Behavior

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
206-1	Legal action for anti-competitive behavior, anti-trust and monopoly practices	There were no legal actions against Ingredion in 2024 for anti-competitive behavior.		



Materials

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
301-2	Recycled input materials used	This information is not currently collected at the corporate level.		The paper bags Ingredion uses for shipping products may contain recycled content. This content can vary from country to country based on availability, local regulations and other factors.
301-3	Reclaimed products and their packaging material	This information is not currently collected at the corporate level within Ingredion.		Ingredion has several lines of products made from upcycled ingredients. This includes potato starches made from the side streams of customers, concentrates in our Kerr Ingredients products made from “ugly fruits” that growers cannot sell to primary outlets and our FIBERTEX line of functional fibers made from waste citrus peels.

Energy

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
302-1	Energy consumption within the organization	2024 CDP Corporate Report	13	
302-2	Energy consumption within the organization	2024 CDP Corporate Report	13	
302-3	Energy intensity	2024 CDP Corporate Report	12, 13	
302-4	Reduction in energy consumption	2024 CDP Corporate Report	12, 13	
302-5	Reduction in energy requirements of products and services	2024 CDP Corporate Report	12, 13	



Water

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
303-1	Water withdrawal by source	2024 CDP Corporate Report	6	Water basins potentially impacted by operations are identified utilizing the WWF Water Risk Filter.
303-2	Water sources significantly impacted by withdrawal of water	2024 CDP Corporate Report, 2024 Sustainability Report	6	
303-3	Water recycled and reused	2024 CDP Corporate Report	6	
303-5	Water consumption	2024 CDP Corporate Report	6	

Biodiversity

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	2024 Sustainability Report	15	Ingredion has assessed our direct operations against biodiversity hotspots and have determined there is not a significant impact. As we continue to expand our efforts related to sustainability (e.g. energy from biomass), further evaluations will be made.
304-2	Significant impacts of activities, products and services on biodiversity	2024 Sustainability Report	15	
304-3	Habitats protected or restored	2024 Sustainability Report	15	Engagement in support of local habitats is on-going, with a particular focus on biodiversity hotspots and our crop supply areas.
304-4	IUCN Red List species and national conservation list species with habitats in areas impacted by operations	Ingredion has assessed our operations against the CEPF global biodiversity hotspot list, as well as the IUCN Red List, with no significant impact to either.		The biggest risk to species and habitats comes from the growers in Ingredion's supply chain. We continue to evaluate these risks as part of our biodiversity strategy.



Emissions

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
305-1	Direct (Scope 1) GHG emissions	2024 CDP Climate Change, 2024 Sustainability Report	13	
305-2	Energy indirect (Scope 2) GHG emissions	2024 CDP Climate Change, 2024 Sustainability Report	13	
305-3	Other indirect (Scope 3) GHG emissions	2024 CDP Climate Change	13	Full details on our estimated Scope 3 emissions related to transportation and agricultural sourcing can be found in Ingredion's CDP report.
305-4	GHG emission intensity	2024 CDP Climate Change	13	
305-5	Reductions of GHG emissions	2024 CDP Climate Change, 2024 Sustainability Update	13	
305-6	Emissions of Ozone Depleting Substances (ODS)	This information is not currently collected at the corporate level within Ingredion.		

Waste

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
306-1	Waste generation and significant waste-related impacts	2024 Sustainability Report		
306-2	Management of significant waste-related impacts	2024 Sustainability Report, 2024 CDP Corporate Report	6	Ingredion has circular economy products that consist of products from waste or co-streams. For example, some of our potato starches are derived from a co-stream at potato processors. Ingredion has targets for our COD and BOD impacts.
306-3	Waste generated	2024 Sustainability Report		Ingredion has targeted efforts on reducing waste. 17 of our sites have achieved zero-waste status.
306-4	Waste diverted from disposal	2024 Sustainability Report		
306-5	Waste directed to disposal	2024 CDP Corporate Report	6, 14	



Supplier Environmental Assessment

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
308-1	New suppliers that were screened using environmental criteria	2024 Sustainability Report, 2024 CDP Corporate Report, Ingredion All Life Partners Responsible Sourcing Program		Ingredion launched its All Life Partners Program in 2024 to assess and mitigate supplier risks, which includes environmental requirements. Ingredion uses Sedex to assess environmental considerations of our non-agricultural suppliers. Agricultural suppliers are assessed for environmental practices using the SAI Platform Farm Sustainability Assessment (FSA).

Employment

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits, and their variance between full-time and part-time employees, vary by country and region. These benefits may also be impacted by any collective bargaining agreements that are in place.		Benefits can include items such as paid holidays, health care insurance, bonus compensation, parental leave, educational tuition reimbursement and other such items.
401-3	Parental leave	Parental leave varies by country and region and is managed locally in accordance with legal requirements.		Ingredion has enhanced its parental leave policies to extend maternity leaves, offer paternity leave for employees and more accurately define benefits for adoptions and other similar considerations.

Labor/Management Relations

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
402-1	Minimum notice period regarding operational changes	Notice periods across our operations can vary depending on local legal requirements and collective bargaining agreements.		



Occupational Health and Safety

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
403-1	Occupational health and safety management system has been implemented	Ingredion's Global Environmental, Health, Safety & Sustainability Policy	3	Ingredion has an internal Environmental, Health and Safety Management System, which covers our global operations and sets minimum standards of practice. This management system is aligned with ISO 14001 and OHSAS 18001 criteria.
403-2	Hazard identification, risk assessment and incident investigation	Ingredion's Global Environmental, Health, Safety & Sustainability Policy Ingredion Code of Conduct (retaliation policy)	3	Ingredion utilizes a comprehensive reporting and management application which standardizes our reporting, root cause analysis and corrective actions by qualified individuals. The Global EHS&S Policy calls on employees to take an active part in our collective commitment.
403-4	Worker participation, consultation and communication on occupational health and safety	Ingredion's Global Environmental, Health, Safety & Sustainability Policy Ingredion Code of Conduct		All Ingredion manufacturing facilities have health and safety committees made up of workers and members of the local management team.
403-5	Worker training on occupational health and safety	2024 Sustainability Report; Ingredion's Global Environmental, Health, Safety, & Sustainability Policy		Ingredion has a comprehensive EHS&S training program that is based on our EHS&S Policy and Management Standard. Training efforts are supported by programs such as our Zero Injury Mindset and Life Savers programs. All employees, contractors and visitors are required to complete training on occupational health and safety topics applicable to their work, which are defined in our EHS&S Management Standard.
403-6	Promotion of worker health	Ingredion supports its employees' wellbeing through programs such as employee assistance programs (EAP), paid time off and a wide variety of health-related benefits.	3	
403-8	Workers covered by an occupational health and safety management system	2024 Sustainability Report; Ingredion's Global Environmental, Health, Safety and Sustainability Policy		Ingredion has a comprehensive EHS&S training program that is based on our EHS&S Policy and Management Standard. Training efforts are supported by programs such as our Zero Injury Mindset and Life Savers programs. All employees, contractors, and visitors are required to complete training on occupational health and safety topics applicable to their work, which are defined in our EHS&S Management Standard.



403-9	Work-related injuries	2024 Sustainability Report		The company reports Total Recordable Incidence Rates for employees and contractors. While information on occupational disease and lost days are collected, these are not reported publicly at this time.
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Training and Education

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
404-1	Average hours of training per employee	2024 Sustainability Report		Training such Environmental, Health, and Safety and Sustainability (EHS&S), Lean Six Sigma, Code of Conduct (Living our Values) and Cybersecurity are tracked at the corporate level. However, there is additional training at the local or regional level that may not be reported at the corporate level. Ingredion has established targets around increasing training hours as part of our 2030 All Life plan.
404-2	Programs for upgrading employees' skills and transition assistance programs	2024 Sustainability Report		Ingredion requires material training based on the employee's role but offers opportunity for employees to train outside their material topics to expand their skills. Many additional skills-based training activities are coordinated at the local or regional level and are not reported at the corporate level.

Equal Opportunity

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
405-1	Diversity of governance bodies and employees	2023 Sustainability Report, 2024 Sustainability Report	5	In our 2023 Sustainability Report, we reported 25.1% of women in our total workforce, 37.1% at the manager level and above and 40.0% female representation on our Board.
405-2	Ratio of basic salary and remuneration of women to men	2024 Sustainability Report	5	Our most recent independent third-party pay parity analysis found no systemic issues and no negative pay gap between male and female employees. In this same process, there were no systemic issues and no negative pay gaps between non-white and white employees.



Freedom of Association and Collective Bargaining

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2024 Sustainability Report, Ingredion All Life Partners Responsible Sourcing Program	8	Ingredion assesses our manufacturing operations with third-party Sedex Member Ethical Trade Audits (SMETA), which include interviews of employees around a variety of human rights considerations. To date, no issues have been identified where collective bargaining rights are at risk. Ingredion launched its All Life Partners program that defines risk criteria which will inform SMETA audits for suppliers. Link to All Life Partners Responsible Sourcing Program: https://www.ingredion.com/na/en-us/company/suppliers/all-life-partners.html .

Child Labor

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
408-1	Operations and suppliers at significant risk for child labor	2024 Sustainability Report, Ingredion Human Right Policy	8	Ingredion utilizes Sedex/SMETA to assess suppliers, and the SAI Platform as our global program for assessing agricultural suppliers. Our agricultural supply represents our biggest potential risk for child labor issues, however, we utilize an assessment protocol that looks for child labor in farming operations. Approximately 98% of our global crop sourcing is from corn and tapioca, which are not typically associated with child labor risks. No instances of child labor were found during on-farm audits in 2024.



Forced or Compulsory Labor

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
409-1	Operations and suppliers at significant risk for forced or compulsory labor	2024 Sustainability Report, Ingredion All Life Partners Responsible Sourcing Program	8	Ingredion utilizes Sedex/SMETA to assess key suppliers, and the SAI Platform as our global benchmark in assessing our agricultural suppliers. Our PureCircle operations have identified the Xinjiang province in China as having potential risk for forced labor, which is why practices have been put in place to ensure traceability of supply and avoid sourcing of stevia leaf from that area of concern.

Security Practices

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
410-1	Security personnel trained in human rights policies or procedures	This information is not currently tracked at the corporate level.		Training activity is currently managed at a local or regional level within Ingredion, and therefore training information is not available at the corporate level at this time. Training resources for Ingredion's Human Rights Policy, Ingredion's Social Accountability Management System, Code of Conduct and company values have been provided across the business.

Rights of Indigenous People

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
411-1	Incidents of violations involving rights of indigenous people	Ingredion is not aware of any issues or violations in our operations involving the rights of indigenous people. 2024 Sustainability Report	16	Ingredion's internal Social Accountability Management System addresses the rights of indigenous people, as well as processes for obtaining Free, Prior and Informed Consent (FPIC). We utilize external tools, such as the LandMark Map, to help identify geographic areas where considerations involving indigenous peoples may exist.



Local Communities

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
413-1	Operations with local community engagement, impact assessments and development programs	2024 Sustainability Report		Ingredion does not have a centrally coordinated local impact assessment process at this time, however, we do have local operations that have conducted these type of assessments.

Supplier Social Assessment

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
414-1	New suppliers that were screened using social criteria	2024 Sustainability Report, Ingredion's All Life Partners Responsible Sourcing Program		Ingredion launched its All Life Partners Program in 2024, which defines our framework to assess key suppliers through Sedex, SMETA, or similar programs.

Marketing and Labeling

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
417-3	Incidents of non-compliance concerning marketing communication	No incidents of marketing non-compliance were identified in 2024.		

Customer Privacy

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ingredion had no such complaints made by our customers in 2024.		