



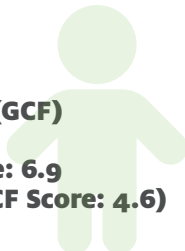
## Advocating for Children's Rights

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.



**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.

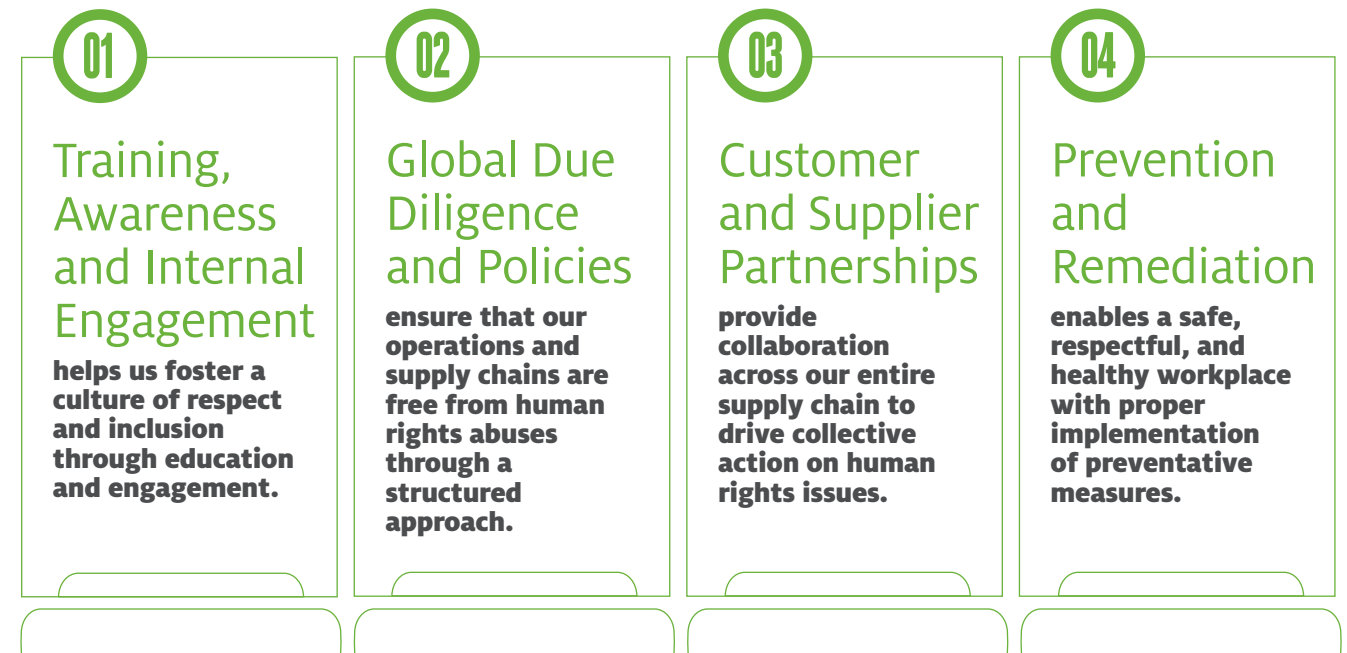
Across 2024 we saw some additional requests from customers for semi-announced audits, though there is variance from these customers in what meets the requirement for “semi-announced.” We will continue to work with our customers, industry groups and our audit providers to align on industry needs and begin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



# 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:



**increase  
representation  
of women at the  
manager level  
and above**



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



**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.







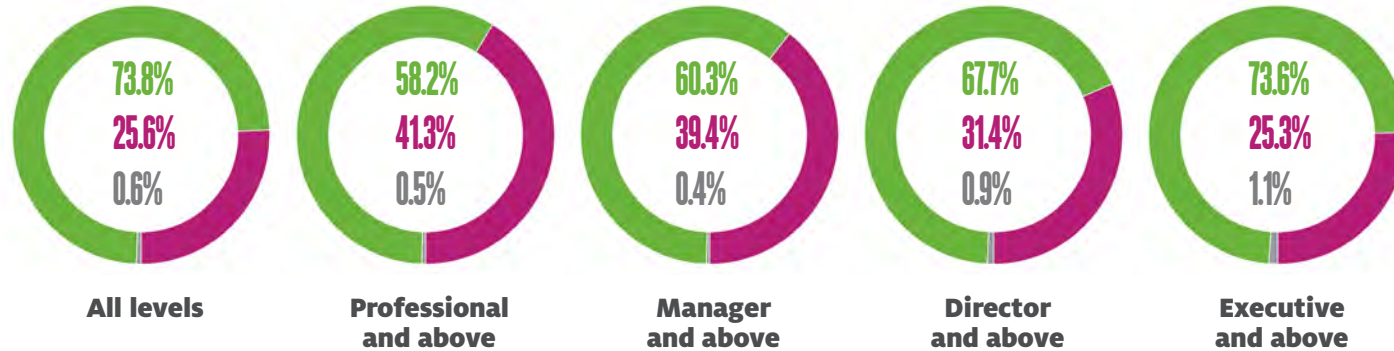
# Workforce Representation



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

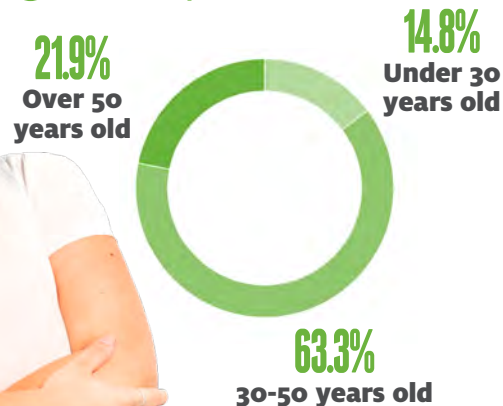
MALE FEMALE OTHER



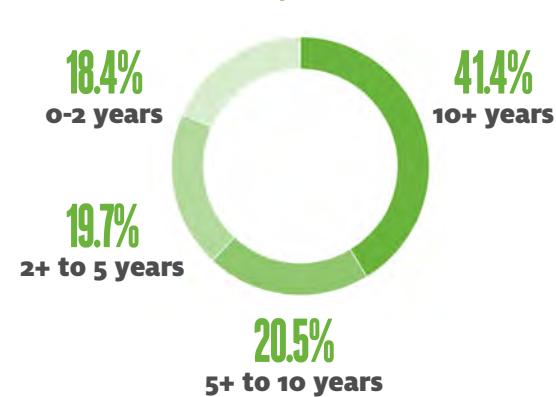
## Independent Board of Directors (10 MEMBERS)



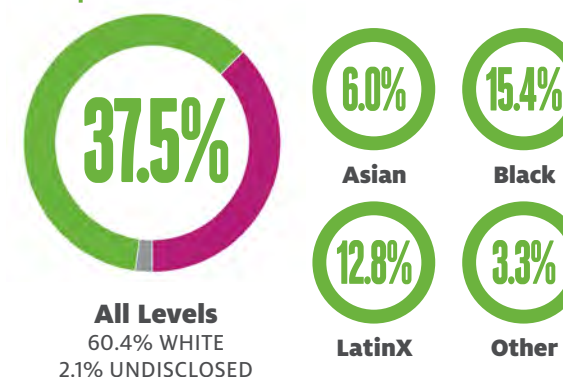
## Age Groups (ALL LEVELS)



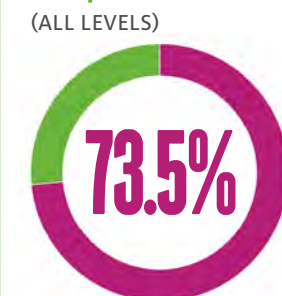
## Tenure Groups (ALL LEVELS)



## Racial and Ethnic Representation (U.S.)



## Manufacturing Representation (ALL LEVELS)



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