



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. | | |