



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.

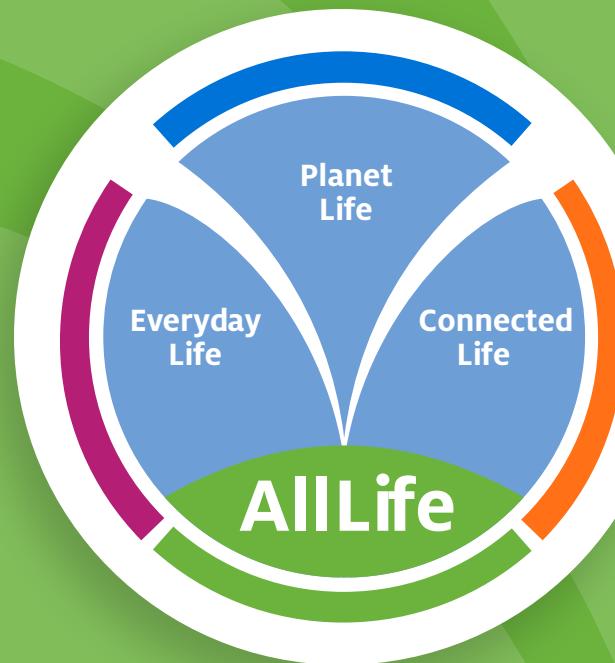
Thank you for taking the time to read our sustainability report. I hope that, like me, you are impressed with the great work Ingredion employees around the globe continue to do to support a more sustainable world.



JAMES P. ZALLIE
President and Chief Executive Officer



Table of Contents



All Life Goal Summary, Progress, and UN SDG Link Materiality Matrix

4

9

Everyday Life 10

- People and Product Safety 11
- Human Rights 14
- Inclusion and Belonging 18
- Innovation 26

Connected Life 45

- Sustainable and Regenerative Agriculture 46
- Food Security 50
- Community Impact 53

Planet Life 31

- Environmental Impact 32
- Biodiversity Protection 42

Governance 57

- CSO Letter 65
- GRI Index 66

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

