



Ingredion.

Be what's next.

SUSTAINABILITY
REPORT



*Together for a
better world*

One Purpose and
+ Connected than ever

Content

GRI 102-55

01



*Message to the
Ingredion family
and stakeholders*

GRI 102-1, 102-14, 102-20, 102-29, 102-32, 205-1

Together for
a better life!



Message to the whole Ingredion family and stakeholders

GRI 102-1, 102-14, 102-20, 102-29, 102-32, 205-1



Rob Ritchie- Regional President Mexico, USA and Canada of Kerr Sweetener Solutions, Industrial Solutions and Concentrates at Ingredion Incorporated.

(President and CEO of Ingredion in Mexico, 2018-January 2021)

Ingredion in Mexico, we welcome:



Leopoldo G Horle,
President and CEO of Ingredion in Mexico since February 1, 2021.

To whom I wish great success and I am sure will consolidate the growth of The Company in the country.

2020 has been a challenging year for everyone. We hope that you and your families are well. The COVID-19 pandemic changed our course, so we adjusted our strategy and focused on our purpose, this motivated us to develop more solutions and stay connected more than ever through technology.

This adverse environment was a challenge, to which we reacted with dedication and commitment.

We prioritize the well-being of our employees, customers, and suppliers. We boost the potential of our people, we foster a diverse, equitable and inclusive culture, where we live our purpose and values.

We strove to incorporate our “All Life” Sustainable Life strategy into all our actions, as well as we aligned our operational objectives with the UN’s sustainable development goals.

It is an honor that our sustainability efforts were recognized by third parties in 2020, among which we can highlight:

- 1st year in the 2020 “Súper Empresa” Ranking by TOP COMPANIES.
- 1st year Equidad MX Best LGBT places to work 2021 by HRC.
- 1st year in the Top Ten of Agroindustries in Mexico 2020 by “Mundo Ejecutivo” Magazine.
- CONCAMIN’s Ethics and Values in the Industry Award.
- Cemefi’s distinctive Socially Responsible Company (ESR).

- “Responsible Company in Mexico” (ER) by Expansión & Schulich.
- IC500 Index Against Corruption.

For the business continuity, we implemented strategies to be more connected with all our stakeholders. The technology and bold thinking of those of us who work at Ingredion led us to implement alliances, to continue innovating and co-creating together with our customers. Our Innovation Centers became digital co-creation studios, because, despite the distance we were more connected than ever before.

In addition to ensuring the continuity of our operations, we have implemented various actions in support of close communities. A key factor in this has been the high level of commitment of all employees, to whom I recognize all the dedication and passion that they put into their work every day.

Finally, I thank all the people who make up this great family, for all their ideas, actions and dynamism aimed at co-creating with our customers, which allow us to continue offering supplies and solutions for the products that families need

To make life better!

Rob Ritchie

Regional President Mexico, USA and Canada of Kerr Sweetener Solutions, Industrial Solutions and Concentrates at Ingredion Incorporated.

02



*Life with
a Purpose*
FOR A BETTER FUTURE

GRI 102-1,102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-8, 102-14

Committed to the
Mexican Farmland
since 1925.



A Purpose Driven Life

CREATING SOLUTIONS

GRI 102-1,102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-8, 102-14

Ingredion Incorporated (NYSE: INGR) based in the Chicago suburbs, it is a leading global ingredient solutions provider, serving customers in more than 125 countries. With annual net sales of \$ 6 billion, The Company transforms grains, fruits, vegetables and other raw materials into ingredients with added value for the food, beverage, animal nutrition, beer and industrial sectors. It has 32 Ingredion Idea Labs® innovation centers around the world and more than 12,000 employees. The Company co-creates with its customers and fulfills *its purpose to unite people, nature, and technology to make life better*. For more information visit: www.ingredion.com



Ingredion Mexico is the **leading company in Mexico** and the one with the largest reach in Latin America in the development of ingredient solutions, with annual sales close to **\$ 1 billion dollars** in 2020.



In 2020 we maintained our purpose and in the face of a year full of challenges, we concentrated on creating solutions and implementing initiatives that allowed us to develop actions aimed at our different stakeholders, consolidated our sustainable objectives, as well as support other good causes in the communities where we operate.

Relevant Data for Mexico

GRI 102-7,102-8,102-9,102-12

Sole
producer
of dextrose
powder,
HF 55,
liquid and
crystalline
sorbitol in
Mexico

02

Idea Labs®
Innovation
Centers



03

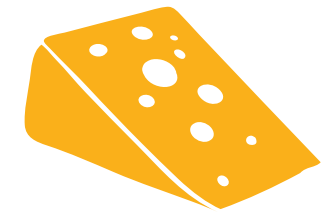
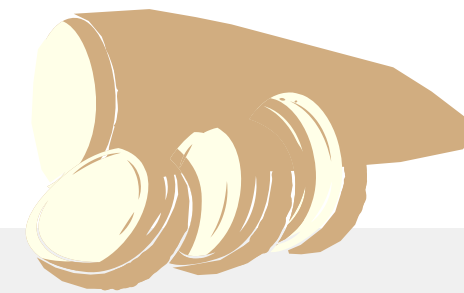
Inside Idea Labs®
Virtual laboratories
Ingredient



Main producer
of **maltodextrin**
in Mexico

1^a

Allulose
Manufacturing
Plant in Latin
America



1,700

Employees

25

Countries with
exports

06

Sales
offices

09

Distribution
centers

03

Manufacturing
plants

01

Global Business
Services (IGBS)

We are

11 years

One of the Most Ethical Company in the World

1 year

Equidad MX Best LGBT Places to Work 2021” by HRC

1 year

2020 TOP COMPANIES
“Super Company”
Ranking



Employee Value Proposition (EVP) and Values

all IN! to make life better!

GRI 102-16

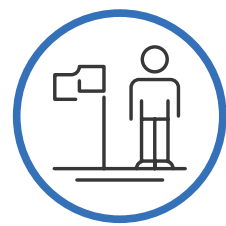
This year we lived our values and implemented a 5 unique points value proposition to our culture:



01
The chance to make a difference



03
A warm, welcoming environment



02
Passionate people, motivated to excel



04
A place where you can grow personally and professionally



05
An environment that enables innovation and collaboration

Our values guided all our actions throughout 2020

It reflects who we are today and leads us to what we need and want to be in the future. It is a way of telling our story through the vision of value that The Company delivers to all its employees, we live our purpose and values every day.

GRI 102-16

Purpose

We bring the potential of people, nature and technology together to make life better.

Brand promise

We fulfill our purpose of improving the quality of life. We organize opportunities to innovate, collaborate and co-create with our customers.



Care First

Safeguarding our people, the quality of our products and our reputation.

Be Preferred

Being customer-preferred by delivering consumer-preferred solutions

Everyone Belongs

Embracing diversity, equity and inclusion

Innovate Boldly

Pursuing breakthrough innovations

Owner's Mindset

Anticipating challenges, identifying opportunities, and making decisions that create value for all stakeholders.

Growth Portfolio

GRI 102-2, 102-6, 417-1

Continuous growth:

We get ahead through our global innovation strengths, to provide ingredient solutions to industries, always aligned with consumer trends and the changing landscape of customers.



* Data in net sales database 2020

Us around the World

GRI 102-3, 102-4, 102-6, 102-8

Headquartered in the suburbs of Chicago



+ 12,000 Employees in

+32 Ingedion Idea Labs®

18,000

Customers in 125 Countries

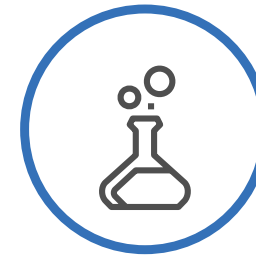
In Mexico and Central America



Corporate Mexico and **Global Business Services** based in Guadalajara.



Three production sites in Mexico, located in Guadalajara, San Juan del Rio and Tlalnepantla.



Two Ingedion **Idea Labs Innovation Centers®**.

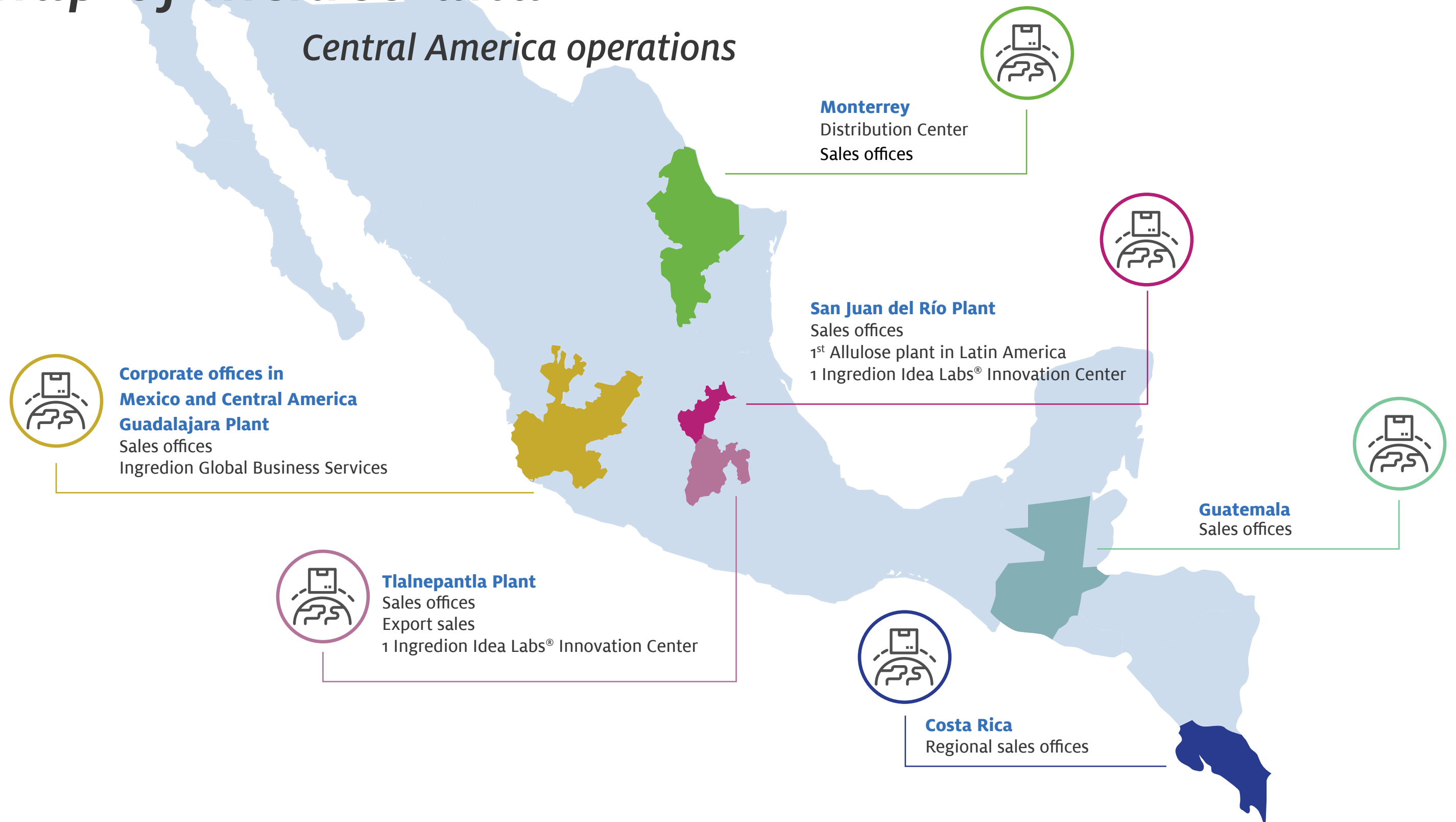


First Allulose Plant in Latin America.



Three Virtual Labs.

Map of Mexico and Central America operations



Global Performance

GRI 201: 103-1, 103-2, 103-3, 201-2, 201-3

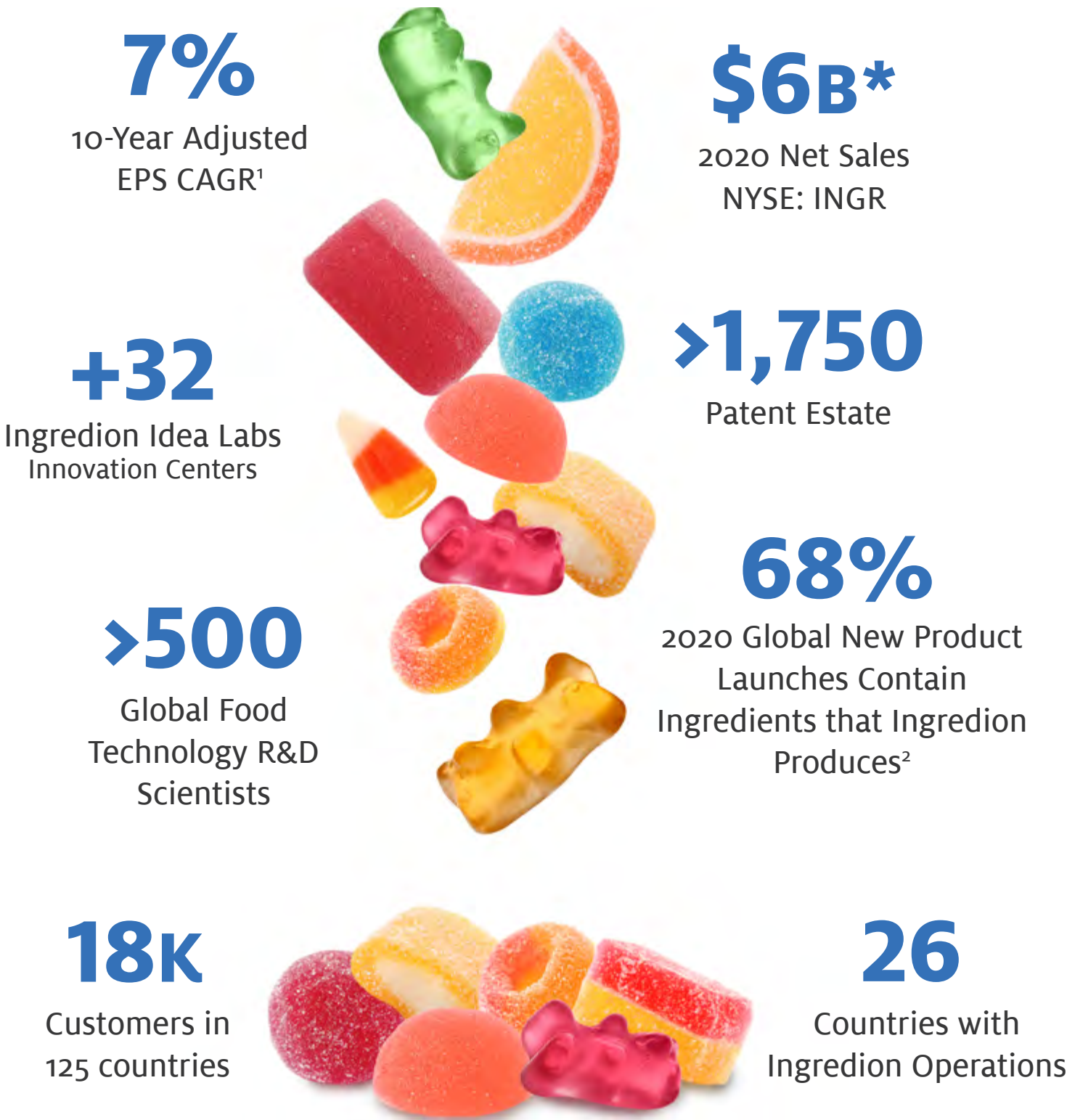
Ingredion has shown strength and perseverance amid global macroeconomic challenges. The Company has positioned itself adequately to see a future full of opportunities; expects to fulfill the growth strategy and improve operational and financial performance, in addition to remaining a solid company, with a bright future in 2021 for all its stakeholders.

The economic results are reported in the annual report and are presented in accordance with the generally accepted accounting principles of the United States (“GAAP”) for 2020 and 2019, they include elements that are excluded from the non-GAAP financial measures presented by the Company.

Full report in ingredionincorporated.com

Source: 1 CAGR is calculated based on 2010-2020 EPS. See appendix for a reconciliation of these non-GAAP financial measures to U.S. GAAP measures.
 2 Innova 2020; includes: starches, modified starches, sugar & syrups, high intensity sweeteners, fibers, flours, plant-based proteins, thickeners, and assorted fruit and vegetable essences, juices, & purees

A leading global, nature-based ingredient solutions provider



In 2020, we tackle challenges head-on and achieve strong performance, while making progress in our roadmap to drive growth across our five Specialties Growth Platforms.

Our teams demonstrated agility throughout the year, they operated our plants efficiently, stayed close to customers, anticipated their needs and allowed us to be chosen by our customers, by offering the solutions that people seek every day, based on our strategic growth pillars.

Our strategic pillars to forge growth



SPECIALTIES GROWTH

Build on our global innovation strengths aligning with consumer trends and a changing customer landscape



COMMERCIAL EXCELLENCE

Accelerate and deliver value through customer co-creation and differentiated go-to-market capabilities



COST SMART

Focus and simplify to better anticipate, execute and operate with agility to improve productivity and smartly lower our costs



PURPOSE-LED CULTURE AND VALUES

Unleash the potential of our people, foster a diverse, equitable and inclusive culture and live our purpose and values



Supply Chain

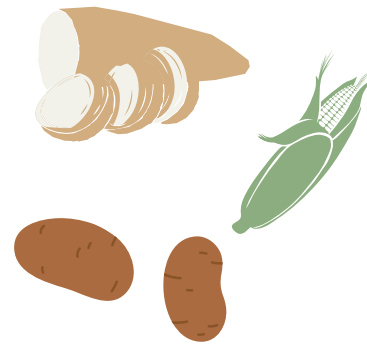
GRI 102-9, 102-10, 417-1

The responsible value chain goes from the farmlands to our global manufacturing network; thus we provide our customers with the necessary ingredients to elaborate their products.

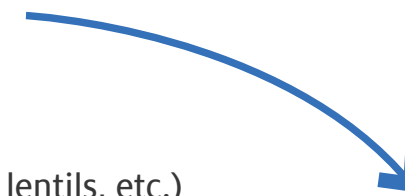
Our products are exported from Mexico to 25 countries, we also have the Certificate of Preserved Identity, in accordance with the standards of the European Union.



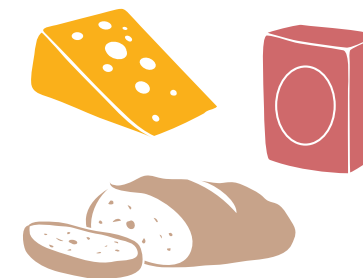
Raw Materials



- Yellow Corn
- Tapioca
- Potato
- Rice
- Fruits
- Vegetables
- Pulses (peas, chickpeas, lentils, etc.)

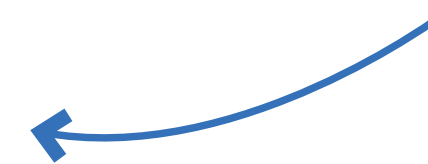


Ingredient solutions



Challenges

- Clean label ingredients
- Eating and drinking experience
- processability
- Nutrition plus
- Nutrition minus
- Sugar reduction
- Digestive health



Industry



Categories

- Beverage Ingredient Solutions
- Brewing Industry
- Food Ingredient Solutions
- Beauty and Home
- Pharmaceutical
- Industrial & Biomaterials
- Animal Nutrition
- Paper & corrugating



Expanding our Growth

GRI 201-1

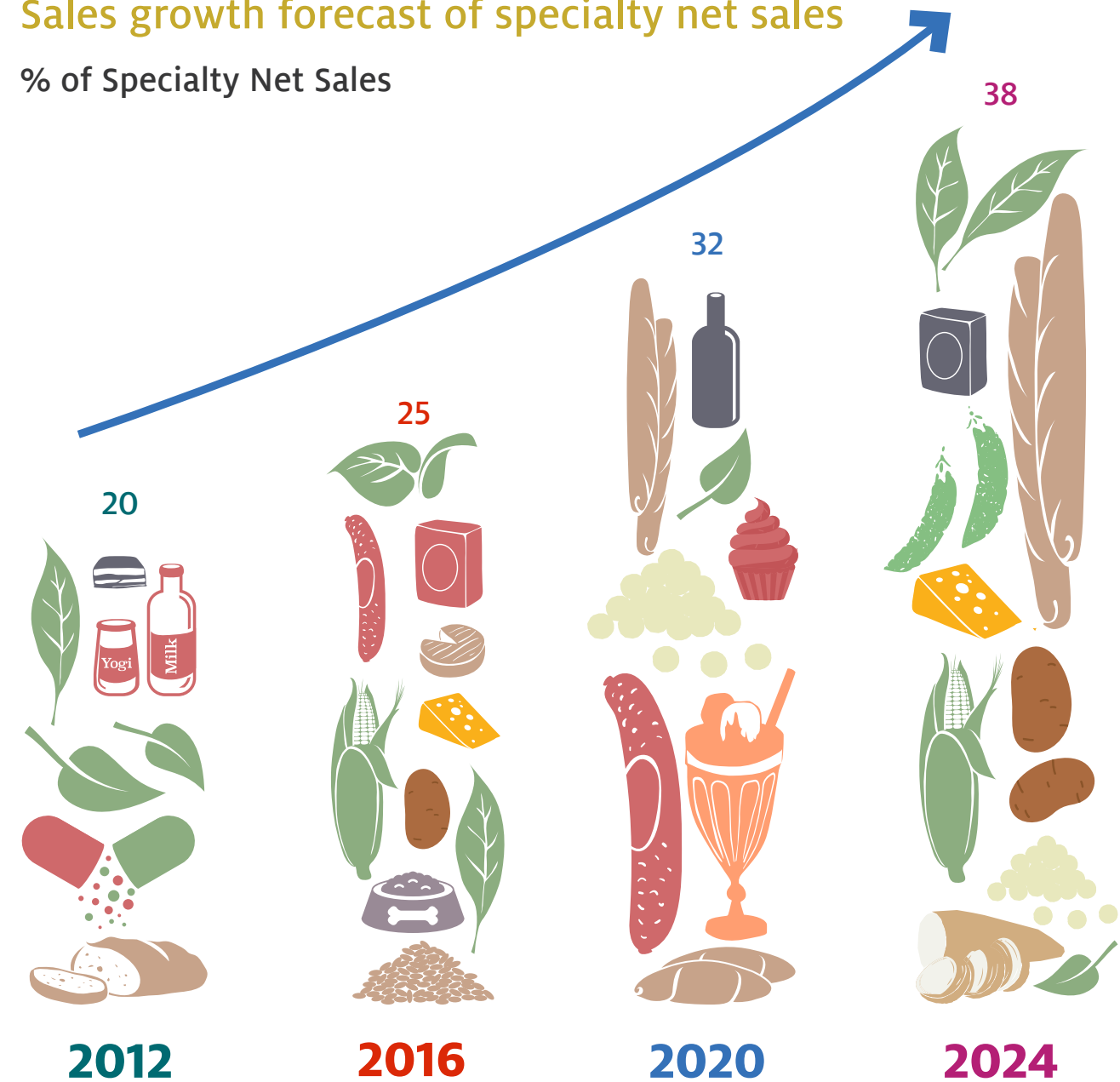
We maintain our strategy on a local scale with global reach in Mexico, as one of the most important countries in the world for The Company in terms of economic performance. For the consolidation of the strategic agenda of the 2020 business in Mexico, projects were defined, regardless of COVID-19, and we achieved a great level of progress.

Net sales in Mexico close to 1 billion dollars in 2020 and with more than 1,700 employees

Consolidate ourselves as a key supplier and increase the volume of specialty ingredients in the Mexican market. Differentiate ourselves in the industry through our growth platforms.

Sales growth forecast of specialty net sales

% of Specialty Net Sales



\$1.3B Specialty net sales CANGY 2020 \$2.7B* *2024 net sales exclude the impact of pending and future acquisitions.

“It was a year of catharsis, of a strong change in our way of working; It was a year of commitment by all employees, for The Company to move forward, where there is a commitment from Ingredion to us, but from us with it as well, where we continue to boost to achieve the results in the operational and strategic area. The Company evolves and we are better than ever before. We do not stay in the day-to-day, but we continue to seek to maintain ourselves in a sustainable way throughout the years in the market, differentiating ourselves as we have done so far.”

Claudia Uvence

Strategy and Business Transformation Manager.



Shared Value in Mexico

GRI 102-13, 102-40

**We believe
in shared value**



Anticipating and providing security, trust and integrity to our stakeholders.

Identifying opportunities and risks in the face of various changes in the world, actively participating in networks of shared value in different sectors and promoting the construction of strategies that support decision-making proactively, for the benefit of the industry and that these are translated to promote a better world together.



Generate knowledge, training, best practices in the farmland, industry, community and the best execution of public policies.

Shared Value

GRI 102-13, 102-40



CANACINTRA/ National Chamber of the Transformation Industry

* Branch 50 of CANACINTRA where we collaborate with IDmaiz/ Corn Chemical Derivatives Industry

* Food, Beverages & Tobacco Sector CANACINTRA management and collaboration



American Chamber of Commerce of Mexico Chapter Guadalajara



“New Vision for the Agrifood Development of Mexico” (VIDA), a multilateral alliance of the World Economic Forum (WEF),



National Chamber of Industrialized Corn



Coordinating Council of Women Entrepreneurs



Confederation of Industrial Chambers of the United Mexican States



National Association of Food Manufacturers for Animal Consumption



Business Alliance for Secure Commerce



Coordinating Council of Industrial Chambers of Jalisco



National Association of Plastic Industries



National Agricultural Council



Tlaxcala Economic Advisory Council



“We collaborate closely with our stakeholders with a 360 ° vision. Believing in shared value motivates us to see together with our customers, communities, authorities, how to grow together, work for common causes to support and overcome as people and institutions, all together for a better life. “In 2020, the challenges of the COVID-19 pandemic made us work together and contribute to the challenges united by the industry, community, government, and a great example is:

“Working together for a better life!”

Marcela Martínez
Manager Public and Regulatory Affairs in Mexico



03



Stakeholder Relevance

GRI 102-21, 102-40, 102-42, 102-43, 102-44

Engaged
with each of the
stakeholders



Stakeholders' Relevance

GRI 102-21, 102-37, 102-40, 102-42, 102-43, 102-44

It is very important to know the expectations and preferences of the stakeholders, and how they are impacted by the operations of The Company. Ingredion has different communication channels and various policies that confirm the commitment with each of the stakeholders.



The process of identifying relevant issues for the different interest groups takes as reference the AA100 (Stakeholder Engagement Standard) methodology, focused on carrying out key questions, to determine which group of the following categories they belong to:



To establish priorities by group the next categories were defined:

- Expectations or interests regarding The Company
- The expectations and interests of The Company with respect to each group
- To what extent the group can affect the activities of the organization.
- To what extent the group can affect the activities of The Company.

Subsequently, a stakeholder map was established, which includes stakeholders, media, material issues, among other relevant factors

Employees

- Innovation practices in subsidiaries
- Ethics, transparency, and compliance
- Corporate governance
- Economic performance
- Safety, values and policies management
- Protection and commitment to the planet
- Human talent management



Customers

- Economic performance
- Business strategy; ethics and values
- Risk management
- Investment and innovation management
- Sustainability strategy



Government and authorities

- Corporate governance
- Ethics, transparency, and compliance
- Social development support
- Risk management
- Interest in economic performance
- Environmental protection and sustainability



Partners / Stakeholders

- Sustainability Strategy
- Brand positioning strategy
- Risk management
- Investment management
- Economic performance
- Corporate governance
- Relationship with investors
- Ethics, transparency, and compliance



Community

- Community safety and commitment
- Community engagement
- Economic and social development support



Media

- Interest in economic and social performance
- Sustainability strategy
- Ethics, transparency, and compliance
- Stakeholders' public information
- Corporate reputation strategy
- Economic and social information support



Suppliers

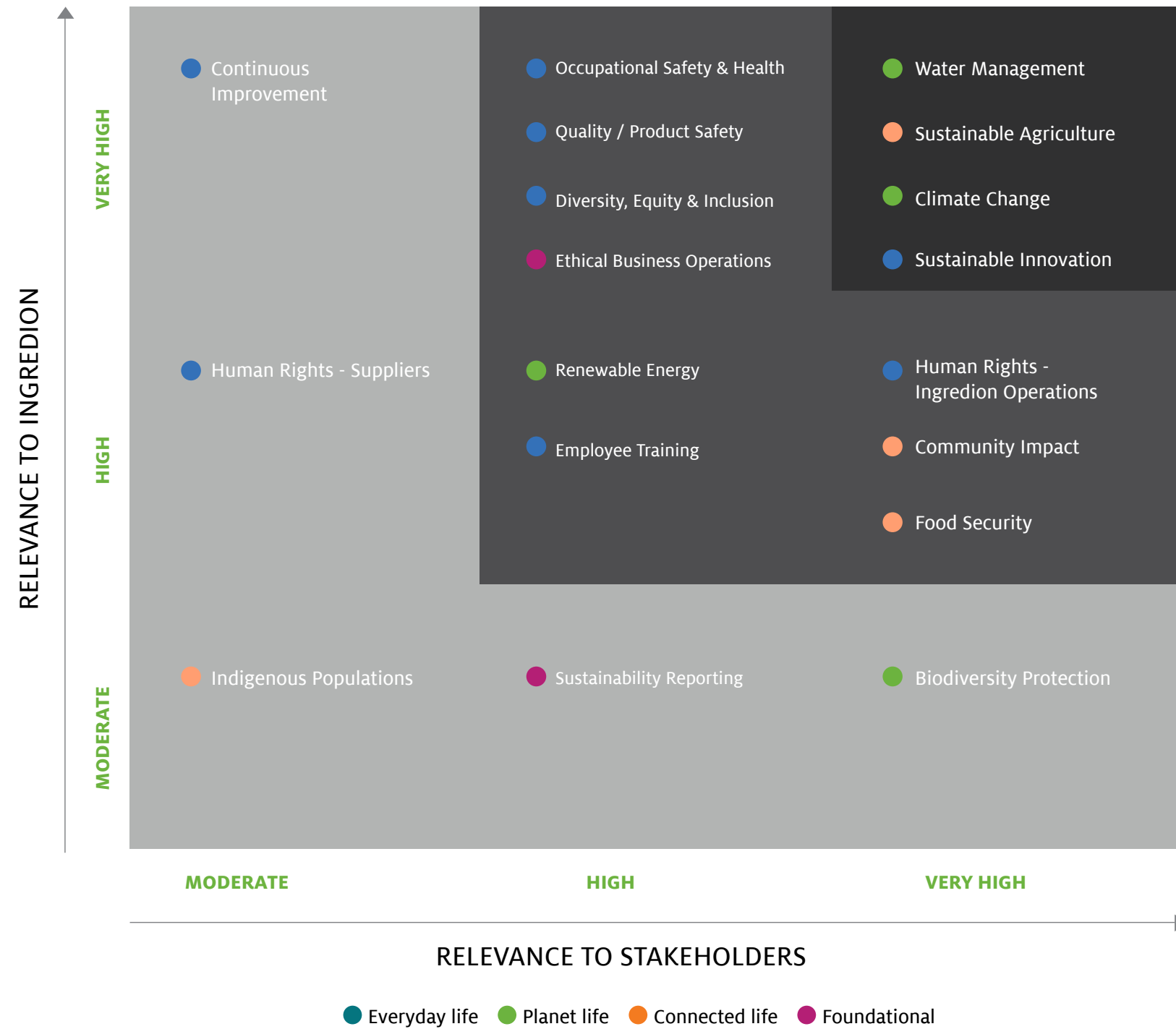
- Supplier relationships
- Supplier policy compliance
- Sustainability strategy
- Good governance, ethics, transparency, and compliance
- Economic performance
- Value chain commitments



We maintain permanent interaction with stakeholders since our objective is to generate a value proposition and sustain lasting and constant dialogues with them. That is why Ingredion in Mexico maintains a continuous dialogue with governments, public and private institutions, in addition to actively participating in chambers and business associations.

Materiality

GRI 102-14, 102-14



Ingredion Sustainability Materiality Matrix

GRI- 102-46,102-47

As we continue to incorporate the sustainability elements of the different stakeholders to our efforts, we increasingly observe external standards, to improve the communication of our program.

We continue to see an increased focus on investor Environmental, Social, and Governance (ESG) assessment. As such we are looking at the Taskforce on Climate-related Financial Disclosure (TCFD), the Sustainability Accounting Standards Board (SASB) Materiality Map, and other assessment standards.



“We are working closely with management and outside stakeholders to report on ESG as this is important to the sustainability and health of our business.”



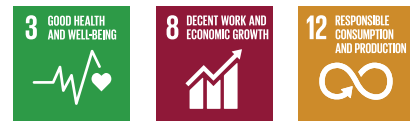
Estefanía Barraza
Sustainability Coordinator, Mexico.



Contribution to the UN Sustainable Development Goals 2030

GRI 102-9, 203-2, 304-2, 304-4

Everyday Life



Category

People & Product Safety

2030 Goal

Build a productive culture where the safety of our people and products, as well as the long-term health of our employees and supply chain partners, is a priority.



Category

Human Rights

2030 Goal

Advance respect for human rights in our operations and demonstrate 100% transparency across our global supply chain.



Category

Diversity, Equality, Inclusion (DEI) + Belonging

2030 Goal

Have fully established a culture of belonging where every employee is able to bring their full self to work.



Category

Innovation

2030 Goal

Drive sustainable innovation in all new product launches by aligning with at least one of the UN Sustainable Development Goals (SDGs), contributing to society and customers meeting their sustainability goals.

Planet Life



Category

Environmental Impact

2030 Goal

Protect and renew the planet's resources by enacting science-based targets and other conservation measures as catalysts to drive continuous innovation.



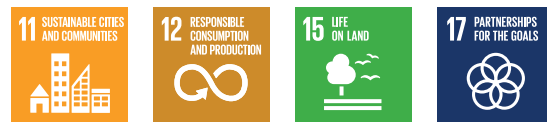
Category

Biodiversity Protection

2030 Goal

Implement programs in our crop sourcing areas to protect biodiversity or deliver a net positive impact.

Connected Life



Category

Sustainable & Regenerative Agriculture

2030 Goal

Make life better for growers, mitigate supply chain risks and help drive food security by sustainably sourcing 100% of primary crops.



Category

Food Security

2030 Goal

Improve food security within our value chain by catalyzing food waste reduction, minimizing crop losses at the farm level and enhancing product offerings that support food security objectives of the UN SDGs.



Category

Community Impact

2030 Goal

Make life better for more than 1 million people in the communities where we operate.

SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development was adopted by all United Nations Member States in 2015 and provides a shared blueprint for peace and prosperity for people and the planet, now and in the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries in global partnership. For more information on the UN SDGs, please visit

<https://sustainabledevelopment.un.org>

Awards and Recognition

In Mexico and the world

Awards:



Mexico:

- 1st year in the 2020 “Super Empresa” Ranking by TOP COMPANIES.
- 1st year in Equity MX Best LGBT Places to Work 2021 by HRC.
- 1st year in Top Ten de Agro-industries in Mexico 2020 by Mundo Ejecutivo.
- 4 consecutive years of the Award for Ethics and Values in the Industry.
- 4 years in Ranking 500 Companies Against Corruption IC500 & IC500 Index.
- 6 years in ER Responsible Company Ranking in Mexico by Expansión & Schulich.
- 7 years in 100 Manufacturing Ranking.
- 8 years among the 1000 Most Important Companies in Mexico by Mundo Ejecutivo.
- 8 years in the Ranking of the 500 most important companies in Mexico.
- 8 years with the Cemefi’s distinctive Socially Responsible Company (ESR).



In the World:

- 3 years on the Bloomberg Gender Equality Index.
- 8 years among the World’s Most Ethical Companies by Ethisphere® Institute.
- 11 years - fortune World’s Most Admired Companies.

Recognitions:

Community Recognitions for Commitment to COVID:

Of Coca-Cola Mexico for the campaign *Kilo de Ayuda*.

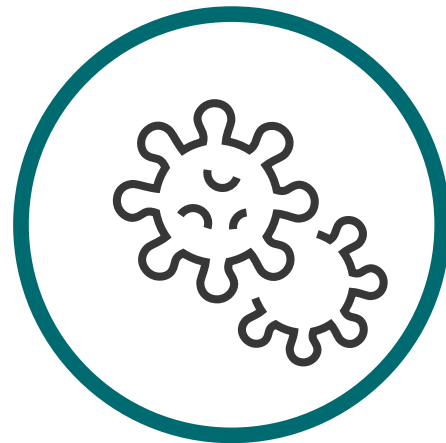
Of the National Agricultural Council (CNA), for support with COVID-19 donations.

Of the CNA for the support with COVID-19 Donations

Of the Chamber of the Food Industry of Jalisco (CIAJ), for the support with COVID-19 Donations.

From the Government of the State of Jalisco, for the support for the opening of the Ángel Leaño Hospital, dedicated to COVID-19 care.

Of the Red Cross for the delivery of donations COVID-19.



Recognitions:

By Grupo Bimbo, for a donation for the installation of the Temporary Unit COVID-19 in the Citibanamex Center.

By CANACINTRA in the Forum of the Annual Meeting of Industrialists.

By the Government of Mexico City, for a donation for the installation of the Temporary Unit COVID-19 in the CitiBanamex Center.

04



Our Sustainability Strategy

GRI 102-15, 102-20, 102-29, 304-2, 405-1, 410-1, 412-1, 413-1, 414-1, 416-1

“All Life”

Everyday Life

Planet Life

Connected Life

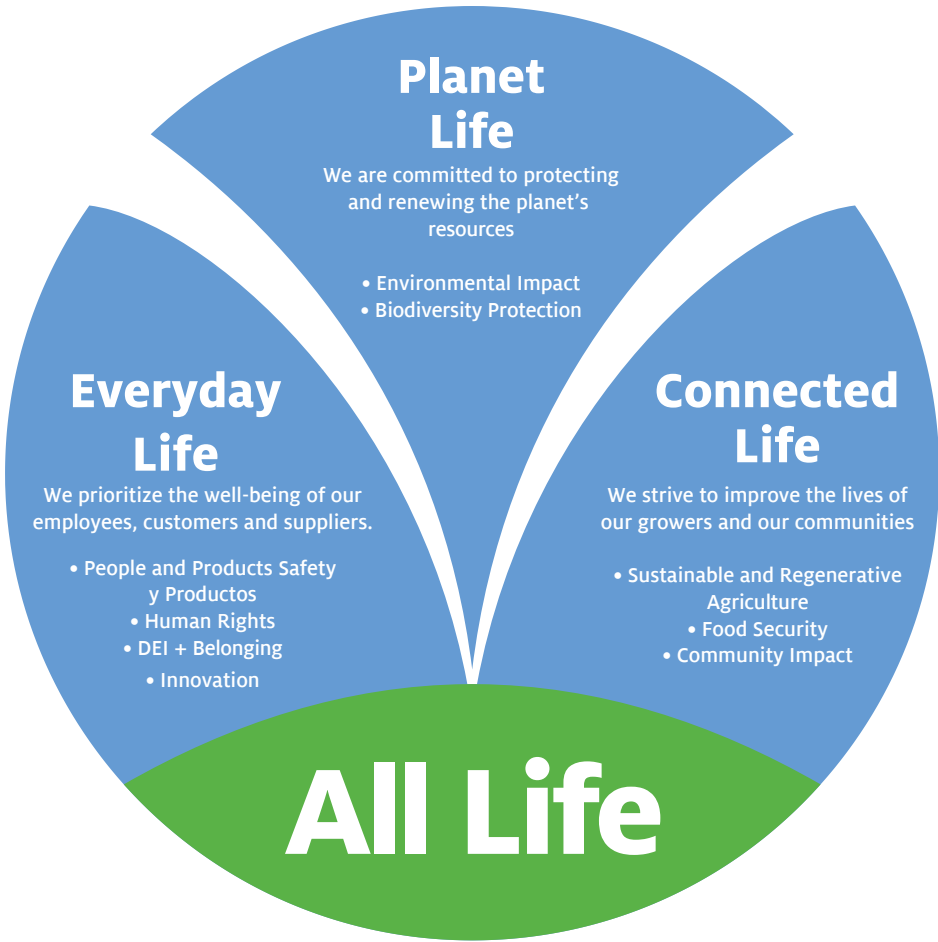


Our Sustainability Strategy

“All Life”

GRI 102-14, 102-15, 102-20, 102-29, 304-2, 405-1, 410-1, 412-1, 413-1, 414-1, 416-1

* Code of Conduct: Sustainability Guidelines



In our Sustainable Life Strategy, we focus on fulfilling our purpose and thus together achieve a world with a more productive and sustainable future by 2030.

“All Life” has a focus on three pillars: Everyday Life, Planet Life and Connected Life, which encompass nine core areas of CSR and are aligned with the Sustainable Development Goals (SDG). Through this report we will share each of the pillars and our work carried out during 2020.



“If we fulfill commitments, prioritize, and strive to contribute together to the well-being of people, the planet and our allies, we not only grow as a Company, but we help society face the main global challenges. All Life can be translated into valuable actions for the benefit of all. We are confident that by aligning our long-term goals with the sustainable SDG goals, we will contribute more to the lives of people around the world.”

Luz del Carmen Nájera
Senior Director of Corporate Affairs Mexico & North America Sustainability Leader.



We prioritize the well-being of our employees, customers, and suppliers.

Everyday Life

05



Unleash the potential of our people, foster a diverse, equitable and inclusive culture and live our purpose and values.

- People Safety
- Product Safety
- Human Rights
- DEI + Belonging
- Innovation



People Safety

GRI 102-9, 103-1, 103-2, 103-3, 402-1, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 410-1, 416-1, 419-1



- Environment, Health, Safety, and Security Policy
- Code of Conduct: Environmental, Health, Safety and Protection Guidelines

2030 Goal:

Build a productive culture, where the safety of people and products, as well as the long-term health of our employees and partners in the supply chain is a priority.



Milestones:

- Achieve a Total Disabling Accident Rate 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.
- Increase average hours of training per employee by 50% by the end of 2027.
- Achieve a employee and supplier 0.15 IRR by 2030.
- Further enhance our processes to achieve zero significant food security related incidents reaching consumers by the end of 2030.

The importance of safety is primordial for Ingredion. A comprehensive commitment that involves the safety of our employees, suppliers, customers, and communities, as well as the safety of our ingredients and the products in which they are used. We safeguard our people, the quality of our products and our reputation. During 2020 we continue our goal of achieving zero injuries.

Safety performance:

During 2020, all safety, health and environmental programs were preserved, and new ones were implemented, at the same time that the COVID-19 pandemic was faced. The planned work and training programs were adjusted, and we implemented the new health and safety measures due to the pandemic, maintaining good spirits and preventive leadership.



Achievements

24,095,019

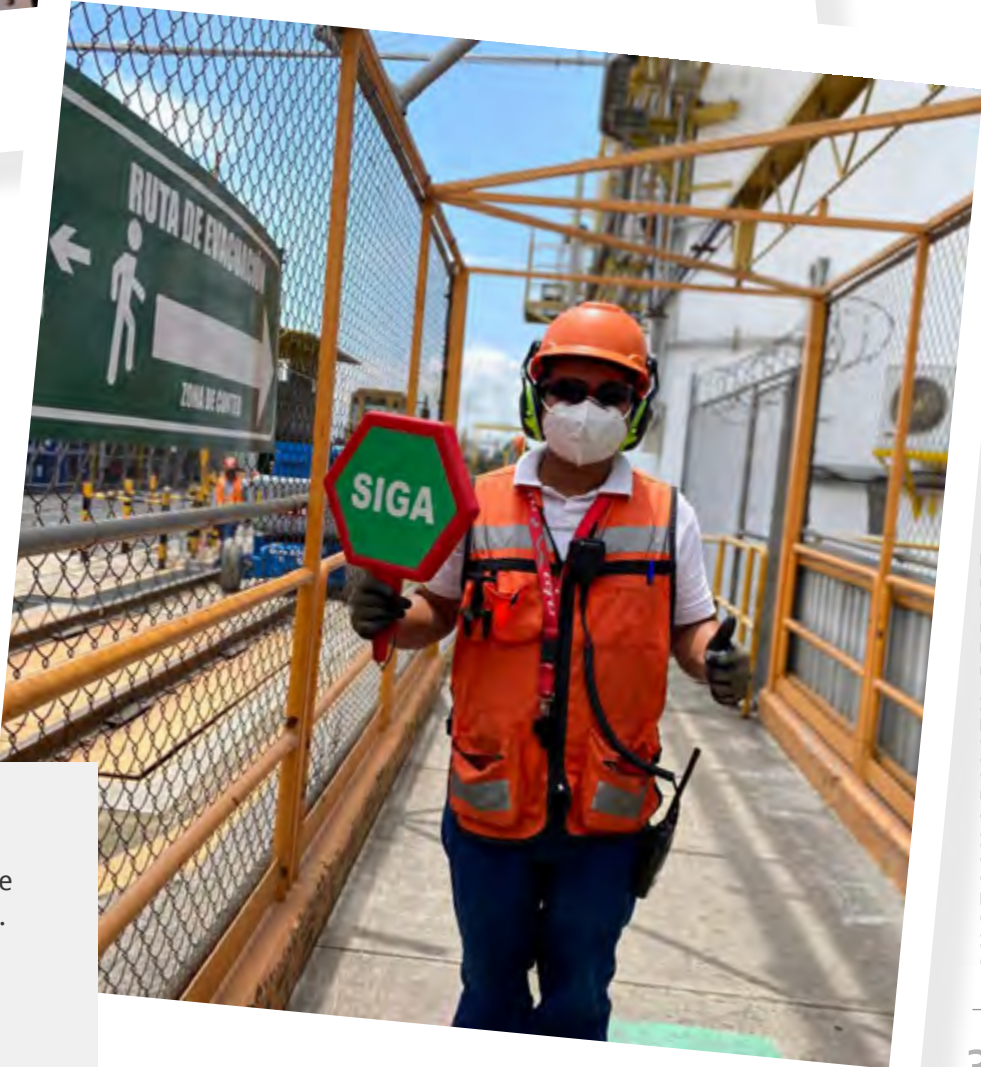
Man-hours without disabling incidents.

50,991

Virtual training hours.

3,322

Achieve Recognition for the value **Care First**.



Goals



INGR INC.
Reach a total recorded accident rate of 0.20 by the end of 2020.
GOAL 2020: 0.20
2020: 0.28

INGR MX.
Total recorded accident rate of 0.20 by the end of 2020.
GOAL 2020: 0.20
2020: 0.00



“After a very difficult year 2019 in terms of safety results, 2020 gave us the opportunity to once again register a rate of 0.00 recordable incidents. By any benchmark, this is world-class performance. Our recordable incident rate for contractors closed at 0.07. The fact that we succeeded during a global pandemic is an exceptional achievement.”

“Our strategy against the COVID-19 pandemic allowed us to maintain our operations uninterrupted and without internal positive cases. It also offered us the challenge of executing our half-year security campaigns and programs such as Line of Fire virtually, taking advantage of the electronic means that The Company made available to us.”

“Once again, our safety value “Care First” is clear and strong. My sincere thanks to all of you for your leadership and support in 2020.

Together, we are *all IN!* in safety”.

Miguel Orozco,
Safety, Health and Environment Manager.



Actions



Medical department:

We implemented the new health measures, due to the Covid-19 pandemic, in addition to the communication campaigns for personal care.



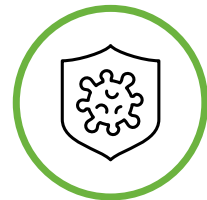
Digital Safety Training:

Campaigns for hand care, fire lines, guards, combustible powders.



Annual Mid-Year Safety Campaign:

With the participation of employees, contractors and families.



COVID 19 communication campaign:

Continuously from March to December.



Safety Audits

We implemented new methods, tours, audits, revisions and ensured that all the requirements regarding Work Permits and Safety Breaks.



End of the year campaign:

Reinforcement in line of fire, supervision Safety and Environmental Protection.



Participation in the Safety and Environment Mutual Aid Committee

With the industrialists of San Juan del Rio, digitally.



Prevention Campaigns:

To identify Dangerous Energies, avoid meeting them and maintain their control.



Occupational Health Campaign:

The requirements of NOM-036 are complemented so that in terms of COVID-19 the operation is not affected by an outbreak of infection.



Safe Industry Certification:

By Ministry of Labor and Social Welfare (STPS) at the Guadalajara plant.

“The challenges of 2020 and those posed by the pandemic have highlighted the value of taking care of our health and the environment as well as the importance of being empathetic and adapting quickly. 2020 reminded us and reinforced the value of people and the importance of everyone’s work. It is admirable that The Company keeps it as a priority, and we can feel safe with our jobs”

Claudia Nieto
Superintendent of Safety and Environmental Protection,
Guadalajara plant.



Product Safety

GRI 416-1, 417-1, 103-1, 103-2, 103-3



- Code of Conduct: Quality and Food Safety Guidelines
- Quality policy
- Animal Testing Policy



In a world that rewards the agile, resourceful, and sustainable, Ingredion relies on people, mastery and passion to help customers anticipate the future and succeed. We collaborate with customers to drive growth and carry out their visions efficiently and profitably, constantly re-imagining ways to help them realize great future opportunities.

Goals



100% FSSC 22000 Global Food Safety Initiative Certification

INGR INC 2020: 100%
INGR MX 2020: 100%

100% Microbiology Laboratories Certified in ISO 17025 for pathogen testing since the end of 2017

INGR INC 2020: 100%
INGR MX 2020: 100%

“The changes that took place as a result of the pandemic and the implementation of new regulations impacted the environment and the priorities of our customers, their consumers, and therefore ours, prompting us to evolve with greater speed towards the digital world.”

“Being catalysts for growth, being at the forefront and going beyond innovation, are the most important differentiators for Ingredion.”

Angelina de Castro
Innovation Director of Marketing and Growth Platforms



Actions



Ingredion Talks:
Content development to implement Webinars, with key consumer trends in the face of new lifestyles.



Internal email campaigns:
Content development of new solutions to share with stakeholders.



Informative campaign
About vegetable protein solutions, the new protein solutions that come from lentils, beans, chickpeas and for a more affordable diet.



Website positioning.



Digital campaigns and training.



Communication Campaign + Connected:
360 Information campaigns, which allow us to be close to our stakeholders.



Provide accessible products:
That allow to optimize the costs of dairy and meat and this sector reaches more families.



“IMPROVE THEM TODAY” Campaign:
Offer new solutions for reducing calories, sweetness, and texture through informative campaigns, to co-create new products with our customers, for the new lifestyles of people and families in Mexico.



First Sensory Laboratory Presentation:
Designed to develop and offer new formulations for food and beverages. An information campaign and a virtual tasting were carried out to present its scopes.



Social Media Campaign:
Content development and key innovation data for Instagram, LinkedIn, Twitter, YouTube.



Web Conferences and Training:
Solutions for the industry to implement new regulations, help to comply with the new NOM-051 labeling and improve products.

First Virtual IBC, “Ingredion Business Congress (IBC), which included conferences with market trends, implementation of the new labeling and presentation of innovative solutions.

The actions implemented in the face of the Covid-19 pandemic produced 360 ° internal and external communication. We work crosswise in the areas of innovation, marketing, and communication. Thanks to technology, we had direct contact with our customers and despite the distance, we were able to offer the nutrition and health solutions that individuals and families demand ahead of new lifestyles.



“Marketing was key to focus our campaigns on solutions for customer priorities and challenges, maintain our commitment to them and continue to position ourselves as the indispensable partner to open the appropriate forums to have industry experts, lead our technical team and to be able to provide relevant, updated and actionable market information to face changes in the market and consumption in 2020”.

Susana Garcia
Marketing Communication Manager



Human Rights

GRI 102-9,102-31, 102-35, 102-36, 102-41, 407-1, 410-1, 412-1, 412-2, 412-3, 419-1, 103-1,103-2,



- Code of Conduct: Human Rights, Harassment and Discrimination Guidelines.
- Policy against violence, threats and intimidation
- [Sustainable Code for Suppliers Ingredion México](#)
- [Suppliers Code of Conduct](#)



2030 Goal:

Advance respect for human rights in our operations and demonstrate 100% transparency across our global supply chain.

Milestones:

- Implement the ISO 26000 social responsibility guidance by the end of 2023.
- Assess 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.

Ethical Commerce

GRI 414-1, 308-1

We continue to use the Supplier Ethical Data Exchange (SEDEX) as the primary mechanism for sharing supply chain information with our customers and suppliers. This system has allowed us to increase transparency, not only of our own operations, but also by linking our suppliers with customers when necessary. We continue to use the SEDEX Member Ethical Audit (SMETA) as the primary method by which we evaluate our operations, as well as those of our suppliers, regarding human rights.

The human rights protection in our operations and in our supply chain is of paramount importance. We maintain our purpose, promise, principles and values to make a connection with all stakeholders and beyond, with our transparent actions.

We recognize the right of our employees and those with whom we do business to be treated with dignity and respect, and in accordance with the law. We will not tolerate child labor; the use of forced labor or human trafficking and we are committed to improving transparency throughout our supply chain.

We have a Social Responsibility Management system based on the International Standard SA 8000, Social Accountability, a [Code of Conduct](#) with transparent policies and public access. Furthermore, we are a UN GLOBAL COMPACT company.

Goals



INGR INC.

100 % of key suppliers registered with SEDEX already have SMETA audits by the end of 2017.

GOAL 2020: 100%

2020: 100%

INGR MX.

100% of our plants have SMETA audits by the end of 2016.

GOAL 2020: 100%

2020: 100%

Diversity, Equity, Inclusion (DEI) + Belonging

GRI 102-8, 405-1, 406-1, 102-24, 103-1,103-2,103-3



- Code of Conduct: Diversity, Equity, Inclusion (DEI) Guidelines
- Diversity and Inclusion Policy
- Gender Identity and Gender Expression at Workplace Policy

At Ingredion everyone belongs! We embrace diversity and promote an inclusive work environment, where people feel supported and empowered to contribute their best effort every day.

We expanded our Business Resource Groups (BRG) of employees by 250%, to further improve the representativeness and inclusion of all our employees.

The BRG's in Ingredion are:

- ABL.E - Alliance of Black Employees.
- WIN - Women of Ingredion Network
- PRIDE Ingredion - Network for LGBT+ collaborators and associates.
- INSPIRE - Ingredion's Network for Supporting Intercultural Relations and Exchange.
- NEXT - Network of Early Talent.

2030 Goal:

Have fully established a culture of belonging where every employee is able to bring their full self to work.

Milestones:

- Achieve 100% on the Human Rights Campaign Foundation's Corporate Equality Index as an employer of choice for LGBTQ+ employees by the end of 2022.
- Reach industry benchmarks on inclusion and belonging indicators on our employee engagement survey by the end of 2022.
- Minimize bias and maximize equity in our hiring and promotional practices by the end of 2022.
- Improve the representation of women in management with a goal of gender balance by the end of 2025.

Achievements

HRC Equity MX

Certification / HRC. Best LGBT Places to Work.



PRIDE Mexico, we are part of PRIDE Connection since 2020.



We are part of the **2020 Bloomberg Gender Equality Index** for the third consecutive year.



1,508



Male

1,756
Employees

248



Female

“The year of 2020 tested us; however utilizing our Purpose and Values to guide us, we were able to achieve great things. This year also brought forward the importance of diversity, equity and inclusion as we came together under difficult times of the pandemic and the inequities we saw in our communities. We utilized this energy and our commitment to *Make Life Better* to achieve our DE&I goals, enhance our culture and grow our team members”.

Kim Villegas

Vice President of Human Resources North America.



DE&I Actions



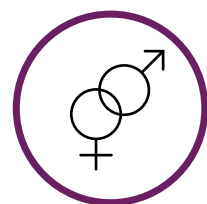
Support to associations:
Junior League and Casa Naandi.



Updating of the Purchasing Manual, to avoid supplier discrimination.



Alliance with Pride Connection and PRIDE Launch.



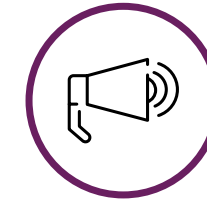
Internal promotion of Gender Identity and Gender Expression at workplace policy.



First Anniversary
Anniversary of the WIN committee in Mexico.



Implement the purpose "Everyone Belongs", which allows us to freely express our identity, we work in an environment where we are respected, and our policies are enforced.



Campaigns to promote and disseminate DEI actions.


“At Ingredion we live our values day by day. In 2020 we joined PRIDE in Mexico, we got to live diversily and actively promoting an inclusive work environment where each person is valued and feels inspired to give the best of themselves. We managed to implement policies, practices and raise awareness of the benefits of LGBT + inclusion”

Diego Vargas
PRIDE Mexico Leader.



“WIN: The challenge was to adapt to the new dynamics that implies different efforts, not only from the leaders, but from all of us who are part of this, where it was a constant for all, and the commitment where people from a distance had to take responsibility of itself and engage to the objectives of DE&I, staying connected and continuing to participate. This is how the results were achieved”.

Aurea Torres
Leader of WIN Mexico.



Innovation

GRI 102-6, 203-1, 416-1, 417-1

Our relentless focus on innovation goes beyond creating new products. We continually imagine new ways to create value for our customers, from services and ways of working to customer experience and sustainable practices.

We understand that innovation and digital / technological transformation are a catalyst for our business model and our strategy, turning the challenges posed by technology into opportunities.

We promote sustainable innovation:

We invent and model the products that improve the lives of people all around the world, to have the direct opportunity to make a difference in people's lives, with the products that we are innovating (for example, vegetable proteins, reduced sugar, and sweetener), ingredients to texturize food, etc.

We have an Animal Testing Policy that makes us proud, aligning our operations with the expectations of our customers and other stakeholders.

2030 Goal:

Drive sustainable innovation in all new product launches by aligning with at least one of the UN Sustainable Development Goals (SDGs), contributing to society and customers meeting their sustainability goals.

Milestones:

- 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

Actions



Training: In digital platforms:
Managing the product portfolio, as well as its functionality, and customer support.



Technical webinars:
Taught and received, with the participation of Global Expert Teams (GET's) and with the Global Growth Platforms, to understand the strategy and focus on specialties within the portfolio and provide support on their Fields of application.



Idea Labs integration:
For Bidirectional support.

- 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.

Goal



INGR INC.
100% Innovation platforms assessed on sustainability issues by the end of 2018.

GOAL 2020: 100% **2020:** 100%

Achievements



Technical webinars:
The new styles of virtual communication with Ingedion Talks (+1,500 attendees and +9,800 views).



IEC Consolidation:
New ways of working at the Ingedion Experience Center (IEC), with remote sensory support.



Kits Delivery:
For virtual tastings, technical support, both for product innovation and customer solutions, as well as for growth platforms, development of digitization trends with videos.



“The Ingredion Idea Labs Innovation Center is committed to The Company and customers to provide solutions that meet the needs of the final consumer, respecting regulatory aspects, supply agreements and willing to venture into innovation models present in the industry, incorporating resources of digitization in collaboration with the network of your internal and external contacts”.

Nora Maya
Senior Manager of CSPI and Idea Labs



Value proposal GRI 102-9

Customer and Investor Value Creation through ingredient solutions that make life better

Customer co-creation and consumer-preferred innovation

INVEST IN OUR SPECIALTY GROWTH PLATFORMS



Starch-based texturizers

We provide innovative and cost-effective texturizing solutions—supported by the broadest portfolio of starches on the market and our unrivaled global formulation expertise.



Clean and simple ingredients

We combine pioneering solutions and proprietary market insights with formulation Expertise delivering the cleaner ingredients and simpler labels that consumers understand and prefer.



Plant-based proteins

We bring our extensive portfolio of sustainable plant-protein solutions and formulation expertise to help customers bring products with consumer-preferred taste, texture and nutrition to market.



Sugar reduction and specialty sweeteners

With our unmatched technical expertise, we enable customers to make the most of our robust portfolio and deliver best-in-class reduced-sugar formulations that win in the market.



Food systems

We partner with customers to win in the race for innovation—with tailored system solutions based on formulation expertise and deep understanding of customers' unique needs.

Value creation

Value creation

Leverage and enhance our strengths

Core Food and Industrial Ingredients

Supply Chain and Operational Excellence

Sustainable and Trusted Sourcing

Purpose and Performance-Driven Culture

We are committed to protecting and renewing the planet's resources.

006



Planet Life

Environmental Impact
Protecting Biodiversity



Environmental Impact

GRI 103-1,103-2,103-3, 302-1, 302-2, 302-4, 302-5, 303-1, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7



- Code of Conduct: Environmental, Health, Safety, and Protection Guidelines
- Environmental, Health, Safety, and Protection Policy

We maintain the commitment to take care of natural resources for future generations, through certifications planning and strategic objectives, as well as indicators of continuous improvement in our processes, each day more aligned with the Sustainable Development Goals (SDG) of the UN.

We are committed to use a science-based approach and to work with our stakeholders to have a positive impact.



Goal



Reduce carbon emission intensity by 10% by the end of 2020 (versus 2010 baseline).

INGR INC.	GOAL 2020: -10%
2020: -8.4%	
INGR. MX	GOAL 2020: -10%
2020: -15.6%	

2030 Goal:

Protect and renew the planet's resources by enacting science-based targets and other conservation measures as catalysts to drive continuous innovation.

Milestones:

- Achieve plastic neutrality across our operations by the end of 2025.
- Achieve a 25% reduction in absolute GHG emissions by the end of 2030.
- Source 50% of our purchased electricity from renewable sources 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 Chemical Oxygen Demand (COD) or Biological Oxygen Demand (BOD) by 10% from our wastewater discharges by the end of 2030.

Actions and Achievements

GRI 303-3



ISO 14001 certification:2015



Territorial Industry Certificate by the Ministry of Environment and Territorial Development (SEMADET Jalisco).



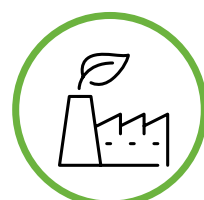
Clean Industry Certificate by Federal Attorney for Environmental Protection (PROFEPA).



Environmental Management System since 2009.



10 by 20 Strategy, Guadalajara plant obtained results with a -25.3% decrease in water consumption and a -30.6% decrease in greenhouse gas emissions.



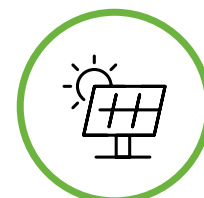
Implementation of the **2030 Sustainability Strategy**, to continue reducing CO2 emissions and making progress in water savings.



Celebrations of **Water and Earth Day** internally. We replaced the visits with a virtual activity, which included a photos or videos about the way in which the employees take care of the land and water inside the plant and at home.



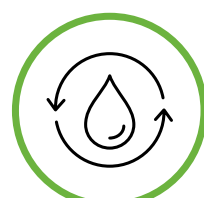
Virtual meetings of the **Safety and Environment Mutual Aid Committee**, with the Industrialists of San Juan del Rio.



Certifications of **Clean Industry Renewal and ISO 14001: 2015**, at the San Juan del Rio 2020-21 plant.



Virtual Environmental Campaigns, to achieve the participation of all the staff and to keep alive the Safety and Care of the Environment culture.



Residual Water Treatment Plant Conversion. Biogas emissions are recovered to the Drying Systems, which helps to reduce emissions. The Tlalnepantla Plant was a pioneer and was followed by San Juan del Río and Guadalajara.



Substitution of the reforestation program:

- Donation of trees in the San Juan del Río plant.
- Campaign Create your Orchard Tlalnepantla plant.
- Campaign for planting vegetables with kits delivery at the Guadalajara plant.
- Home Orchard Courses, corporate offices.

“2020 was undoubtedly a year of great challenges and changes, it gave us the opportunity to demonstrate alignment with the purpose of The Company and our Values. *Care First* strengthens our safety culture both at our facilities and within our families. We *Innovate Boldly* to generate new ways of working that allowed us to maintain the operation despite the restrictions to continue providing our customers with the care, supply and service proving to be the first choice, our *Owners Mindset* allowed us to turn the challenges experienced into opportunities. This being possible thanks to the diversity of thought that all of us who make up this great Company have”.

José Guadalupe Ochoa
Plant Manager San Juan del Rio.



Renewable Energy

GRI 302-1, 302-2, 302-3, 302-4, 302-5, 303-1, 303-4, 303-5

We look ahead to the future in our sustainability strategy 2030, we seek to increase the renewable percentage of our purchased electricity, to 50 percent.

In 2020, we plan to initiate an assessment of the projected growth of renewable energy in the countries where we operate, to develop a strategy and achieve our ambitious goal.



Goal

Reduce water use intensity by 10% by the end of ~2020 (versus 2010 baseline).

INGR INC.
2020: -9.6% **GOAL 2020: -10%**

INGR. MX
2020: -19.9%

Achievements

LEED certification for corporate offices.

Clean energy production: According to the efficiency criteria issued by the CRE and emissions established by the Ministry of the Environment and Natural Resources, 66.7% of our electrical energy is produced from clean energy.

Ingredion Mexico

Total Energy:	Clean Energy
374,041 MWh	249,614 MWh
	66.73%

CDP Information





GRI 305-5

We continue to share details of our environmental performance, risks and potential business opportunities through CDP (formerly Carbon Disclosure Project) reports.

We hope this will not only help reduce the carbon footprint of our overall business, but also support the growth of renewable energy in the areas where we operate.

Environmental Actions:

GRI 201-2

-  Reduction of water consumption **+20%**.
-  Reduction in consumption of supplies (acid, soda, hexane).
-  Water recovery or reuse **300 mts³ per day**.
-  Reforestation through our employees and trees donations.

Waste and Materials

GRI 301-1, 301-2, 301-3, 306-1, 306-2, 306-3, 306-4, 306-5, 103-1, 103-2, 103-3

We have policies, procedures, and measurement indicators for our waste and recycled materials.

- 74% of non-hazardous waste in 2020 went to reuse and / or recycling.
- 26% of the non-hazardous waste generated is sent to a sanitary landfill.

We reduced the hazardous waste sent to landfill by 35%, compared to 2019.

- 23.69% of hazardous waste is sent for recycle or reuse.
- 62.96% of hazardous waste is incinerated to produce energy.



**100% of the pallets for internal use are made of plastic,
100% reusable by 2020**

“2020 was a year of great challenges to guarantee the safety and health of our employees, we ensured compliance of our procedures. Additionally, at the Tlalnepantla plant we had a very complicated end of 2019, already with a very aggressive work plan to ensure zero incidents. We were able to accomplish both points with the involvement of all the teams, starting with the leadership team, which at all times showed its commitment”.

Rocío Hernández,
*Superintendent of Safety and
Environmental Protection,
Tlalnepantla Plant.*



Biodiversity Protection

GRI 304-2, 304-3, 304-4, 103-1, 103-2, 103-3

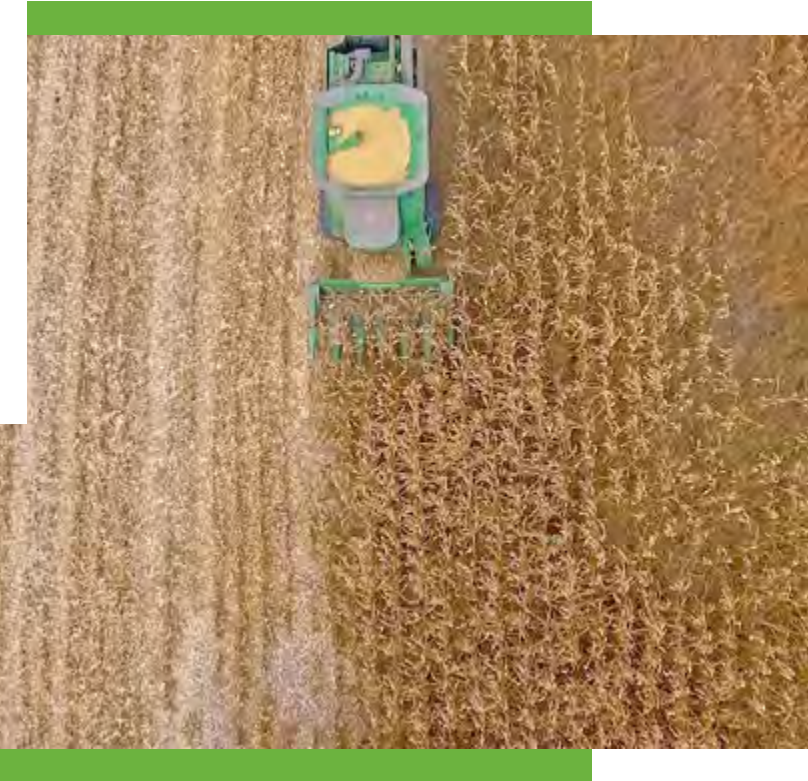
We believe in the need to protect the rich biodiversity that our planet offers. As a company sourcing crops as our primary raw material, we also believe that protecting biodiversity is critical to maintaining a healthy supply chain.

2030 Goal:

Implement programs to protect and improve biodiversity to drive a net positive impact in our crop sourcing areas.

Milestones:

- Engage with an NGO partner to identify any endangered species impacted 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 program 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.



Actions and Achievements



Boost to the Mexican Farmland:
The Company sources yellow corn mainly from the state of Jalisco.



SAI Program:
Seeks to evaluate the sustainability of Jalisco's producers, under the SAI standard.



Safe Storage:
Crop storage, handling and distribution activities carried out by farmers, from whom raw materials are purchased.



Prohibition of child and forced labor:
In accordance with local legislation.



Fair Treatment Promoted:
For migrant working for agricultural providers.



Ethical Business Practices:
Promote the well-being of the communities in which we operate.



Program for the Care and Preservation of Endangered Wildlife
has carried out at the San Juan del Río Plant.

We strive to improve the lives of the growers and their communities.

07



Connected *Life*

Sustainable and
Regenerative Agriculture

Food Security

Community Impact



Sustainable and Regenerative Agriculture

GRI 102-9, 203-2, 303-1

We believe in supporting the long-term sustainability of the agricultural operations that provide us with raw materials.

Achievements

Promotion campaigns with the Government of Jalisco: To increase the production of yellow corn in the State.



Implementation of Sustainable Corn Supply Plan: In Mexico, we obtained 35% of sustainable corn in 2020 with the SAI Program, which is certified by Control Union and by 2021 we have a commitment with the supplier to supply us with almost one million tons of sustainable corn.

Desarrollo de la Cadena Productiva del Maíz con proveedores, para el abasto de semillas competitivas que tengan mejores rendimientos.

Goal



Sustainably source 1 million metric tons of crops by the end of 2018.

INGR INC.
2020: 2,996,900 Tons.
INGR MX
2020: 858,900 Tons.

GOAL 2020: 1 Millón Tons.

2030 Goal:

Make life better for growers, mitigate supply chain risks and help drive food security by implementing robust sustainable and regenerative agriculture programs with our growers.

Milestones:

- 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 Tier 2 priority crops sustainably sourced by the end of 2030.



Actions



Allies of the Mexican Farmland since 1925.



Allies of the Yellow Corn Producers in Jalisco and the Mexican Coca-Cola Industry for certainty of purchase of 100,000 tons of yellow corn.



Work and direct promotion with the Associations of Yellow Corn Producers in Mexico in search of more national suppliers.



Alliance with customers to promote the planting of yellow corn and establish a direct chain from the Farmlands to the industry.



“It was a year in which we made a very important leap in terms of the supply of sustainable corn, although in other years we had already worked on the issue, it had not been formalized enough as it was this year, where there are already concrete delivery commitments to the future on the part of our imported corn suppliers, in terms of sustainable corn and the fact that a third party will validate these volumes. In 2020 we can see a project and a well-defined path, against what was worked in other years”.

Jorge Monreal
Senior Manager of Corn Purchasing and logistics.



Food Security

GRI 102-12,



- Code of Conduct: Food Quality and Safety Guidelines

Food security refers to the fact that all people, always, have physical, social and economic access to safe and nutritious food in sufficient quantity, that meets their preferences and nutritional requirements, for an active and healthy lifestyle.



Expanding our capabilities: Plant Base Proteins

We invent and model the products that improve the lives of people around the world; we have a direct opportunity to make a difference in people’s lives with the products that we are innovating (for example, vegetable proteins, reduced sugar and sweetener), ingredients to texturize food, etc.

We continue to see high demand from both consumers and our customers for plant-based protein alternatives in their preferred foods. In past years we expanded the accumulated investment in proteins of vegetable origin by:

+ \$ 200 Million Dollars by the end of 2020

2030 Goal:

GRI 102-9, 102-10

Improve food security within our value chain by catalyzing food waste reduction, minimizing crop losses at the farm level and enhancing product offerings that support food security objectives of the UN SDGs.

Milestones:

- 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.



Actions



Participation with the SAI Platform, to meet sustainable agriculture goals.



Since 2014, Ingredion has been a member of the SAI Platform, which has been an invaluable resource to help us advance our efforts for sustainable agriculture.



Participation with the Food Bank
Monetary and in-kind donations for their annual campaigns. In addition, this year we had a special participation in support of families affected by the Covid-19 pandemic.



Participation in the campaign "Un Kilo de Ayuda".



We allied with more *yellow corn farmers*, opening a direct channel from the Farmland to the industry.



Participation with the Food Chamber of Jalisco.
To complete pantries and distribute them to families in need in the face of the COVID-19 pandemic.

Community

Impact

GRI 204-1, 303: 103-1, 103-2, 103-3, 303-1, 413-1, 413-2, 102-12

The communities where we operate are as diverse as the employees who make The Company great. All communities have different needs, we remain committed to proactively participating in them to promote a positive social, environmental and economic impact.

We align our efforts with some of the UN Sustainable Development Goals, so that our participation helps to contribute to the needs of society.

In each community where we have a presence, we are prepared, available and in tune with their needs, we maintain our commitment to make life better, for our customers, our communities, and the world.

Support to Food Banks and Fighting Hunger

We continue to promote our collaboration with The Global Food Banking Network (GFN) to identify opportunities to support food banks and combat hunger in the communities where we operate, fostering support for the community..



329 Employees participated in our campaigns by the delivery of donations for: GIVE and Together We Make Life Better. The associations that benefited from the donations were: Children with Cancer, Child Fund A.C., Operation Smile México A.C., Red Cross, Cáritas and Food Banks.

Goal



Triple our engagement in food bank related activity by the end of 2020.

INGR INC.
2020: 344%
INGR. MX
2020: 634%

GOAL 2020: 300%

GOAL 2020: 300%

2030 Goal:

Make life better for more than 1 million people in the communities where we operate.

Milestones:

- Enact programs in 100% of the communities where we produce products to help eradicate childhood hunger by the end of 2025.
- Enact programs to support education and/or educational gender equality in 100% of our operational areas with low graduation rates by the end of 2025.
- Enact programs in support of local water conservation in 100% of extremely high-water stress communities where we produce products by the end of 2027.
- Enact initiatives to support women entrepreneurs in 100% of the communities in which we operate that have a high gender equality imbalance.

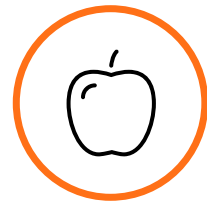
Actions and Achievements

Guadalajara Plant

Education:



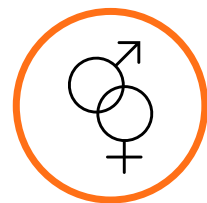
Program (INEJAD)
Secondary education certification to three residents of the neighborhood.



School for People with Down Syndrome Collaboration:
Delivery of toys and box lunch for 22 students.



Employee recognition for their outstanding participation in training provided by a Human Resources company.



Webinar against gender violence for employees, suppliers, contractors and neighbors in collaboration with authorities and an expert on the subject, 50 people attended.

Social Commitment:



Collaboration with "mi Gran Esperanza" Association (works in support of children with cancer). We join their campaign to collect plastic caps, deliver cleaning products, chocolates and 100 hygiene kits for children with cancer.

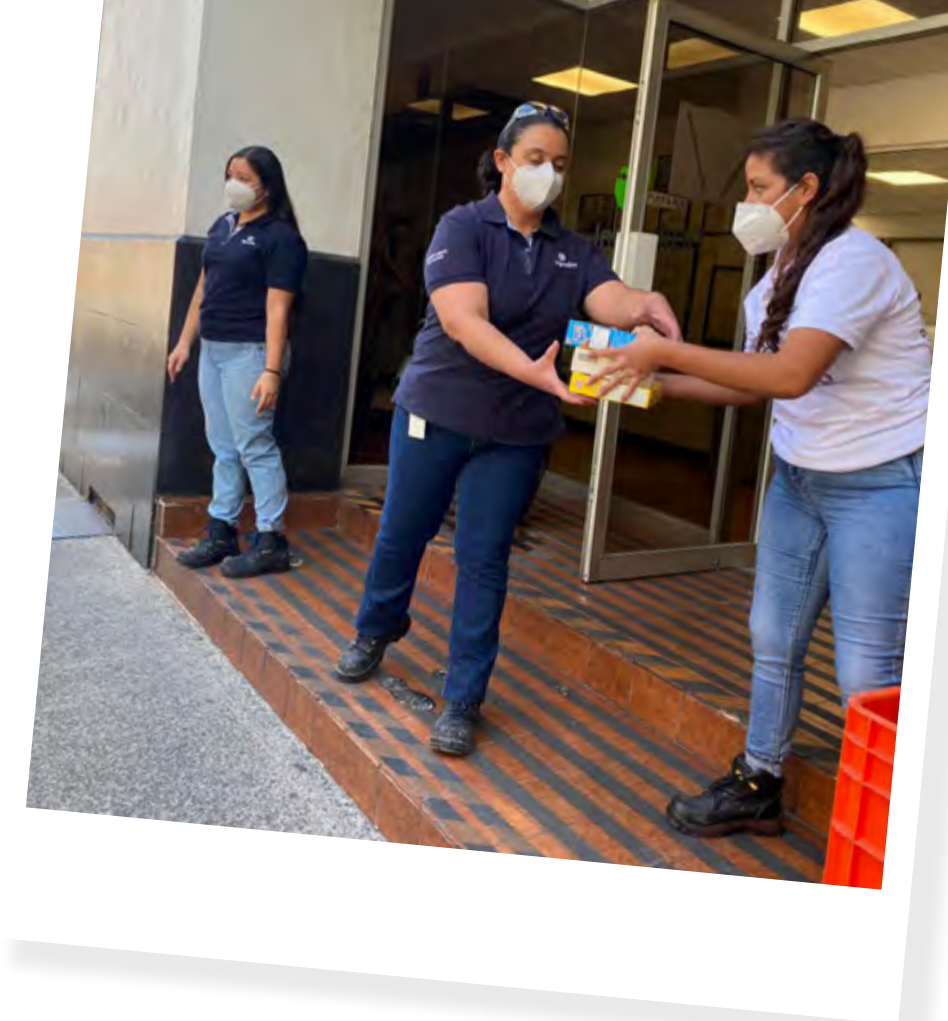
The campaign to collect plastic caps totaled 120 kilos, which are used to raise funds for the payment of studies and medicines for children and young people with cancer.



Webinar Mother's Day celebration, in collaboration with ANSPAC, a speaker from the neighborhood and 12 event animators.



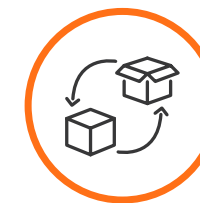
CROC Union Donation: 10 boxes of oil were delivered to personnel affected by the Covid-19 Pandemic.



Good practices with Iberdrola: various activities with 32 participants, between employees and neighbors.



Virtual training of preventive measures against COVID-19, for families of our collaborators and neighbors.



Health kits donations: We delivered 450 face masks to merchants in the neighborhood.

San Juan del Rio Plant:

Education:



Agreements with universities in the cities of Morelia, Celaya and San Juan del Rio in collaboration with universities to promote the talent of recent graduates with high potential, and that they join our company.



Tlalnepantla plant:

Education:



Agreements with universities: Collaboration with universities to promote the talent of recent graduates with high potential, so they can join our company.

Social Commitment:



Food Bank Donations: It is considered our best collection year, with a goal of 2.1 tons of food.



Collaboration with neighborhood community and institutions.

We are committed to fostering sustainable practices throughout our organization and remain committed to operating with the highest moral and ethical standards.

Business Ethics

08



Corporate Governance
—
Our Employees
—
A Bright Future



Business Ethics

GRI 102-16, 102-17, 412-1,412-2, 412-3, 206-1, 408-1, 409-1, 410-1, 412: 412-1,412-2, 418-1,419-1, 103-1, 103-2, 103-3



- [Code of conduct](#)
- [Quality and Food Safety](#)
- [Suppliers Code of Conduct](#)



We created an environment in which we allow ourselves to make a difference for others, where processes can be designed and improved, demonstrating, that our culture and values are essential. By taking care of ourselves, we take care of and support excellent internal or external services.

We consider that everyone's role is essential to ensure we are a preferred supplier, whether we are in contact, inform, share best practices, and implement new businesses for our stakeholders, always with great ethics.

#	Guiding Principle	Ingredion Program	Report Page #
1	Support and protect international human rights	Human rights	39
2	Do not be complicit in human rights abuses	Human rights	39
3	Uphold freedom of association and collective bargaining	Human rights	39
4	Eliminate all forms of forced or compulsory labor	Human rights	39
5	Effective abolition of child labor	Human rights	39
6	Elimination of discrimination	Human rights	39
7	Support a precautionary approach to environmental challenges	Environmental impact	47
8	Undertake initiatives to support greater environmental responsibility	Environmental impact	47
9	Help develop and share environmentally friendly technologies	Innovation, Sustainable and Regenerative Agriculture	43 Y 54
10	Work against all forms of corruption	Governance	62

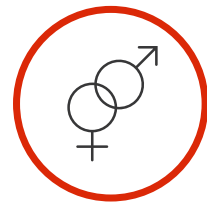
Code of conduct:

GRI 102-16

Ingredion's business is conducted under ethical standards and policies detailed in The Company's [Code of Conduct](#), completely designed according to our values. It is a guide that gives us the guidelines for behavior before our stakeholders, helps in decision-making and ethical channels.

Our suppliers have a [Sustainable Code for Suppliers Ingredion México](#), and [Suppliers Code of Conduct](#) which shares the guidelines for doing business with Ingredion.

Actions and achievements



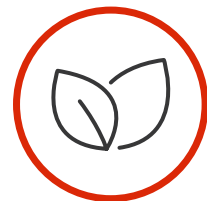
We are part of the Bloomberg Gender Equity Index 2020-21:

Which recognizes work on gender equality in a wide range of industries.



We are part of the Ranking of the 1000 Most Important Companies in Mexico:

Place 24/103 of the list published by the magazine Mundo Ejecutivo, in the category of food products.



We are a Responsible Company 2020 by Expansión:

One of the Leading Companies in Sustainability in Mexico and Expansión & Schulich, according to The Triple Helix of results (economic, social and environmental performance).



Anti-corruption:

GRI 205-1, 205-2, 205-3

The Company's operations adhere to international standards and are also certified by the Foreign Corrupt Practices Act and C-TPAT (Customs-Trade Partnership Against Terrorism), an initiative between the United States government and the private sector, whose purpose is to guarantee security in the different areas of the supply chain and protect it against terrorism.

Actions and achievements



We are part of the IC500 (Integridad Corporativa 500):

The lead instrument to measure the existence and characteristics of the anti-corruption policies of the largest companies in the country. We have participated since its inception in 2017 to date.



Corporate Governance

GRI 102-18, 102-19, 102-20, 102-22, 102-23, 102-24, 102-25, 102-26, 102-27, 102-28, 102-29, 102-30, 102-31, 102-32, 102-33, 405-1

Ingredion has a corporate governance for its companies, a Code of Conduct and policies for all employees, subsidiaries, and affiliates. The Ingredion Board of Directors is supported by committees approved by the Annual General Meeting of Shareholders, which analyze different matters and provide recommendations to the Board. More information: [Annual Report](#).



We take care of Ethics and Conduct INGRethics.com

GRI 102-17, 102-25, 205-1, 205-2, 205-3

The Code of Conduct establishes the expectations of The Company when doing business in an ethical manner, based on our values, our policies, and the law. Employees and related people are expected to guide their actions in accordance with it, comply with it and guard it.

We all build and protect Ingredion's culture of integrity. For doubts and reporting infractions of Code of Conduct. Visit INGRethics.com

Our Employees

GRI 401-1, 401-2, 404-1, 404-2, 404-3, 412-1, 412-2, 412-3, 103-1, 103-2, 103-3

We maintain our inspiring purpose: We integrate the potential of people to make life better together. We strive to improve the lives of our employees; we seek to provide opportunities for growth and we remain committed to developing talents. We take an intentional approach to personal and professional development.



**100% Employee annual evaluation,
through the digital platform.**

Achievements

563,216

hours employee
training in Workday

13,194

Achieve Recognition
awarded to employees

**Implementation of the
Employee Assistance
Program (PAE) in:** medical,
nutritional, emotional health,
legal assistance, family
economy and veterinary.



“During the COVID-19 pandemic, the protection of employees in filters at entrances and exits, having a medical service concerned about the health of the employees, recruitment and training, changed their way of presenting themselves, transformed us, we adapted and managed to meet the challenge”.

Eduardo Villarreal
Human Resources Manager
at the San Juan del Río Plant.



Actions



Courses on the Workday platform throughout The Company.



100% of Training on Digital platforms.



“Open High School Plan”: for union employees. At the San Juan del Rio plant, 2 classes were held with 22 people. Due to the COVID-19 pandemic, they were suspended, but they were resumed in 2021. The first graduation will be held in May, changing the format to digital.



Management and Measurement: Security work teams, CX (Customer Experience) and the methodology of optimize LSS (Lean Six Sigma) processes.



Collaboration Management: A collaborative and inclusive work environment developing a great sense of belonging and recognition of achievements.



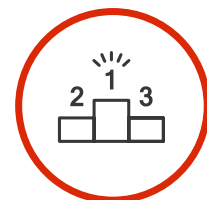
Agreements with technical schools, to provide training and support the professional improvement of employees in maintenance areas.



NOM 035 Training: About the basic and necessary working conditions in the safety, environment, and health session.



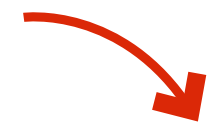
Virtual Training: For employees and their families on issues of nutritional health, environmental care, safety, health, etc..



Achieve Recognition Platform: To recognize collaborators, achieving a 104% rating in the year at the Tlalnepantla plant, this means, everyone was recognized and some were recognized several times.



100% Employee Served in the Assistance Program guides PAE





“All of us who make up Ingredion must demonstrate social commitment through our actions through participation in all activities inside and outside The Company, always with the vision of positively impacting the community where we live and operate. Our participation in all the programs already established, as well as proposing and innovating, will be vital so that we become the best Company for our employees, neighbors and suppliers.”

Hugo Godínez
Human Resources Manager of the Tlalnepantla Plant.



Growth Programs for Employees:



Zero Educational Lag Program: In middle education with eight groups who have attended Semi-schooled High School. This program is structured with the collaboration of the Francisco Silva Romero University Center (CUTH) for workers and their children F.R.O.C. Jalisco A.C.; currently there are 40 active collaborators and 34 graduates.



Supervisor Development Program: The target of this program is to provide our supervisors with the technical requirements of the plant areas, so they can identify the analysis tools applicable to their position and responsibilities, as well as the power of understanding how their technical knowledge is important to achieve business goals. In 2020 we taught a total of 27 hours for each of 12 the supervisors.

Mentoring Plans for Union Members: The focus of the program is for critical positions in the production area.

Training through the DELI Platform:

Development, Experience, Leadership and Inclusion Platform (DELI) is an effort to give structure and identity to growth initiatives. DELI's objective is to make the full range of professional development opportunities available to The Company at the global level, with clear and always accessible information.

The current DELI programs are:

- **Multipro:** Train people to use the current Ingredion Office 365 licensed applications.
- **Workday learning:** Provide and strengthen the knowledge required to successfully fulfill daily responsibilities in The Company.
- **InDigital:** Provide financial support to develop the linguistic skills of employees that will allow the complete fulfillment of the objectives and goals of The Company through a digital platform that matches our Cost-Smart strategy.



- **Career Program:** During the Career Program, participants could identify the main development challenges according to their current role, competencies and strengths. They will also work on a draft of the Career Plan that will improve the achievements and successes of The Company.
- **DEI (Diversity, Equity and Inclusion):** Provide and strengthen the knowledge required to successfully fulfill daily responsibilities in The Company.
- **Máster Pro:** Provide financial support for professional development, through postgraduate courses, such as diplomas, specialties, masters, and doctorates.
- **Multi Me:** Strengthen leadership skills, develop managers who empower their teams to create accountability in decision-making and delivery of results effectively.
- **Mentoring Program:** Provide a source of constructive feedback and development advice to enhance the employee experience.
- **Legacy:** Provides recognition to our employees near retirement, giving training and support to the employee who will assume their role.

“We are a highly responsible, committed and congruent company with the environment, ethics and values since our main goal is to take care of people’s health and continue to be a profitable business and source of employment for our collaborators. In 2020, The Company demonstrated that congruence of its values, with the support it gave us in relation to resources, and the implementation of the necessary health measures for our operation.”



Mayra Espinoza,
Human Resources Manager at the Guadalajara plant.



GRI 102-14

A Bright Future



I thank everyone for your time consulting our third Ingredient in Mexico 2020 sustainability report, according to the GRI Standards (Global Reporting Initiative).

At the end of 2020, we recapitulate this year that changed the world and our way of living.

We boldly faced the challenges that were posed, we remained resilient and always attentive to the care of the entire Ingredient and extended family.

We are ending our 2020 report within the first quarter of 2021. We continue to face the challenges of the COVID-19 pandemic, but without a doubt with many experiences, that allow us to be closer to all our stakeholders.

We understand we will continue to face delays, today learning, understanding, valuing new ways of life, and anticipating with solutions.

Thanks to all the Ingredient teams in Mexico. Thank you for all the goals achieved. We all give our strengths and our

ingenuity on a daily basis, and not only in the performance of our daily work, we also take these actions to our families, who joined, contributed ideas and took forward the challenges of personal care.

Thank you very much also to our extended Ingredient family, for accompanying us and joining us to face the challenges together and propose joint actions.

I thank everyone for staying close and meeting the challenges together. This strengthens us and so we can build, Together a bright future for all!

Luz del Carmen Nájera Colunga.
*Senior Director of Corporate Affairs Mexico
@ North America Sustainability Leader..*

About this Report

GRI 102-50, 102-51, 102-54, 402-3

This is the third Sustainability Report that we have prepared in accordance with the GRI Standards (Global Reporting Initiative) in its essential option.

This document shows the results achieved in the period between January 1 and December 31, 2020 and complies with the principles to determine its content and quality established by GRI.

Comparability

The data and figures presented in this Report allow stakeholders to identify the changes existing in the following years, with respect to the baseline.

Clarity

The information is expressed clearly and concisely, available to all stakeholders.

Balance

Positive aspects and areas of opportunity are presented to show clear and transparent information.



Precision

This Report contains qualitative and quantitative information that includes tables, photographs, access links and clear language for the purpose of communicating our performance to all our stakeholders.

Precision

Relevant information is presented in a timely manner regarding our location.

Reliability

Under the principles of ethics and transparency that characterize Ingredion, relevant and reliable data are presented for the knowledge of stakeholders.

“ GRI ALL LIFE 2020 ”

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NO ASSISTANCE RECEIVED

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