

2025 Modern Slavery, Forced Labor, & Child Labor Statement

Ingredion is grounded in our values of Care First, Be Preferred, Everyone Belongs, Innovate Boldly and Owner's Mindset. Our people are central to all that we do, and we are committed to respecting human rights throughout our supply chain. We will not tolerate the exploitation of children, the use of forced labor, or human trafficking. We recognize the rights of our employees and those with whom we do business to be treated with dignity and respect. We are committed to continuous improvement of our human rights due diligence process to ensure all in our supply chain are respected.

Our organization, structure, and supply chain

Our organization and structure

Ingredion employs approximately 11,200 employees globally as of December 31, 2025, of whom approximately 3,200 were in the U.S. and Canada. Approximately 33% of our US and Canadian employees are members of labor unions.

We utilize our global network of 41 owned manufacturing facilities within Brazil, Canada, China, Colombia, Germany, India, Thailand, Malaysia, Mexico, Pakistan, Peru, and the United States to service customers in over 120 countries. Most of our manufacturing process is based on a capital-intensive, two-step process that involves the wet-milling and processing of starch-based materials, primarily corn.

Ingredion's operating segments are aligned under three reportable segments: Texture & Healthful Solutions ("T&HS"), Food & Industrial Ingredients - Latin America ("F&I - LATAM") and Food & Industrial Ingredients - U.S./Canada ("F&I - U.S./Canada"). In addition, we group operating segments that are not individually or collectively classified as a reportable segment as "All Other."

T&HS has a global manufacturing footprint with 20 manufacturing facilities in the U.S., Canada, Asia-Pacific and Europe, which produce ingredients based on raw materials that include corn, potato, tapioca, fruit, rice, and tree extracts. In addition, T&HS utilizes a network of tolling manufacturers to produce certain ingredients, which T&HS completes through its finishing channels.

In June 2025, we entered into a joint venture agreement with Agrana Sträke GmbH, which provided us with a 49 percent equity interest in the joint venture for the development of starch production in Romania.

F&I-LATAM consists of 9 manufacturing facilities in Mexico and South America that convert primarily corn, but also some tapioca and sugar, into starches, sweeteners and co-products for the local needs of food and industrial markets in Latin America.

F&I–LATAM holds a 49 percent ownership in Ingrear Holding S.A. (the “Argentina joint venture”), a joint venture with Grupo Arcor, an Argentine multinational company.

F&I–U.S./Canada consists of 6 manufacturing facilities in the U.S. and Canada that convert corn into starches and sweeteners and co-products for the local needs of food and industrial markets.

All Other includes sweetener and starch sales by our Pakistan business, sales of stevia by our PureCircle business, sales of other sweeteners from our Sugar Reduction businesses, and pea protein from our Protein Fortification business.

In September 2025, we entered into a definitive agreement to sell a 51 percent ownership interest in the Pakistan business. We amended the agreement in December 2025 to grant Nishat Group an option to purchase additional shares for commensurate consideration per share.

We utilize a network of tolling manufacturers in various regions in the production cycle of certain specialty starches. We believe our approach to production and service, which focuses on local management and production improvements of our worldwide operations, provides us with a unique understanding of the cultures and product requirements in each of the geographic markets in which we operate.

Our supply chain

Corn (primarily yellow dent) is the primary basic raw material we use to produce starches and sweeteners. We also use tapioca in certain T&HS production processes in the Asia-Pacific region and in South America. We use chips and slices from potato processors as the primary raw material to manufacture potato-based starches. In addition to corn, potatoes, and tapioca, we use pulses, gums, rice, stevia, yellow peas and sugar as raw materials, among others.

Our agriculture sustainable sourcing program is prioritized by tiers. Tier 1 crops include corn, tapioca, potato, pulses, and stevia with a target to be 100% sustainably sourced by the end of 2025. Tier 1 crops make up nearly 99% of Ingredion agriculture commodities purchased. As of the end of 2025, our Tier 1 crops were over 96% sustainably sourced. We will continue working to close the remaining gap in a cost-effective way.

We are targeting our Tier 2 crops to be 100% sustainably sourced by the end of 2030. Tier 2 crops account for all other crops within the Ingredion network including rice, hydrocolloids, fruits and vegetables.

With over 14,000 non-ag suppliers globally, Ingredion takes a risk-based approach to map our supply chain, focusing primarily on country, sector, and business risk.

Governance

The leadership and governance of our Business Integrity Program provide oversight of our ethics and compliance program. At the Board level, the Governance and Nominating Committee provides oversight of our corporate governance practices and Business Integrity Program.

Our ESG Executive Advisory Committee, comprised of seven of our executive officers, serves as an oversight group between our Global Sustainability Council and the Board of Directors. Our Global Sustainability Council includes our Chief Sustainability Officer, Vice President of Compliance, Vice President Corporate Controller and ESG, and Vice President of Government Affairs.

Ingredion's Chief Sustainability Officer (CSO) reports directly to the Chief Executive Officer and shepherds the execution of Ingredion's global sustainability program, including human rights. Numerous business teams are deeply involved in Ingredion's Sustainability and Human Rights program, including our Vice President of Corporate Sustainability reporting directly to the CSO, our Senior Director of Responsible Sourcing reporting directly to our Chief Procurement Officer, and our Vice President of Compliance, reporting directly to our Senior Vice President and Chief Legal Officer. Ingredion focuses its efforts through a dedicated Human Rights manager responsible for implementing our Human Rights program globally.

Policies, Procedures, and International Standards

Policies and Procedures

Our approach to respecting and progressing human rights can be found within Ingredion's [code of conduct](#), our [Human Rights policy](#) launched in 2025, our Global supplier [code of conduct](#) (GSCC), and our [2030 All Life](#) sustainability program.

Ingredion became a member of AIM Progress as of May 2025, which enables us to advance our human rights efforts through collective tool development and shared knowledge. As an example of the value of this membership, we improved our supplier code of conduct by requiring suppliers to implement monitoring and compliance measures, including but not limited to confidential reporting and grievance mechanisms.

Our Global Supplier Code of Conduct is incorporated into all contractual supplier agreements to ensure that our responsible sourcing requirements are clearly communicated and prioritized in every transaction.

In addition to the external facing policies, Ingredion developed a global child labor remediation procedure with a formal launch within US and Canada manufacturing sites in 2025 (45% of our manufacturing footprint) with plans to expand globally in 2026.

Ingredion also has an internal Human Rights Management System which will be further enhanced in 2026.

International Standards

At Ingredion, respect for human rights is the foundation for our policies and procedures. We bring to life these international standards through our due diligence practices, including following SMETA audit methodology and closing non-compliances, and the Sustainable Agriculture Initiative's (SAI) Farm Sustainability Assessment (FSA).

Human rights at Ingredion means:

- Upholding the United Nations Guiding Principles on Business and Human Rights
- Performing appropriate due diligence on potential business partners
- Following our procurement policies when selecting new suppliers
- Paying fairly in the market and meeting or exceeding all legal requirements related to employee pay and benefits
- Respecting employees' rights to organize and bargain collectively

Advancing human rights at Ingredion is brought to life through our four fundamentals:

- Global Due Diligence & Policies
- Trainings, Awareness, and Internal Stakeholder Engagement
- Prevention & Remediation
- Customer & Supplier Engagement

Effectively achieving international standards for working hours presents ongoing challenges for Ingredion's manufacturing operations and those of industry peers. Ingredion complies with applicable local laws regarding working hours, which may sometimes diverge from international standards due to regional differences.

Assessing and Addressing Risk

Assessing Risk

Through the combination of policies, management systems, and risk analysis, Ingredion has established a risk analysis process that continues to evolve and strengthen. Ingredion's Ethics and Due Diligence is led by our CEO and championed by all. Our Vice President of Global Compliance, focused on business integrity, intersects with all aspects of our business.

Multiple departments including Corporate Sustainability, Environmental Health Safety & Sustainability, Legal, Finance, and Procurement, among others, perform risk assessments that

encompass considerations related to modern slavery, forced labor, and child labor risks. These include:

- The finalization of a double materiality assessment in 2025 which identified priority areas for Ingredion’s CSRD reporting requirements.
- The use of SEDEX tools, including: (1) auditing our global manufacturing sites through SMETA methodology at a minimum every three years, (2) annual site-specific self-assessment questionnaires which include forced and child labor, and (3) yearly analysis of risk data and forced labor indicators based on country and sector risks.
- Self-assessment questionnaires via the Sustainable Agriculture Initiative (SAI) platform’s Farm Sustainability Assessment (FSA) for our Tier 1 agriculture farms. The FSA asks specific questions on child and forced labor, and a farm cannot receive a bronze rating without certain practices in place preventing forced and child labor.
- Third party Denied Party Screenings (DPS) by the OneSource platform ahead of onboarding new suppliers. This includes the screening of denied party lists which focus on forced labor.
- Enterprise Risk Management questionnaire sent to over 150 senior leaders globally including questions on forced and child labor
- Social and reputational intelligence risk reports
- Grievances raised and remediated through our formal [Ethics hotline](#).

Risk Identification and Reduction

Ingredion will conduct its first salient human rights risk assessment in 2026. This work will be completed by a cross-functional team, with the aspiration to include external stakeholder perspectives where possible.

Our ongoing risk assessment processes indicate that our agriculture supply chain presents the highest level of inherent risk, primarily due to factors such as country of origin and the seasonal nature of product harvesting. Our sustainable sourcing program has committed to sustainably sourcing nearly 99% of Ingredion’s agriculture commodities by the end of 2025 via partnership and assurance from the Sustainable Agriculture Initiative (SAI). As of 2025, we have achieved over 96% of tier 1 crops certified at a minimum silver level from SAI platform. In 2026 we will prioritize the remaining crops within our supply chain to align on additional crops for our agriculture responsible sourcing program.

In addition, due to the size and complexity of our supply chain with over 14,000 suppliers, transparency of on-the-ground practices within certain countries and sectors can be limited. This limited transparency is especially relevant beyond our tier 1 suppliers.

While Gum Acacia continues to be a product focus area due to challenges associated with political unrest within Sudan, Ingredion has made significant investments to develop multi-step verification processes to ensure that human rights, conservation and traceability efforts are

being adhered to. These have been created in line with Ingredion's Supplier Code of Conduct and our 2030 All Life Plan which seeks to advance respect for human rights in our operations and demonstrate transparency across our global supply chain. Ingredion only purchases from producers that are tied to specific farming communities located in non-conflict regions of Sudan. We do not source from conflict regions within Sudan, nor from exporters where we cannot trace acacia gum back to the source. Other products that include heightened risk due to country and sector, include the agriculture sources of our Nutraflora and Sago starch products.

No forced or child labor has been identified within our supply chain as of this reporting. As such, no remediation efforts were completed within Ingredion's supply chain to deal with the loss of income resulting from Ingredion's remediation efforts. Ingredion continually evaluates our supply chain and enhances processes to improve our due diligence and reduce risk. Ingredion developed a child labor remediation procedure in 2025 and formally implemented it in 2026, and it is available should it be necessary.

Due Diligence Processes in Relation to Forced Labour and Child Labour

Ingredion's human rights due diligence extends across our business in the following ways:

a) All Life Partners Responsible Sourcing Program

The main goal of the All Life Partners program is to engage non-agriculture suppliers in transparent and ethical business practices aimed at improving the lives of people and the health of the planet. The program includes supplier responsibilities to complete SEDEX self-assessment questionnaires and SMETA 4P audits or Ecovadis assessments.

The All Life Partners program launched in early 2025 to a subset of suppliers meeting high risk criteria. In 2025 we developed and launched a responsible sourcing dashboard to increase visibility on supplier compliance for our procurement and sustainability teams. As of the end of 2025, 39% of suppliers enrolled in the ALP program had conducted SMETA audits.

b) Global Supplier Code of Conduct

We created our [Global Supplier Code of Conduct \("GSCC"\)](#) to clarify the principles and expectations for Suppliers doing business with us. Our global supplier contract templates and purchase order terms and conditions were updated in 2022 requiring suppliers to acknowledge our Global Supplier Code of Conduct (GSCC). The GSCC is a supporting code to the Ingredion Code of Conduct. This Global Supplier Code of Conduct is based on the Universal Declaration of Human Rights, the principles of the United Nations Global Compact and the conventions of the International Labour Organization (ILO), the principles laid down by the Ethical Trading Initiative (ETI), as well as Ingredion's Code of Conduct.

Within Ingredion we have various avenues for suppliers to acknowledge their agreement to Ingredion's Supplier Code of Conduct. In 2026 we are developing a formalized process to collect

formal attestations to our supplier code of conduct, starting with our suppliers meeting high risk criteria with the All Life Partners program.

c) Ingredion Business Ethics Line

Located on a third-party secure service, Ingredion operates a [secure ethics hotline](#) by a web-based call reporting tool hosted by Navex Ethicspoint, an independent organization specializing in Hotline services. The ethics hotline is a multilingual tool open to all, both internal and external, to report concerns related to Ingredion's business conduct, including any potential concerns with forced labor and child labor.

It is the policy of Ingredion to ensure that there is neither retaliation nor retribution for reporting misconduct or violations of law or company policy. It is also the policy of Ingredion to preserve the anonymity of employees submitting reports, subject to limits imposed by the law. Ingredion is legally required to report certain types of potential crimes and infractions to external agencies. It is Ingredion's intention to respond to all reasonable inquiries received by our confidential reporting system.

Ingredion has an internal investigations process to ensure that Ingredion responds to allegations reported in good faith, quickly, and consistently. All suspected issues of compliance and ethics violations, no matter how the issues are reported or discovered, are addressed according to this process and applicable regulations and laws.

d) Supplier Relationship Management

At Ingredion Incorporated, Supplier Relationship Management (SRM) is a structured, enterprise-wide approach that defines how we engage, govern, and continuously improve our relationships with suppliers to create mutual value. Through clearly defined principles, roles, and processes, SRM is designed to enable innovation, support business growth, and drive continuous improvement across our supply base.

We leverage the SRM process to collaborate with suppliers in strengthening operational performance, advancing quality, safety, and sustainability outcomes, and optimizing total cost of ownership. We seek long-term partnerships with suppliers who share Ingredion's core values and demonstrate alignment with our business practices and standards.

A foundational element of SRM is ongoing performance enhancement and relationship management. Using a structured supply base segmentation approach, we identify key suppliers and apply fit-for-purpose governance, performance metrics, and review cadences. These measures are designed not only to monitor performance, but to enable fact-based dialogue, targeted improvement actions, and deeper collaboration over time.

e) OneSource

Ingredion has utilized the Thomson Reuters OneSource platform since its initial deployment in the North America region in 2021. The OneSource solution is fully integrated with Ingredion's Global SAP environments and its vendor onboarding processes, enabling automated screening of all new vendors against more than 250 global Denied Party lists.

e) Diligent Third Party Management System

Ingredion utilizes Diligent's Third Party Management System (TPMS) to conduct risk-based corruption due diligence of third parties and continuous monitoring. The tool is used at the onboarding of new third parties. In addition to screening these new parties for sanctions, corruption and bribery risk, the TPMS reviews public records to assess whether the third party has any criminal, ethics/human rights violations, litigation, adverse financial, state connections and adverse media reports. This tool prevents Ingredion from working with third parties that have issues related to forced or child labor.

f) Agriculture supply chain due diligence

Our agriculture sustainable sourcing program is prioritized by tiers. Tier 1 crops include corn, tapioca, potato, pulses, and stevia with a target to be 100% sustainably sourced by the end of 2025. Tier 1 crops make up nearly 99% of Ingredion agriculture commodities purchased. As of the end of 2025, our Tier 1 crops were over 96% sustainably sourced at a minimum silver level. We will continue working to close the remaining gap in a cost-effective way.

g) Stevia supply chain

As of December 2025, PureCircle remained the only Stevia supplier with robust controls to ensure 100% non-Xinjiang stevia supply. PureCircle sets the industry standard with the following requirements:

- Non-Xinjiang policy and guarantee + Code of Conduct, requiring no forced or child labor within the supply chain
- 100% contracted farmers, including seedling producers, enabling our traceability program to cover 100% of the stevia leaf supply
- Robust audit program through the use of the on-farm SAI platform Farm Sustainability Assessment (FSA). Only Stevia supplier to achieve a minimum of 100% Silver rating and 40% of farmers rated FSA gold.

In 2026 we will further embrace the OECD's (Organisation for Economic Co-operation and Development) due diligence guidance by establishing a human rights council, evaluating our

processes and procedures, and defining our global human rights salient issues. In addition, we will evaluate and evolve the existing due diligence of our third-party labor providers.

In 2026 we will also participate in the United Nations Global Compact's (UNGC) Business and Human Rights Accelerator. We are active participants in local UNGC chapters as well, enabling us to continue advancing our practices in human rights due diligence.

PREVENTION AND TRAINING

Doing business with integrity matters to Ingredion. All employees must complete an annual Code of Conduct training to ensure they know and work by the code. In addition, we host an annual business integrity week with one of the 2025 sessions focused on human rights and forced labor. This training highlighted areas of highest risk, what forced labor is, and how it could be part of business. In 2025 we had a completion rate of 99% to our Code of Conduct training.

In 2025 we continued to expand our global human rights training to over 1000 additional employees. We focused our efforts in delivering local language human rights training in Brazil, Germany, Singapore, Thailand, Malaysia, Pakistan, and India. In total we have trained almost 6500 employees, which is over half our global workforce. This training focused on the importance of human rights at Ingredion, the ETI base code including no forced or child labor, Ingredion's human rights management system, and SMETA audits value in assessing the effectiveness of our program.

Ingredion's child labor remediation procedure was launched in 2025 with a training focused on US/Canada plant managers and HR managers. In 2026 we will globally start the launch of the child labor remediation procedure to our remaining manufacturing sites.

ASSESSING EFFECTIVENESS

We review the effectiveness of the measures we take in ensuring there is no modern slavery or human trafficking in our supply chains, and we use this to inform the development of our procedures and best practices.

Ingredion registers our sites with the Supplier Ethical Data Exchange (SEDEX), completes Self-Assessment Questionnaires (SAQs) and conducts SMETA social responsibility audits utilizing leading third-party audit methodology at all manufacturing locations, following the appropriate onboarding period. SMETA audits investigate and confirm if management practices exist that prevent forced and child labor and evaluate if forced or child labor is present at the manufacturing site. SMETA audits are visible to our customers and the results are analyzed internally to develop and implement corrective action plans.

Ingredion partners with the Sustainable Agriculture Initiative (SAI) to complete Farm Sustainability Assessments (FSAs) and verify the results through on-farm third party audits. The

FSA and on-farm audits include questions focused on forced and child labor. To achieve a bronze level assurance, farms must respond to the FSA essential labor questions by providing evidence that forced and child labor is not utilized in their growing practice. In 2025 we achieved over 96% of our tier 1 crops to be certified at the silver level or above.

In 2025, we were evaluated as part of the Global Child Forum's preliminary scorecard for our industry. In this fourth assessment, we scored an 8.5/10, improving our score of 7.5/10 from 2024. While we were pleased to have been rated above the industry average of 5.3, we also acknowledge that the scorecard provides us with a roadmap to continually improve upon our efforts.

In March 2025, Ingredion was recognized as one of the 2025 World's Most Ethical Companies by Ethisphere, a global leader in defining and advancing the standards of ethical business practices. It was the 11th time Ingredion has been honored with this recognition.

People are the most important aspect of Ingredion's business, and we will continue to evolve our practices to ensure they are central to all that we do.

This statement is updated annually and covers the year 2025.

In accordance with the requirements of the Fighting Against Forced Labor and Child Labor in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of Senior Vice President, Chief Commercial and Sustainability Officer, attest that I have reviewed the information contained in the report on behalf of the governing body of Ingredion Incorporated. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report. For clarity, I am providing this attestation in my capacity as an officer of Ingredion, and not in my personal capacity.



Larry Fernandes

Senior Vice President, Chief Commercial and Sustainability Officer

01 June 2026

"I have the authority to bind Ingredion Incorporated"