

**NORTH KANSAS CITY UNION COMPONENT
OF THE
INGREDION PENSION PLAN**

SUMMARY PLAN DESCRIPTION

June 2022

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The Plan In Brief

Effective December 31, 2016, the National Starch LLC Pension Plan, the Ingredion Incorporated Hourly Employees Retirement Income Plan, the Penford Corporation Retirement Plan and the Pension Plan for Hourly Rated Employees of Penford Products Co. at Cedar Rapids, Iowa were merged into the Ingredion Incorporated Cash Balance Plan for Salaried Employees, which was subsequently renamed the Ingredion Pension Plan (sometimes referred to herein as the “Plan”).

After the plan mergers, the Plan document is comprised of component plans which set forth the terms of the Plan that are applicable to each merged plan identified in the preceding paragraph, or in the case of the National Starch LLC Pension Plan, a component plan thereof. The Cash Balance Component of the Ingredion Pension Plan (“Cash Balance Component”) also includes certain administrative provisions of the North Kansas City Union Component of the Ingredion Pension Plan (“North Kansas City Union Component”) which are generally applicable to all of the components plans of the Plan.

This booklet is a Summary Plan Description (“SPD”) of the provisions of the North Kansas City Union Component that provides the benefits previously provided to eligible North Kansas City Union Employees by the National Starch LLC Pension Plan North Kansas City Union Document prior to the plan mergers on December 31, 2016.

The SPD describes, in general terms, the pension benefits in effect June 2022 for eligible union represented hourly-paid employees of Ingredion Incorporated (the “Company”) working at the North Kansas City, Missouri location on April 30, 2010.

The actual provisions of the North Kansas City Union Component are detailed in the official Plan document. If there is any difference between the information in this SPD and the Plan document, the Plan document will govern.

The North Kansas City Union Component is designed to provide you with a monthly income at retirement in addition to Social Security benefits, personal savings or any other retirement income you may have to help secure your financial future.

The North Kansas City Union Component is part of a tax-qualified “defined benefit” plan. Under this type of plan, your pension is determined by a formula that takes into account a monthly benefit rate and your Credited Service with the Company. Once you have become vested, you are entitled to a benefit from the North Kansas City Union Component even if you leave the Company before retirement.

The Normal Retirement Age under the North Kansas City Union Component is generally age 65. However, you may be eligible to retire earlier depending on your age and service with the Company.

You may elect to receive your pension in one of many forms of payment, and your spouse or other survivors may also benefit from the North Kansas City Union Component if you die before, or while receiving, benefits.

Ingredion Incorporated reserves the right to change or terminate the Plan, including any component thereof, at any time.

The Plan is governed by the Employee Retirement Income Security Act of 1974 (“ERISA”).

The information in this SPD does not constitute a contract of continued employment.

The last page of this booklet lists other classes of employees whose benefits are funded through the Ingredion Pension Plan but not described in this booklet.

THE NORTH KANSAS CITY UNION COMPONENT HAS BEEN AMENDED TO PROVIDE THAT ANY INDIVIDUAL WHO IS NOT A PARTICIPANT ON APRIL 30, 2010 SHALL NOT BE ELIGIBLE TO BECOME OR BE A PARTICIPANT AFTER SUCH DATE AND NO PARTICIPANT SHALL RECEIVE ADDITIONAL BENEFIT ACCRUALS UNDER THE NORTH KANSAS CITY UNION COMPONENT AFTER APRIL 30, 2010.

We suggest you read this booklet carefully, share it with your family and keep it in a safe place for future reference.

Common Terms

Annuity Starting Date - The date on which your benefits commence.

Committee – The Benefits Committee appointed by the Company’s Board of Directors.

Company – Ingredion Incorporated.

Credited Service - You are credited with a full year of Credited Service for each Plan Year in which you are credited with at least 1,615 Hours of Service. If you receive credit for at least 85 Hours of Service but less than 1,615 Hours of Service in a Plan Year, you will receive a partial year of Credited Service. You do not accrue Credited Service for Hours of Service performed prior to the date of your participation in the North Kansas City Union Component begins. Notwithstanding any provision in this SPD to the contrary, you will not be credited with years of Credited Service under the North Kansas City Union Component after April 30, 2010 for purposes of determining your benefit accrual but you will be credited with years of Credited Service for any Hours of Service after April 30, 2010 for purposes of determining Vesting Service and for purposes of determining eligibility with respect to early retirement and disability retirement benefits.

Group – Ingredion Incorporated and any subsidiary of which it owns, directly or indirectly, 80% or more of the value or voting power.

Normal Retirement Age - Normal Retirement Age is age 65.

Normal Retirement Benefit - Your Normal Retirement Benefit means your pension benefit payable the month following your Normal Retirement Age.

Rule of 85 - Prior to March 1, 2007, the sum of your age and Credited Service equals 85 or more. On or after March 1, 2007, you retire and are a minimum of age 55 and the sum of your age and Credited Service equals 85 or more.

Spouse — The individual who is lawfully married to you under the laws of the state or foreign jurisdiction where the individual and you were married, without regard to the laws of the state where the individual and you are domiciled.

Union – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) Local No. 11-617.

Participating In The North Kansas City Union Component

Eligibility

Generally, you are eligible to participate in the North Kansas City Union Component if you are a regular hourly rated, full-time employee of the Company at its North Kansas City, Missouri location (other than at the Warren Street Warehouse location) who is represented by the Union.

You are not eligible to participate in the North Kansas City Union Component if:

- You are eligible, or would after the passage of time be eligible, for coverage under another tax-qualified defined benefit pension plan sponsored by the Company or an affiliated employer.
- You are a non-resident alien.
- You are a leased employee.
- You are a student working as an intern or cooperative.
- You are classified by the Company as an independent contractor or contract employee, regardless of how you would be classified by the Internal Revenue Service, the Department of Labor or any other governmental agency.
- You agree in writing that you are not entitled to any benefit under the North Kansas City Union Component.

Certain other categories of employees are not eligible to participate. Please contact the Human Resources Department for more information.

When Participation Begins

If you are eligible, your participation begins on the first day of the month following your completion of 6 months of Vesting Service with the Company or your attainment of age 20-1/2, whichever is later. Enrollment in the North Kansas City Union Component is automatic.

Cost

The Company pays the full cost of your benefit under the North Kansas City Union Component. You pay nothing.

North Kansas City Union Component Frozen for Participation

Notwithstanding any provision of this SPD to the contrary, any individual who is not a participant on April 30, 2010 will not become or be a participant after such date.

How Your Service Is Counted

Service is counted under the North Kansas City Union Component for two purposes:

- Vesting; and
- Benefit accrual.

Vesting

You earn a Year of Vesting for each calendar year in which you complete at least 1,000 Hours of Service. Your Hours of Service include each hour for which you are directly or indirectly paid or entitled to pay from the Company for the performance of your job or while on an approved leave of absence, including military service or temporary disability (such as maternity leave). Years of Vesting Service are used to determine your right to receive North Kansas City Union Component benefits. You vest in, and have a non-forfeitable right to, your North Kansas City Union Component benefits when you reach Normal Retirement Age or complete five Years of Vesting, whichever is earlier. Years of Vesting Service are counted in full years and partial years from your date of hire by a member of the Group to your termination date. Your termination date for vesting is the date you retire, die or leave the Group.

Your Years of Vesting Service continue if you are absent because of:

- A transfer to another member of the Group;
- Military service (see below);
- Performing Union duties (up to 1 year);
- Occupational illness or injury if you are receiving Workers' Compensation benefits (up to 5 years);
- A period of layoff or leave of absence to the extent you retain seniority during the layoff or leave of absence under the Collective Bargaining Agreement between the Company and the Union provided that the absence has not in the aggregate exceeded two years.

Even though the North Kansas City Union Component is frozen with respect to participation and benefit accruals, you will continue to receive years of Vesting Service in accordance with the provisions above for your Hours of Service after April 30, 2010. Note that if you have a benefit under the Cash Balance Component as well, special vesting rules may apply.

Benefit Accrual

You will be credited with a full year of Credited Service for each Plan Year in which you are credited with at least 1,615 Hours of Service with the Company. You will be credited with a partial year of Credited Service for each Plan Year in which you are credited with more than 85 and less than 1,615 Hours of Service according to the following schedule:

Less than 85 Hours	0 Year of Service
At least 85 but less than 255 Hours	1/10 Year of Service
At least 255 but less than 425 Hours	2/10 Year of Service
At least 425 but less than 595 Hours	3/10 Year of Service
At least 595 but less than 765 Hours	4/10 Year of Service
At least 765 but less than 935 Hours	5/10 Year of Service
At least 935 but less than 1,105 Hours	6/10 Year of Service

At least 1,105 but less than 1,275 Hours	7/10 Year of Service
At least 1,275 but less than 1,445 Hours	8/10 Year of Service
At least 1,445 but less than 1,615 Hours	9/10 Year of Service
1,615 or more Hours	1 Year of Service

Years of Credited Service are used to determine the amount of your pension benefit. Years of Credited Service are generally counted in full and partial years from the date you begin to participate in the North Kansas City Union Component. Service for any period of time in which you are not eligible to participate in the North Kansas City Union Component is not treated as Credited Service.

Years of Credited Service may also include non-work periods such as absences due to:

- Occupational illness or injury if you are receiving Workers' Compensation benefits (up to 5 years);
- Non-work connected illnesses or injuries provided you were receiving disability benefits during your absence under a Company-sponsored plan,
- Periods of vacation, and
- Military service (see below).

Notwithstanding the foregoing provisions of this section, you will not be credited with years of Credited Service under the North Kansas City Union Component after April 30, 2010 for purposes of determining your benefit accrual.

Break In Service Rule

A one year break in service is any Plan Year in which you are not credited with at least one Hour of Service.

If you are not vested when you terminate employment and are reemployed by the Group **after** incurring five continuous one-year breaks in service, your Vesting Service and Credited Service will not be restored.

If you are not vested when you terminate employment but are reemployed **prior to** incurring five continuous one-year breaks in service, your pre-termination Vesting Service and Credited Service will be restored upon completion of 1,000 Hours of Service within the twelve month period following your reemployment.

Military Leave of Absence

Credited Service and Vesting Service may also include time spent while serving in the Armed Forces of the United States. Upon your reemployment, you will be granted benefit accrual and vesting for your period of military service to the extent required under USERRA or other applicable laws governing Veterans' rights. Also, if you die while performing qualified military

service, your beneficiary may be entitled to certain additional benefits under the Plan. Please contact the Human Resources Department for more information.

CPC International Inc. (“CPC”) Service

Service rendered by a former CPC employee to CPC prior to becoming an Employee will be recognized under the North Kansas City Union Component for eligibility for benefits, a Reduced Early Retirement Benefit, an Unreduced Early Retirement Benefit and a Disability Retirement Benefit. CPC Service will be treated as Credited Service at the CPC benefit rate.

When You Are Vested

Vesting refers to your right to receive a benefit from the North Kansas City Union Component. Once you are vested, you are entitled to a benefit from the North Kansas City Union Component even if you leave the Company before retirement. You become vested in your North Kansas City Union Component benefit once you have reached Normal Retirement Age or have five Years of Vesting, whichever is earlier.

When You May Begin Your Pension

Normal Retirement

At your Normal Retirement Age, you are eligible for the Normal Retirement Benefit.

Unreduced Early Retirement

If you terminate employment with the Group with Years of Credited Service (including CPC Service) that meet the Rule of 85, you will be eligible for commencement of your Early Retirement Benefit with no reduction. If you are eligible for an unreduced Early Retirement Benefit, retire before age 62 and commence receipt of your accrued benefits on or after March 7, 2013, your unreduced Early Retirement Benefit will be increased by a supplementary benefit payment of \$550 per month payable to age 62 or until your death, whichever is earlier.

Reduced Early Retirement

If you terminate employment with the Group after you reach age 62 with 10 Years of Credited Service, you will be eligible for the reduced early Retirement Benefit. For each month you begin receiving the Early Retirement Benefit, prior to your Normal Retirement Date, the monthly benefit amount will be reduced by 0.5%.

Late Retirement

If you keep working after your Normal Retirement Age, you will continue to accrue benefits under the North Kansas City Union Component up to April 30, 2010. Benefits will not commence until you separate from service.

Disability Retirement

If you have at least 10 Years of Credited Service (including CPC Credited Service) and become totally and permanently disabled, as defined under the North Kansas City Union Component (i.e., generally unable to engage in any work), prior to reaching Normal Retirement Age, you may be eligible for a Disability Retirement Benefit. The Disability Retirement Benefit is equal to the Normal Retirement Benefit unreduced for commencement prior to Normal Retirement Age (age 65). You are not entitled to a Disability Retirement Benefit if you become totally and permanently disabled after you terminated employment with the Company.

For the first 36 months of your total and permanent disability, a monthly disability benefit will be drawn under your Company provided basic life insurance, in force as of the date you became disabled, in equal monthly installments. You will continue to accrue Vesting Service and Credited Service during the 36 month period. After 36 months, your Disability Retirement Benefit under the North Kansas City Union Component will commence.

The Disability Retirement Benefit may continue for as long as you are determined to be totally and permanently disabled, until you reach your Normal Retirement Age or until you die, whichever comes first. If you cease to be totally and permanently disabled prior to reaching age 65, your Disability Retirement Benefit will stop and you will be entitled to a Vested Retirement Benefit, Early Retirement Benefit or Unreduced Early Retirement Benefit based on your Years of Credited Service and the benefit rate in effect when you become totally and permanently disabled.

You must keep the Company informed if you engage in any employment while you are receiving a Disability Retirement Benefit. Your Disability Retirement Benefits may be reduced if your earnings exceed \$50 per month or \$150 during three consecutive months.

Vested Retirement Benefit

If you are vested and leave the Group for reasons other than death prior to attaining eligibility for Early Retirement, you will be eligible to receive a deferred benefit beginning on your Normal Retirement Date (the first of the month following your 65th birthday).

You may commence payment of the actuarial equivalent of your Vested Retirement Benefit prior to your Normal Retirement Date when you meet the eligibility requirements for Early Retirement based on your Years of Credited Service at termination of employment with the Group by notifying the Plan Administrator.

Effect of North Kansas City Union Component Freeze

You will continue to receive years of Credited Service for Hours of Service after April 30, 2010 for purposes of determining your Vesting Service and for determining your eligibility for early retirement and disability retirement benefits. However, the amount of your benefit (including your benefit in the case of later retirement) is frozen as of April 30, 2010.

How Your Pension Benefit Is Calculated

The North Kansas City Union Component Formula

Your pension benefit is expressed as a Single Life Annuity, payable at Normal Retirement Age (i.e., the “Normal Retirement Benefit”). Pension benefits are calculated by multiplying the monthly benefit rate (effective February 15, 2007, this rate is \$50.50 per month (for other than CPC Credited Service)) times your number of years and months of Credited Service. The monthly benefit rate for CPC Credited Service is \$12.00 per month.

Note: All benefits determined under this formula will be reduced in the amount of any benefits payable by reason of any insurance, welfare, disability, sickness or accident plan (other than Social Security or Workers’ Compensation) and certain other amounts. Please contact your Human Resources Department for more information on these reductions.

Example Number One

Age 65

Credited Service - 35 Years (10 years CPC Credited Service, 25 Years other than CPC Credited Service)

Monthly Benefit Rate for other than CPC Credited Service - \$50.50

Monthly Benefit Rate for CPC Credited Service - \$12.00

$\$50.50 \times 25 \text{ Years} = \$1,262.50$

$\$12.00 \times 10 = \120.00

$\$1,262.50 + 120.00 = \$1,382.50$

The monthly pension benefit is \$1,382.50

Notwithstanding any provision of this SPD to the contrary, you will not be credited with years of Credited Service under the North Kansas City Union Component after April 30, 2010 for purposes of determining your benefit accrual.

Normal Retirement

If you retire at your Normal Retirement Age, your benefit will be calculated using the North Kansas City Union Component formula described above.

Early Retirement

You are eligible to receive an ***unreduced*** Early Retirement benefit if you retire and you meet the Rule of 85. If you are eligible for an unreduced Early Retirement Benefit and retire before age 62, the unreduced Early Retirement Benefit will be increased by a supplementary payment of \$550 per month. The supplementary payment will only be paid to you up to the time you reach age 62 or until your death, whichever is sooner.

If you retire after you reach age 62 with 10 Years of Credited Service, you will be eligible for a **reduced** Early Retirement benefit equal to the Normal Retirement benefit reduced by 0.5% per month for each month that you are younger than age 65.

Your age on your Annuity Starting Date determines the reduction factor.

The following example shows how your Early Retirement pension benefit is calculated.

Example Number Two

Mr. Jones retires at age 55 with 30 years of Credited Service and a monthly benefit rate of \$50.50. Mr. Jones has **no** CPC Service.

UNREDUCED EARLY RETIREMENT BENEFIT INCLUDING SUPPLEMENTARY BENEFIT \$2,065.00 per month
How Mr. Jones' Benefit Is Calculated
<i>Mr. Jones is at least age 55 with age and Credited Service equaling 85, so the retirement benefit is unreduced. Because the participant is retiring before age 62, the supplementary benefit payment is payable up until age 62. The supplementary benefit payment is \$550 per month.</i>
<i>\$50.50 monthly benefit rate x 30 years of Credited Service = \$1,515.00 unreduced monthly Early Retirement Benefit</i>
<i>\$1,515.00 unreduced monthly Early Retirement Benefit + \$550.00 supplementary benefit payment = \$2,065.00. After age 62, the monthly benefit reduces to \$1,515.00</i>

Example Number Three

Ms. Smith retires at age 62 with 20 Years of Credited Service.

REDUCED EARLY RETIREMENT BENEFIT \$828.20 per month
How Ms. Smith's Benefit Is Calculated:
<i>\$50.50 monthly benefit rate x 20 years of Credited Service = \$1,010.00</i>
<i>65 - 62 = 3 (years of age less than 65)</i>
<i>12 months in a year x 3 years = 36 months</i>
<i>0.5% x 36 months = 18%(reduction factor)</i>
<i>100% -18% reduction factor = 82%</i>
<i>\$1,010.00 x 82% = \$828.20 reduced monthly Early Retirement Benefit</i>

Survivor Benefits

If you are vested under the North Kansas City Union Component, are married and die before your Annuity Starting Date, your spouse will receive a survivor benefit based on your accrued benefit at date of death. This type of benefit is called a qualified pre-retirement survivor annuity and is not payable to anyone other than your spouse.

When Survivor Benefits Are Payable

Death In Active Service

If you are vested in your North Kansas City Union Component benefit and are in active service, your spouse will receive the survivor portion of the Joint and Full Survivor Annuity that you could have elected if you had lived (but not worked) to the date that your spouse commences the survivor benefit. Your spouse may begin receiving this benefit as of the later of (1) the first day of the month immediately after your death or (2) the earliest date you would have been eligible to receive a pension benefit under the North Kansas City Union Component, had you lived.

Death After Separation From Service

If you are vested in your North Kansas City Union Component benefit and you have separated from service and you die before your Annuity Starting Date, your spouse will receive the survivor portion of the Joint and One-Half Survivor Annuity that you could have elected if you had lived (but not worked) to the date that your spouse commences the survivor benefit. Your spouse may begin receiving this benefit as of the first day of the month following the later of the date of your death or the earliest date you would have been eligible to receive a pension benefit under the North Kansas City Union Component, had you lived.

Cash Out of Survivor Benefit

If the present value of the pre-retirement survivor benefit is \$5,000 or less, the survivor benefit will automatically be paid to your surviving spouse in a lump sum.

How Benefits May Be Paid

When you retire, you may choose to receive your pension through one of many payment options. These options are described in general below. Please contact the Human Resources Department for more information. Keep in mind that if you have terminated employment, you must begin receiving your retirement benefits by April 1 of the year following the calendar year in which you reach age 72 (or, if you attained age 70-1/2 prior to January 1, 2020, 70-1/2).

Single Life Annuity

This option pays you a monthly pension for the rest of your life. Under the Single Life Annuity, no benefits are payable after your death. This is considered the standard option for unmarried participants. The amount of monthly benefit is calculated based on the North Kansas City Union Component formula and, if applicable, the Early Retirement Benefit or Early Vested Retirement

Benefit reduction factors. If you are receiving a Disability Retirement Benefit, the only form of payment available to you is the Single Life Annuity regardless of whether you are married.

Joint and One-Half Survivor Annuity

This option pays you a monthly pension for your lifetime. If you die before your designated survivor, he or she will receive a monthly benefit equal to 50% of your monthly pension benefit for his or her lifetime. This option provides a lower monthly benefit than the Single Life Annuity. This option, with your spouse as the designated survivor, is the standard option for married participants. If you are married and want to choose another payment option (other than a spousal Joint and Survivor Annuity) or wish to name someone other than your spouse as your designated survivor, you may do so only with your spouse's written, notarized consent.

Joint and One Half Pop-Up Survivor Annuity

This option pays you a monthly pension for your lifetime. If you die before your designated survivor, he or she will receive a monthly benefit equal to 50% of your monthly pension benefit for his or her lifetime. If your designated survivor dies before you, your monthly pension will be restored, on a going forward basis, to the Single Life Annuity option which is the standard form of payment for unmarried participants. Because benefits may be paid after your death, this option provides a lower monthly benefit than the Single Life Annuity. If you are married on your Annuity Starting Date, spousal consent is required in order to select this option.

Joint and Three-Quarters Survivor Annuity

This option pays you a monthly pension for your lifetime. If you die before your designated survivor, he or she will receive a monthly benefit equal to 75% of your monthly pension benefit for his or her lifetime. Because benefits may be paid after your death, this option provides a lower monthly benefit than the Single Life Annuity. If you are married and want to choose another payment option (other than a spousal Joint and Survivor Annuity) or wish to name someone other than your spouse as your designated survivor, you may do so only with your spouses written, notarized consent.

Joint and Full Survivor Annuity

This option pays you a monthly pension for your lifetime. If you die before your designated survivor, he or she will receive a monthly benefit equal to 100% of your monthly pension benefit for his or her lifetime. Because benefits may be paid after your death, this option provides a lower monthly benefit than the Single Life Annuity. If you are married and want to choose another payment option (other than a spousal Joint and Survivor Annuity) or wish to name someone other than your spouse as your designated survivor, you may do so only with your spouse's written, notarized consent.

Joint and Full Pop-Up Survivor Annuity

This option pays you a monthly pension for your lifetime. If you die before your designated survivor, he or she will receive a monthly benefit equal to 100% of your monthly pension benefit for his or her lifetime. If your designated survivor dies before you, your monthly pension will be

restored, on a going forward basis, to the Single Life Annuity option which is the standard form of payment for unmarried participants. Because benefits may be paid after your death, this option provides a lower monthly benefit than the Single Life Annuity. If you are married on your Annuity Starting Date, spousal consent is required in order to select this option.

Period Certain Annuity

Under this option you receive a monthly benefit for your lifetime, with payments guaranteed for five (5), ten (10) or fifteen (15) years, depending on your election. If you die prior to receiving benefits for the guaranteed period, the same monthly benefit will be paid to your designated beneficiary for the remainder of the guaranteed period. If you are married on your Annuity Starting Date, spousal consent is required in order to select this option.

Spousal Consent Requirements

If you are married, your benefit under the North Kansas City Union Component will be paid in the form of a Qualified Joint and One-Half Survivor Annuity, unless:

- Your spouse consents in writing to your election of another form of payment (spousal consent is not required if you elect a Joint and Three-Quarters or a Joint and Full Survivor Annuity with your spouse as the beneficiary);
- The election designates a beneficiary and/or a form of benefit which may not be changed without further consent by the spouse; and
- The spouse's consent acknowledges the effect of such election.

For the consent to be valid, your spouse's signature must be notarized. A spousal consent form may be obtained from the Plan Administrator.

Cash Out Distribution

If the present value of your vested, accrued benefit is \$1,000 or less when you terminate employment with the Group, your benefit will be paid out in a single lump sum payment. The payment will be made as soon as is practicable after you leave.

Maximum Benefits

Federal law sets annual limits on the amount you may receive from the North Kansas City Union Component each year. In 2022, this indexed limit is \$245,000. Your benefit may not exceed either this federal limit or 100% of your Final Average Earnings, whichever is less. If your pension benefit under the North Kansas City Union Component begins before age 65, the limit is reduced based on federal law. For benefits beginning after age 65, the federal limit is increased. The federal limit may also be reduced if you participated in the North Kansas City Union Component for less than 10 years, or if you receive your benefit in a form other than a Single Life Annuity or a Joint and Survivor Annuity with your spouse as beneficiary.

Tax Treatment Of Your Benefits

Annuities

The annuity you (or your beneficiary) receives from the North Kansas City Union Component is taxed as regular income in the year you receive it. Taxes will be withheld from your pension payments unless you notify the Plan Administrator in writing that you do not want them withheld.

Cash Out Distributions

Cash-out distributions are taxed as regular income. If you receive a cash-out distribution before you reach age 59½ and you do not roll it over, then, in addition to the regular income tax, you may have to pay an extra tax equal to 10% of the taxable portion of the payment. The additional 10% tax does not generally apply to (1) payments that are paid after you separate from service with your employer during or after the year you reach age 55, (2) payments that are paid because you retire due to disability, (3) payments that are paid as equal (or almost equal) payments over your life or life expectancy (or your and your beneficiary's joint lives or life expectancies), (4) payments that are paid directly to the government to satisfy a federal tax levy, (5) payments that are paid to an alternate payee under a Qualified Domestic Relations Order ("QDRO"), or (6) payments that do not exceed the amount of your deductible medical expenses. See IRS Form 5329 for more information on the additional 10% tax.

Generally, the Plan is required under the tax code to withhold 20% of the amount of your cash-out distribution. You may avoid the required 20% withholding, payment of the additional 10% penalty tax and defer paying income tax on your cash-out distribution by making a direct rollover either into another employer's qualified plan or an Individual Retirement Arrangement ("IRA").

Alternatively, you may avoid payment of the additional 10% penalty tax and defer paying income tax on your lump sum by rolling over a dollar amount equal to the gross distribution (i.e., amount of distribution before 20% withholding), within 60 days of the date you receive your payment. However, the Plan is still required to withhold 20% of your distribution for Federal taxes.

Other Tax Information

In addition to the above, other tax provisions may impact your situation. A more detailed explanation of the tax consequences of a withdrawal distribution and rollover, required by Internal Revenue Code Section 402(f), will be provided to you prior to any withdrawal or distribution. Other special tax advantages may be available to you. You are advised to consult a personal tax advisor for more information.

If You Are Reemployed

If you resume working after you retire, the pension benefits you are receiving will stop if you are under age 65. When you retire again, your new pension will be calculated using your additional Credited Service, if any, as well as your previous Credited Service, provided that, following your return to work, you complete 1,000 Hours of Service within a 12 month period as described in the North Kansas City Union Component. Your pension benefits will be refigured at the benefit rate in effect at the time you retire again.

Notwithstanding the foregoing provisions of this section, you will not be credited with years of Credited Service for any Hours of Service under the North Kansas City Union Component after April 30, 2010 for purposes of determining your benefit accrual.

Applying For Benefits; Claims And Appeals

How to Apply For Benefits - Retirement Process

Prior to making your decision to retire, it is recommended that you meet with a tax/financial advisor to review your retirement benefits and options.

The following steps should be followed to commence your pension benefit:

- Decide on your last day of employment. Your benefit is generally calculated assuming a benefit commencement date the first of the month following your last day of employment. You are not required to commence payment immediately; you may defer payment until a future date but not past your Normal Retirement Age;
- Discuss your plans with your supervisor;
- Complete a Pension Request Form in order to receive your pension package which includes a letter with your estimated pension benefit amount and the forms you will need to complete in order to request commencement of your benefit. You can obtain this form by calling the Human Resources Department.

To help you make your election, the plan administrator will provide you with information explaining:

- the terms and conditions of your normal pension payment method,
- your rights to waive your normal pension payment method and the financial implications of making this choice (i.e. the amounts and timing of payments to you during your lifetime and the amounts and timing of payments after your death),
- your spouse's rights concerning waiving the normal pension payment method,
- a general description of the eligibility conditions and other material features of the optional payment methods,

- a description of the relative value of the optional payment methods compared to the value of the normal pension payment method (expressed in such a manner as to provide you a meaningful comparison without the need to make calculations using interest or mortality assumptions), and
- your rights to change a previous choice to waive your normal pension payment method.

Please note that a minimum of two months notice is required in order to commence your pension benefit in coordination with your actual retirement date. In accordance with IRS regulations, pension packages cannot be provided more than 180 days prior to your Annuity Starting Date. You must have your pension package in hand for a minimum of 30 days prior to your Annuity Starting Date.

Claim Denial and Appeal

The Benefits Committee has full discretionary authority to determine eligibility for Plan benefits and to make factual findings and interpret the Plan when reviewing all claims for benefits.

If you feel an error has occurred in your records or in processing your application for benefits (e.g., a final payment) you may file a claim with the Benefits Committee. The claim must be in writing, must state the nature of the claim, the facts supporting the claim, the amount claimed and your address.

If your application for benefits is denied in whole or in part, the Benefits Committee will notify you or your authorized representative within 90 days of receiving your application. If special circumstances require an extension of time for processing your claim, you will receive written or electronic notice of the extension and the reasons for it before the end of the initial 90 days. The extension will not exceed a period of 90 days from the end of the initial 90-day period.

In the case of a claim for a disability retirement benefit that is based on a determination that you are not totally and permanently disabled (a “Disability Claim”), the Plan Administrator will have 45 days instead of 180 days to notify you of the denial. If the Plan Administrator determines that an extension of the initial 45 day period is necessary due to matters beyond the control of the Plan and the Plan Administrator notifies you prior to the expiration of the initial 45 day period of the circumstances requiring the extension of time and the date by which a decision will be made, the Plan Administrator may extend the period for making a decision an additional 30 days. If prior to the expiration of any such 30 day extension the Plan Administrator determines that a decision cannot be made within the extension period, the Plan Administrator may extend the period for making a decision by an additional 30 days; provided that the Plan Administrator notifies you prior to the expiration of the first 30 day extension period of the circumstances requiring the second extension and the date as of which the Plan expects to make a decision. If the Benefits Committee needs additional information regarding your Disability Claim, you will have 45 days to provide this requested information.

If you are denied a claim for benefits, you will receive, in writing or electronically (in accordance with applicable U.S. Department of Labor regulations):

- an explanation of the specific reason(s) for the denial;
- specific references to pertinent Plan provisions on which the denial is based;
- a description of any additional material or information necessary for you to properly establish the claim and an explanation of why such material or information is necessary; and
- an explanation of the steps you or your authorized representative can take to submit the claim for review, including a statement that you have the right to bring a civil action under section 502(a) of ERISA with respect to your claim.

To appeal a denied claim, you or your authorized representative must, within 60 days of receiving the notice of denial (180 days of receiving the notice of denial in the case of a Disability Claim), submit a written request to the Benefits Committee asking that your application be reconsidered. At this time, you or your authorized representative will have, upon request and free of charge, reasonable access to, and copies of, the right to review all pertinent Plan documents and submit issues and comments in writing. Also, whenever possible, you should send copies of any document or records that support your appeal. If your Disability Claim is denied, in addition to containing the information described above, the notice of the decision will explain the basis for disagreeing with or not following (A) the views of health care professionals treating you and vocational professionals who evaluated you that you presented to the Benefits Committee, (B) the views of medical or vocational experts whose advice was obtained by the Benefits Committee in connection with your adverse benefit decision, regardless of whether the advice was relied upon in making the decision, and (C) a disability determination made by the Social Security Administration.

A decision regarding your appeal will be made within 60 days (45 days for a Disability Claim) or, in unusual circumstances, 120 days (90 days for a Disability Claim) after receiving your appeal. If the appeal is wholly or partially denied, the final decision will be furnished in writing or electronically (in accordance with applicable U.S. Department of Labor regulations) and will include:

- an explanation of the specific reason(s) for the denial;
- specific references to pertinent Plan provisions on which the denial is based; and
- a statement that you are entitled to receive, upon request and free of charge, reasonable access to copies of all relevant documents, including a statement that you have the right to bring a civil action under section 502(a) of ERISA with respect to your claim.

Except for actions to which the statute of limitations prescribed by section 413 of ERISA applies, no legal action may be brought later than one year after you or your authorized representative receives a final decision from the Benefits Committee in response to a request for review of the denied claim. No other legal or equitable action involving the Plan may be commenced later than two years from the time the person bringing an action knew, or had reason to know, of the circumstances giving rise to the action. This provision shall not bar the Plan or its fiduciaries from recovering overpayments of benefits or other amounts incorrectly paid to any person under the Plan at any time or bringing any legal or equitable action against any party. Furthermore, no legal or equitable action under ERISA may start prior to exhaustion of the process described above. If you appeal a Disability Claim denial, within the 180-day appeal period, you may submit to the Benefits Committee written comments, documents, records and other information relating to the Disability Claim. The Benefits Committee will provide to you, free of charge, (i) any new or additional evidence considered by the Benefits Committee in connection with the Disability Claim and (ii) any new or additional rationale on which the decision is based. If you file a request for review, review of the Disability Claim denial will be made by the Benefits Committee within 45 days after receipt of such request, unless special circumstances require an extension of an additional 45 days. Such review will be conducted by a person who is neither the individual who denied the Disability Claim being reviewed or anyone who reports to that person. If the initial denial of the Disability Claim is based on a medical judgment, the Benefits Committee will consult with a health care professional who has appropriate training and experience, and such health care professional shall be a person who was not previously consulted with respect to the denial of the Disability Claim (or anyone who reports to that person). The Benefits Committee shall identify any medical or vocational experts whose advice was obtained on behalf of the Plan in connection with a denial of a Disability Claim, without regard to whether the advice was relied upon in making the denial. If your appeal of your Disability Claim denial is wholly or partially denied, in addition to containing the information described above, the notice of the final decision of the Benefits Committee will include a discussion of the decision, including an explanation of the basis for disagreeing with or not following (A) the views of health care professionals treating you and vocational professionals who evaluated you that you presented to the Benefits Committee, (B) the views of medical or vocational experts whose advice was obtained by the Benefits Committee in connection with your adverse benefit decision, regardless of whether the advice was relied upon in making the decision, and (C) a disability determination made by the Social Security Administration.

Note that some applicable time limitations set forth above may be extended if required by the government in connection with the COVID-19 outbreak. For more information, please contact the Plan Administrator.

Any legal action involving or related to the Plan, including but not limited to any legal action to recover any benefit under the Plan, must be brought in the United States District Court for the Northern District of Illinois, and no other federal or state court.

Other Important Information

Failure to Claim Amounts Payable under Plan

It is very important that you provide the Plan Administrator with your updated address if you move and to make sure that the Plan Administrator has your current address at all times. If, after the exercise of reasonable diligence, the Plan Administrator is unable to locate a participant within three years after the date on which the participant's benefit becomes distributable, or if, within three years after the actual death of a participant, the Plan Administrator, after the exercise of reasonable diligence, is unable to locate any individual who would receive a distribution under the Plan upon the death of such participant, then such benefit will be forfeited. However, please note that if you (or your beneficiary, as the case may be) later make a claim for such benefit, the Plan will reinstate and pay to you or your beneficiary, as applicable, the previously forfeited benefit.

Top-Heavy Provisions

The Internal Revenue Code requires plans like the Plan to contain certain provisions that apply only if a plan becomes "top-heavy." The Plan is considered top heavy if the value of accrued benefits for key employees is more than 60% of the value of all accrued benefits. Key employees include certain officers and owners of the Company (and their beneficiaries).

In the event that the Plan ever becomes top heavy, certain alternate Plan provisions will go into effect to accelerate vesting and increase the value of accrued benefits for participants who are not "key employees."

Functions of the Plan Administrator

The Plan Administrator administers the Plan, but may designate employees of the Company, third-party administrators or any other person to carry out certain Plan duties and responsibilities. The Plan Administrator is responsible for formulating and carrying out all rules and regulations necessary to administer the Plan. To the extent not delegated to another person, the Plan Administrator has the discretionary authority to make decisions regarding the interpretation or application of Plan provisions and the discretionary authority to determine the rights, eligibility, benefits of participants and beneficiaries under the Plan and to claims under the Plan. Benefits will be paid under the Plan only if the Plan Administrator or its designated representative determines in its discretion that the applicant is entitled to such benefits. The Plan Administrator or its designated representative has the discretionary authority to grant or deny benefits under this Plan.

Plan Amendments or Termination

The Board of Directors of the Company has the authority, and reserves the right, to amend, suspend or terminate the Plan, in whole or in part at any time. The Committee also has the authority to adopt certain amendments to the Plan, including amendments necessary to maintain the tax-qualified status of the Plan or to implement action approved by the Board of Directors. In the event of Plan termination, all non-vested Plan participants shall become fully vested to the

extent the Plan is funded. Amendment or termination of the Plan is a corporate and not a fiduciary function. Plan fiduciaries, employees and officers of the Company have no obligation to inform you of any proposed Plan change until such change has been adopted by the Board or the Committee. Further, you may not rely on any statement or the absence of any statement by an employee or officer of the Company or any fiduciary regarding proposed changes to the Plan prior to the official adoption of such change by the Board. If a material amendment or termination of the Plan occurs, you will be notified. If the Plan is terminated, any amounts in excess of the amount required by law to fund Plan benefits at the time of termination will be returned to the Company.

Qualified Domestic Relations Order (“QDRO”)

Benefits could be affected by divorce or legal separation. A QDRO is a special type of judgment or decree made pursuant to state domestic relations law that provides alimony, child support or marital property rights to an alternate payee such as a spouse, former spouse, child or other dependent and could provide for the assignment of all or a portion of your Plan benefits. A domestic relations order is not effective as a QDRO until the Plan Administrator determines the order to be qualified. The Plan has written Administrative Procedures for determining the qualified status of a domestic relations order and for administering distributions under a QDRO. Contact the Plan Administrator for more information.

Pension Benefit Guaranty Corporation

Benefits under this Plan are insured by the Pension Benefit Guaranty Corporation (“PBGC”) if the Plan terminates. Generally, the PBGC guarantees most vested normal pension benefits, early pension benefits and certain disability and survivors’ pensions. However, the PBGC does not guarantee all types of benefits under covered plans, and the amount of benefit protection is subject to certain limitations.

The PBGC guarantees vested benefits at the level in effect on the date of plan termination. However, if a plan has been in effect less than five years before it terminates, or if benefits have been increased within the five years before plan termination, the whole amount of the plan’s vested benefits or the benefit increase may not be guaranteed. In addition, there is a ceiling on the amount of monthly benefit that the PBGC guarantees, which is adjusted periodically.

For more information on the PBGC and the benefits it guarantees, ask your Plan Administrator or contact the PBGC’s Technical Assistance Division. Inquiries to the PBGC should be addressed to:

Technical Assistance Division
Pension Benefit Guaranty Corporation
1200 K Street, N.W., Suite 930
Washington, D.C. 20005-4026

The PBGC Technical Assistance Division can also be reached by calling (202) 326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at (800) 877-8339 and ask to be connected to (202) 326-4000. Additional information about the PBGC’s pension

insurance program is available through the PBGC's Web site on the Internet at <http://www.pbgc.gov>.

Internal Revenue Service (“IRS”) Approval

Since the Plan is subject to the IRS rules applicable to tax-qualified plans, it may be necessary to make amendments from time to time to accommodate IRS regulations. The Plan is subject to governmental regulations and guidance. The Plan may change at any time to comply with these governmental regulations.

Limitation and/or Restriction of Benefits Required by Law

The Internal Revenue Code limits the maximum benefits payable to highly compensated employees under defined benefit plans and also requires that certain benefits restrictions are applicable, if for any reason, certain funding levels are not achieved. You will be notified if such limits and/or restrictions are applicable.

Your Rights Under the Employee Retirement Income Security Act of 1974 (“ERISA”)

As a participant in the Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (“ERISA”). ERISA provides that all Plan participants shall be entitled to:

- Examine, without charge, at the Plan Administrator's office and at other specific locations such as worksites and union halls, all Plan documents, including insurance contracts, collective bargaining agreements and a copy of the latest annual report (Form 5500 Series) and copies of all documents filed by the Plan with the U.S. Department of Labor and available at the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and an updated summary plan description. The Administrator may make a reasonable charge for the copies.
- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.
- Obtain a statement telling you whether you have earned a right to receive a pension at Normal Retirement Age and, if so, what your benefits are under the Plan in effect. If you do not have a right to a benefit, the statement will tell you how long you have to work to get a right to a benefit. This statement must be requested in writing and is not required to be given more than once a year. The Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan, called “fiduciaries” of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. Although these rights are in no way a guarantee or contract of employment no one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your rights under ERISA.

Enforce Your Rights

- If a claim for a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge and to appeal any denial, all within certain time schedules.
- Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report of the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the appropriate fiduciary to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the appropriate fiduciary.
- If you have a claim for benefits, which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan’s decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court.
- If it should happen that Plan fiduciaries misuse the Plan’s money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees - for example, if it finds your claim is frivolous.

Assistance With Your Questions

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor listed in your telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, DC 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by (i) calling the publications hotline of the Employee Benefits Security Administration at 1-866-444-3272, (ii) logging onto the Internet at www.dol.gov/ebsa, or (iii) calling the Employee Benefits Security Administration at a field office near you.

Additional Important Information

This section contains additional information about the Plan.

Plan Name	Ingredion Pension Plan. The North Kansas City Union Component is one component of the Ingredion Pension Plan
Plan Number	001
Plan Sponsor	Ingredion Incorporated 5 Westbrook Corporate Center Westchester, IL 60154
Plan Year	January 1 through December 31
Plan Type	Defined Benefit Pension Plan
Sponsor's Employer Identification Number	22-3514823
Plan Administrator	Benefits Committee Ingredion Incorporated 5 Westbrook Corporate Center Westchester, IL 60154 Telephone (708) 551-2600
Type of Administration	Contract Administration for certain retirees and terminated vested participants
Service of Legal Process	Service of legal process may be made upon the Plan Administrator or the Trustee.
Agent For Service of Legal Process	Plan Administrator Ingredion Incorporated 5 Westbrook Corporate Center Westchester, IL 60154 Telephone: (708) 551-2600
Trustee	The Northern Trust Company 50 South LaSalle Street Chicago, IL 60603
Funding	The Plan is entirely funded by Employer contributions in an actuarially determined amount.
Funding Medium	Plan assets are held in trust by the Plan Trustee.
PBGC Insurance	The Plan is insured by the PBGC.
Collective Bargaining Agreements	This SPD outlines the provisions of the Plan as referred to in the Union Agreement between the Company and the Union. The Plan is

	maintained pursuant to such Agreement, a copy of which may be obtained by participants and beneficiaries upon written request to the Plan Administrator and is available for examination by participants and beneficiaries.
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The Plan document controls the actual payment of benefits and administration of the Plan. This SPD simply summarizes the North Kansas City Union Component and does not replace the Plan document. In case of any discrepancy among the SPD or Plan document, the terms of the Plan document will apply. Please keep this SPD for your reference. Additionally, the Company reserves the right to change or terminate any of its plans at any time.