

Retiree Medical and Dental Summary

Retirement Health Care Spending Accounts (RHCSA)

Your RHCSAs are spending accounts set up in your name that enable you to pay for the cost of medical and dental coverage premiums during retirement. Two RHCSAs will be established in your name—your RHCSA and your Dependent RHCSA. You may use these accounts to pay for medical and dental coverage purchased through Ingredion Incorporated (the “Company”) or a Private Plan before you or your spouse or dependents become eligible for Medicare, and for a Medicare supplement policy thereafter.

Eligibility: If you are a full-time salaried employee who is regularly scheduled to work at least 40 hours per week at the Company and as of December 31, 2014, you were either 1) age 55 with 10 or more consecutive years of service, or 2) age 45 with 15 or more years of consecutive service, you will have two RHCSAs for your use—one for yourself and one of equal value to use for your eligible spouse and dependents (as defined by the Plan).

Enrollment: You will only be eligible, however, to use your RHCSAs if you retire after reaching age 55 with at least 10 consecutive years of credited service. If you meet these age and service requirements at the time of your retirement, then you will be eligible to elect coverage under programs which mirror the Medical and Dental Plan options available to active employees of the Company or a Private Plan and use your RHCSA to pay for the cost of such coverage until you become eligible for Medicare or the RHCSA is depleted.

Using Your RHCSAs

You must begin using your RHCSAs within 30 days of your retirement from the Company, or you will forfeit the funds credited to your RHCSAs. Additionally, you must continue to use your RHCSAs each year after retirement or you will forfeit the funds in your accounts. You are only eligible to use your RHCSAs if you retire after age 55 with 10 consecutive years of credited service.

Pre-65 Coverage: If you retire before you are Medicare-eligible (generally age 65), you can use your RHCSA to obtain medical and dental coverage from the Company or a Private Plan (no employer sponsored or COBRA plans). You can elect coverage under programs that mirror the coverage that is offered to active employees—and can change your election every year during open enrollment or you can elect to enroll in a Private Plan and waive the Ingredion-sponsored Plans. A retiree who has opted out of the Ingredion-sponsored plans shall not be eligible to enroll in and Ingredion Plan, for retiree coverage, at any point in the future. You must elect such coverage within 30 days of your retirement. You will not be able to change your coverage at any other time during the year, even if you experience a change in family status as defined by the Internal Revenue Service (IRS).

Prior to reaching age 65, your RHCSA can be used to pay the cost of premiums for coverage under the Company’s Medical or Dental Plan or a Private Plan. As such, in order to use the funds in your RHCSA prior to age 65, you must also elect coverage as a retiree under a program which mirrors the Company’s Medical or Dental Plan or select the Private Plan option. If you do not elect coverage under the Company’s medical or

Ingredion Rewards

Benefits for a Healthy Career and Secure Retirement

dental coverage options or select the Private Plan option, or if you drop such coverage prior to attaining eligibility for Medicare (generally, age 65), then you will not be eligible to use your RHCSA and all amounts in your account will be forfeited.

Post-65 Coverage: When you become Medicare-eligible (generally age 65), you will no longer be eligible to participate in the Company's medical and dental coverage. However, you can use your RHCSA toward the cost of Medigap policies, Medicare HMO or PPO policies, Medicare Advantage Plans or certain other Medicare supplement health plans (as approved by the Company) if you feel that your Medicare coverage is not sufficient. (When your spouse or dependent becomes Medicare-eligible, the same rules apply and you can use the Dependent RHCSA in the same way.) If you are Medicare-eligible, you may still use your Dependent RHCSA to elect Company-provided medical or dental coverage or a Private Plan for your spouse or dependents (who are not eligible for Medicare). You cannot use your RHCSA for reimbursement of Medicare Part B or D premiums. Once you or your spouse, become eligible for Medicare, reimbursements from each of your RHCSAs will be limited to a maximum of \$1,938 per year (in 2021). This amount will be indexed for inflation, and will be prorated in the year in which you (or your spouse, as applicable) become Medicare eligible. If your annual supplement premiums exceed \$1,938 for either yourself or your spouse, you must pay that additional amount yourself. If your supplement premiums are less than \$1,938 for yourself or your spouse, you will be reimbursed for the full cost of these premiums.

Private Plan and Medicare Supplement Reimbursement Process: Ingredion has a structured Private Plan and Medicare supplement health plan premium reimbursement process. Eligible employee and/or spouse reimbursement requests must be submitted in tandem and must include sufficient documentation as detailed below. Ingredion has established two set submission / reimbursement payment windows:

<u>Submission Deadline*</u>	<u>Reimbursement Payment</u>
June 30	Month of July
November 15	Month of December

**We will not honor any reimbursement requests submitted after the submission deadlines.*

You must complete the RHCSA Reimbursement Claim Form and provide proof of your premium payment and period of coverage (which must be a bill, invoice or statement showing the cost of your premium). Please note that canceled checks alone are not considered receipts or proof of payment. All RHCSA reimbursement requests should be submitted directly to Ingredion via email at: rhcsa@ingredion.com. Please ensure you include "RHCSA – Your Name" in the subject line. Reimbursement requests may still be submitted by physical mail:

Ingredion Tulsa Shared Service Center
C/O RHCSA Reimbursements
810 S Cincinnati
Floor 4
Tulsa, OK 74119

This document is only a summary of the provisions of the retiree benefit programs. Complete details are included in the official plan document. If there is a conflict between the information contained in this document and the plan document, the plan document always will govern.