



## Ingredion hosts inaugural BRG Leadership Forum

April 4, 2022



Ingredion's inaugural Business Resource Group (BRG) Leadership Forum provided BRG leaders with best practices from experts, resources to enhance leadership skills, and opportunities to expand participants' professional networks. BRGs are voluntary, employee-led groups focused on specific shared interests that provide professional and personal growth opportunities.

LaTonya Wilkins, an author and founder of The Change Coaches, LLC, presented developing REAL (relatable, equitable, aware and loyal) leadership while creating an environment of psychological safety at work. Additionally, there were two panel presentations—the first featuring executive leadership team members sharing their DEI journeys and the second featuring the business impacts and best practices of business resource groups from some of Ingredion's customers.

"The BRG best practices and business impact panel discussion was a great opportunity to leverage external knowledge and best practices of our customers to gain an understanding of how BRGs operate in other companies," said Jorgen Kokke, EVP and president, Americas and executive sponsor for the ABLE BRG. "A special thank you to our panelists for sharing their valuable insights. It's evident from the discussion that BRGs are critical to drive DEI conversations at Ingredion and provide an opportunity for allyship for employees."

The day concluded with the leaders using the tools and resources they acquired to plan their 2022 strategies.

"We know that engaged groups of connected employees can truly be key 'business resources' to drive performance," said Tanya Jaeger de Foras, chief legal officer and executive sponsor for the LIDER BRG. "I look forward to working with LIDER and all the BRGs as they take on an 'Owner's Mindset' and work to connect their plans directly to our corporate strategy, unleashing talent and enabling success!"

"The BRGs have such a huge impact on our culture and engagement. Bringing them together and investing in their development is a key priority, something we hope to continue to do annually," said Sam Renovato, director of Global DEI.

Currently, the Company has seven business resource groups:

- ABLE – Alliance of Black Employees
- EMPOWERED – Empower Employees with Diversabilities
- INSPIRE - Ingredion's Network for Supporting Intercultural Relations & Exchange
- LIDER – Latinx of Ingredion for Development, Education and Recognition
- NExT – Network of Early Talent
- PRIDE – LGBTQ+ Employees and Allies
- WIN – Women of Ingredion Network