

PURIFY | PROTECT | ENHANCE

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SUSTAINABILITY REPORT

GRI AND SASB INDEX

GRI INDEX

Ingevity's 2021 Sustainability Report is defined by its material issues, stakeholder interests, business priorities and the requirements of the Global Reporting Initiative's GRI Standards, core option. Ingevity self-certifies that the information contained in this report, index and data appendix is as accurate and inclusive as possible as reflected by the management systems that were in place prior to January 1, 2022. This Index also is aligned with the SASB standard for chemicals. This index indicates where to find the relevant information within this report, and references three other sources of company information: 2020 Sustainability Report released in October 2021; which is referenced as 2020 CSR, 2021 Ingevity Annual Report and Form 10-K, which is referenced as Annual Report; and 2022 Ingevity Proxy Statement - Notice of Annual Meeting of Shareholders, which is referenced as Proxy.

General Disclosures

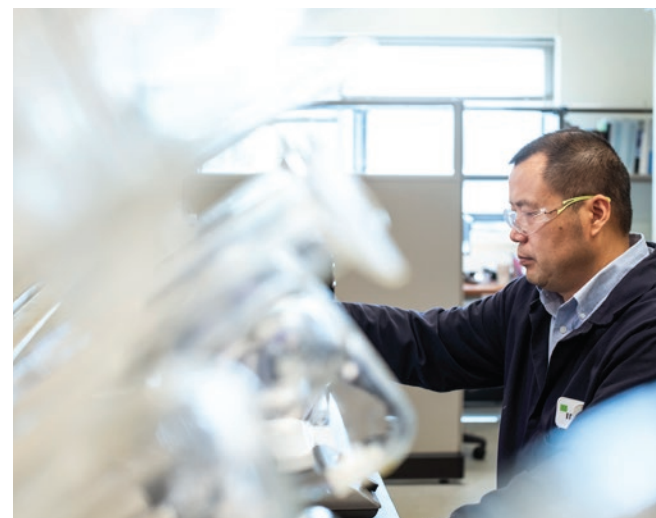
GRI Number Disclosure – Report Section/Link – Page Number

Organizational Profile

102-1	Name of the organization – Please refer to About Ingevity inside cover and page 4 of Annual Report.
102-2	Activities, brands, products, services – Please refer to About Ingevity inside cover and page 4 of Annual Report.
102-3	Location of headquarters – North Charleston, South Carolina, United States
102-4	Location of operations – Please refer to About Ingevity inside cover and Page 23 of Annual Report. We operate manufacturing facilities in China, the United Kingdom and the United States.
102-5	Ownership and legal form – Please refer to About Ingevity inside cover and forward of Annual Report. The company is traded on the New York Stock Exchange (NYSE: NGVT). For more information, visit www.ingevity.com .
102-6	Markets served – Please refer to About Ingevity inside cover and Pages 4-12 of Annual Report.
102-7	Scale of the organization – Please refer to About Ingevity inside cover and Pages 4-12 of Annual Report.
102-8	Information on employees and other workers total employment by region and gender – Information in the table below was compiled from Ingevity HRIS as of December 31, 2021

TOTAL EMPLOYMENT BY REGION & GENDER

Asia Pacific	Female	Male	Not Disclosed
Regular	64	205	9
Brazil	Female	Male	Not Disclosed
Regular	3	8	0
EMEA	Female	Male	Not Disclosed
Regular	27	115	21
Intern/Co-op	0	2	7
International assignee	0	1	0
Part Time	2	1	0
North America	Female	Male	Not Disclosed
Regular	389	1,031	0
Fixed Term Temp	1	3	0
Intern Co-op	2	2	0
International assignee	1	3	0



102-9	Supply chain – Please refer to pages 8-18 of Annual Report.
102-10	Significant changes to the organization and its supply chain – Began construction on additional manufacturing capacity at our plant in DeRidder, Louisiana (expected to be operational in 2022).
102-11	Precautionary principle or approach – Ingevity has not formally adopted this terminology; our company mission is to Purify, Protect and Enhance the world through our operations and products. When it comes to the company’s operations, Ingevity is not satisfied merely meeting local regulations. The company also takes great effort to invest in the safety of our employees and communities. The company is striving to reduce its environmental impact and reduce hazards at our manufacturing facilities. Through our membership in the American Chemistry Council (ACC) Responsible Care® initiative and our embrace of the Responsible Care Guiding Principles, we pledge to promote a safety culture and to continually identify, reduce and manage process safety and product risks. In addition, the company identifies risks within our 2021 Annual Report on pages 13-22.
102-12	External initiatives – Product stewardship/Environmental Protection The key elements of Ingevity’s approach to product stewardship comes from the American Chemistry Council’s Responsible Care® Product Safety Code, which is integrated into all facets of our strategy. Ingevity’s senior leadership, businesses, technical, operations, risk management, supply chain, communications and other functional teams play roles in striving to ensuring product stewardship is shared by all employees, and a key consideration in actions across the organization. In addition, Ingevity joined with industry peers in the DOE Better Plants/Better Facilities Program to reduce our GHG footprint from our operations. Ingevity also began using the U.N. Sustainability Development Goals (UNSDGs) as a basis for goal setting. More information on our alignment with the UNSDGs can be found in this report and at ingevity.com
102-13	Membership of associations – American Chemistry Council, Abiquim, Pine Chemicals Association, Adhesive and Sealant Council, Manufacturer of Emission Controls Association, National Asphalt Pavement Association.

US TRADE ASSOCIATIONS			
Pine Chemical Association	Adhesive and Sealant Council (ASC)	American Chemistry Council (ACC)	American Institute of Chemical Engineers (AIChE)
Bioenergy Deployment Consortium	Manufacturers of Emission Controls Association	Natural Gas Vehicles of America	Advanced Engine Systems Institute
National Asphalt Pavement Association	Biopesticide Industry	Alliance for Vehicle Efficiency	Renewable Natural Gas Coalition
INTERNATIONAL TRADE ASSOCIATIONS			
AICM (China)	ABIQUIM (Brazil)	CEFIC	HARRPA
CTO Task Force	AFEEVAS	Committee of Vehicle Emission Control in China (CVEC)	AEMA - Asphalt Emulsion Manufacturers Association
AMAP - Association of Modified Asphalt Producers	ARRA - Asphalt Recycling and Reclaiming Association	Asphalt Institute - Environmental membership	Asphalt Institute - Affiliate membership
IMA Asia	American Chamber of Commerce - Shanghai, Suzhou, and Guangzhou locations	AENDA - Brazilian Generic Agrochemicals Association	ISAA - International Symposium on Adjuvants for Agrochemicals
CPDA - Council of Producers and Distributors of Agrotechnology	ASTM E35 Symposium	BPIA - Biological Products Industry Alliance	AAPT - Association of Asphalt Paving Technologists
AEA - Automotive Engineering Association (Brazil)	Biobased and Biodegradable Industry Association		

Strategy

102-14 **Statement from senior decision-maker** – CEO Letter see 2021 Sustainability Report Page 4

Ethics and Integrity

102-16 **Values, principles, standards and norms of behavior** – Our conduct is governed by our commitment to the IngeviWay, our Code of Conduct and our Supplier Principles of Conduct. In 2021, 100% of Ingevity employees from around the world participated in the company's annual Code of Conduct training program.

The IngeviWay: please refer to our public website: <https://www.ingevity.com/the-ingevityway/>
Our Code of Conduct: please refer to our public website: <https://ir.ingevity.com/corporate-governance/codes-of-conduct/default.aspx>
Our Supplier Principles of Conduct: please refer to our public website: <https://www.ingevity.com/principles-of-conduct/>

102-17 **Mechanisms for advice and concerns about ethics** – Our Code of Conduct has a mechanism to advise on and to report ethics issues. Our Code of Conduct: please refer to our public website: <https://ir.ingevity.com/corporate-governance/codes-of-conduct/default.aspx>

Governance

102-18 **Governance structure** – The Board of Directors oversees the company. The duties of the Chair and standing board committees (Executive Committee, Audit Committee, Leadership Development and Compensation Committee, Nominating, Governance and Sustainability Committee) are laid out in the documents in the Governance section on [ingevity.com](https://ir.ingevity.com/corporate-governance/corporate-governance-documents/default.aspx) (<https://ir.ingevity.com/corporate-governance/corporate-governance-documents/default.aspx>) and in the Proxy pages 20-30. The Board of Directors and its committees are involved on an ongoing basis with the oversight of the company's material enterprise related risks (pages 13-22 of the Annual Report). The board committees receive periodic updates from senior leaders who have functional responsibility for managing those risks.

Stakeholder Engagement

102-40, 102-42, 102-43, 102-44 **Stakeholder engagement** – Ingevity works with customers, shareholders, employees (including those represented by organized labor unions) and contract workers, suppliers of all sorts, state and national regulators, environmental and other interest groups, local and national charities, local communities and civil society as a whole. Stakeholders are identified in several ways, via the company's leadership on their everyday duties and through the company's updated vision, mission and values.

Approach to Stakeholder Engagement – RT-CH-210a.1

Most engagement is through everyday contact with the groups, companies, suppliers, employees and others who Ingevity works with in its pursuit of fulfilling the company's vision, mission and values. Frequency of these engagements are as needed to support the vision, mission and values of Ingevity. In preparation for this report, Ingevity personnel engaged with an external supplier, Ingevity employees and Ingevity leadership.

102-43 Ingevity engages with customers through surveys and discrete meetings regarding product performance and environmental benefits of our products. In 2021 we completed product studies that described the environmental benefits of WestRez® and Polyfon H. In 2020 we measured employee engagement by conducting a full engagement survey (results indicated below). In 2021, we conducted a pulse survey to measure progress towards specific engagement goals. The pulse contained five questions and results showed meaningful positive change for each question. An additional full engagement survey was conducted in April 2022 to gather progress toward our Engagement mean and other topics relevant to the business. We received direct investor feedback regarding our sustainability progress from BMO Market Capital. We also received feedback from S&P CSA and EcoVadis regarding our sustainability performance. We also received feedback from S&P CSA and EcoVadis regarding our sustainability performance. We engage with the community through our IngeviCares program.

For the first time in 2021, Ingevity engaged its key suppliers with a Sustainability Supply Chain Survey.

STAKEHOLDER	METHOD OF ENGAGEMENT	KEY TOPICS RAISED
Customers / shareholders	Face-to-face meetings, individual engagements, quarterly conference calls	Product reliability and performance individual engagements, conference calls, topics that impact earnings
Employees / contract workers	Surveys, town halls, online poll questions, face-to-face	Safety, talent management, diversity and inclusion, health and well-being
Suppliers	Conferences, face-to-face meetings, individual engagements	Product reliability and performance, price, availability, cost, working conditions
State / national regulators	Conferences, face-to-face meetings, individual engagements	Pace and implementation of regulations
Environmental / interest groups	Conferences, face-to-face meetings, individual engagements	Climate change, resiliency, circular economy
Local / national charities	Conferences, face-to-face meetings, individual engagements	Environment, education, equality of opportunity
Local communities	Community meetings, face-to-face meetings, individual engagements, focus groups	Environment, education, equality of opportunity

102-44 **Key topics and concerns raised** – Please refer to key topics raised in GRI 102-43

102-41 **Percentage of total employees covered by collective bargaining agreements** – We currently employ approximately 1,850 employees, of whom approximately 76 percent are employed in the U.S. Approximately 28 percent of our employees are represented by domestic (i.e. U.S.) labor unions under various collective bargaining agreements (CBA). We engage in negotiations with labor unions for new CBAs from time to time based upon expiration dates of agreements and statutory requirements. We consider our relationships with all salaried, union hourly and non-hourly employees to be positive and collaborative.

Reporting Practice

102-45 **Reporting practices** – All entities included in the financial report are reflected in the 2021 sustainability report and Annual Report Page 1 of Forward Ingevity Corporation_10K_2022_V1 (q4cdn.com)

102-46 **Defining report content and topic boundaries** – In 2021, we updated our materiality analysis and began development of a refreshed list of material issues. Our 2021 materiality refresh considers the broader sustainability trends impacting our company and our industry, the shifts in ESG disclosure reporting and the increased global focus on safeguarding our world that has occurred over the last five years. The assessment curated a global perspective of internal and external stakeholders to identify critical priorities, risks and opportunities in our company and our industry over the coming years, and inform the creation of new ESG goals that will guide our efforts and advance our sustainable value proposition. Our next Sustainability Report will report on the process and its results.

2020 CSR Page 7 https://www.ingevity.com/uploads/page-pdfs/Sustainability-Report-2020_Final-1.pdf

The information within our report is bound by the operational scope of our manufacturing locations and their management.

102-47 **List of material topics** – 2020 CSR Page 7 https://www.ingevity.com/uploads/page-pdfs/Sustainability-Report-2020_Final-1.pdf

102-48	Restatements of information – We have no restatements of information to include in this report.
102-49	Changes in reporting – There have been no significant changes regarding Ingevity’s material topics and topic boundaries in 2021. A materiality assessment was conducted in 2021. More information will be released in future reports.
102-50	Reporting period – Calendar year 2021
102-51	Date of the most recent report – October 2021

General Disclosures

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Stakeholder Engagement

102-52	Reporting frequency – Ingevity reports on our sustainability topics and progress annually.
102-53	Contact point for questions regarding the report – sustainability@ingevity.com
102-54	Claims of reporting in accordance with the GRI Standards – This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index – The GRI content is located within this GRI Index.
102-56	External assurance – We have not sought formal external assurance for this report.

Disclosures on Management Approach

GRI Number	Disclosure – Report Section/Link – Page Number
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103-1	Explanation of each material topic and its boundary – See 2020 CSR page 7 https://www.ingevity.com/uploads/page-pdfs/Sustainability-Report-2020_Final-1.pdf The information within our report is bound by the operational scope of our manufacturing locations and their management.
103-3	Evaluation of the management approach – We track our progress in managing our material topics by establishing metrics and monitoring our performance against internal and publicly stated goals. We benchmark our progress and performance with peer companies across the industry, and seek input regarding ESG management approach through engagement with key stakeholder groups (e.g., selected investors, customers, suppliers, employees). Reference Sustainability goals page 10, ESG Score page 11 and Compliance section page 31.



Management approach – Personal, Process and Public Safety

Ingevity has identified safety as a material topic and as such we developed a world-class safety program and a strong safety culture. Personal, process and public safety is a core value at Ingevity and we work hard to protect employees, contractors and the communities where we operate from injuries, illnesses and significant incidents through the design of safe operations; continuous improvement of personal and process safety performance, thorough management systems and programs; a strong culture of compliance; and a commitment to zero harm to people and the environment.

We support public safety through community emergency preparedness efforts, in alignment with element 3.7 of the Responsible Care® Management System and the Responsible Care® Process Safety Code. [SASB RT-CH-210a.1]

Ingevity utilizes the U.S. Occupational Safety and Health Administration (OSHA) total case incident rate (TCIR) as a standard measure of occupational safety. TCIR is calculated by multiplying the number of recordable cases by 200,000, then dividing that number by the number of labor hours worked by Ingevity employees.

We continue to aim for safety excellence that leads not only our peers but also the industry. Our occupational safety performance in 2021 was markedly improved from 2020 results. In 2021, we drove increased reporting of and response to near miss incidents to prevent more serious injuries before they can occur. This included efforts to increase the number of near misses reported as well as an increase in reporting by a broader number of employees. Total Near Miss entries in 2021 increased by 122.7% over 2020. We continued to further expand the use of leading indicators to ensure effective initiatives are proactively implemented, to improve incident investigation quality to ensure key and other contributing factors are appropriately identified and addressed, and to broadly leverage learnings from injuries and significant near misses to prevent similar events from occurring. In 2021 we focused on ensuring all employees thoroughly understand and respect the importance of the 9 Life Saving Rules, those critical safety rules that are in place to prevent fatalities and serious injuries, through leadership videos, monthly interactive training packages, and upgraded procedures, checklists, work permits, audits, etc. We continued on-going efforts to improve mechanical integrity and quality assurance programs at our manufacturing sites and make progress on implementation of our upgraded process safety management standard.

103-2

In 2021, our employee total case incident rate decreased 22% to 0.46 (9 recordable injuries) compared to 0.59 (11 recordable injuries) in 2020. The severity of recordable injuries was significantly lower in 2021 compared to the previous year with the lost time incident rate decreasing 77% to 0.10 (2 injuries) in 2021 compared to 0.43 (8 injuries) in 2020. The following manufacturing locations completed the entire year in 2021 with zero employee injuries: Warrington, U.K.; Wickliffe, Kentucky; Zhuhai, China; Changshu, China; and DeRidder, Louisiana. All global technical centers and offices also completed 2021 with zero employee injuries. All of our locations, with one exception, completed 2021 with zero contractor injuries, which is equal to contractor safety performance when compared to 2020.

Our Tier 1 process safety incident rate was 0.0 (no Tier 1 process safety events), and our Tier 2 process safety incident rate was 0.09 (2 Tier 2 process safety events). All of our manufacturing locations completed the entire year in 2021 with zero Tier 1 process safety incidents. The following manufacturing locations completed the entire year in 2021 with zero Tier 2 process safety incidents; Changshu, China; North Charleston, South Carolina; Covington, Virginia; Warrington, U.K.; Waynesboro, Georgia; and Zhuhai, China.

We continued to protect the health and safety of our employees and essential contractors and visitors coming onto our sites in 2021 through continued focus on numerous measures in place to prevent the spread of COVID-19, and to assist employees through increased availability of mental health first aid and wellness programs. Ingevity maintained COVID-19 policies and procedures in compliance with country, federal, state and local regulatory requirements.

In both 2020 and 2021, the American Chemistry Council (ACC) recognized Ingevity Corporation among chemical industry leaders for their exceptional environmental, health, safety and security (EHS&S) performance and commitment to sustainability and sound chemicals management. The South Carolina Manufacturers Alliance (SCMA) recognized industrial facilities throughout the state for outstanding workplace safety accomplishment during 2020, and, in 2021, honored Ingevity's Charleston, South Carolina, plant with the SCMA Safety Award.

<https://myscma.com/93-south-carolina-industrial-facilities-honored-for-safety-accomplishments/>

<https://www.americanchemistry.com/chemistry-in-america/news-trends/press-release/2021/acc-honors-chemical-industry-leaders-for-exemplary-environmental-health-safety-initiatives>



Management approach – Environmental Protection

We consider company environmental impacts to be material topics. These include energy, greenhouse gases (GHGs), air emissions, water and waste management. As part of our company commitment to be good stewards of the environment, Ingevity has committed to reduce GHG intensity by 5% by 2025. Ingevity has taken additional efforts to reduce the environmental impact of its operations and products. Ingevity measures and has internal goals to reduce criteria air pollutants, energy use, water use, wastewater discharges and solid waste disposal. We have information on the progress of our efforts in the data appendix of this report.

103-2

EMS and ISO:14001: To guide our efforts and management approach to reduce our impact on the environment, Ingevity has invested in environmental management systems (EMS). All manufacturing facilities have implemented a comprehensive EMS. The following plants are ISO:14001, or RC14001 or RCMS certified: North Charleston, DeRidder, Covington, Wickliffe, Waynesboro, Warrington, Changshu, and Zhuhai. Crossett will become certified in the 2022 certification cycle. In addition, we have voluntarily joined with the Department of Energy (DOE) in the Better Buildings/Better Plants Program. Within this DOE program Ingevity measures and discloses the energy consumed to make our products in the U.S.

As stated in the Ingevity Environmental and Energy Policy, "Ingevity employees strive to employ proactive strategies and techniques to the greatest extent possible for protecting people and the environment while utilizing resources in a responsible and sustainable manner. Ingevity works to reduce environmental impacts from existing operations and future acquisitions and projects, including, but not limited to, air emissions, GHG emissions, energy use, water management, solid waste generation, and increasing beneficial reuse wherever possible."



Management approach: Product Stewardship

RT-CH-410b.1

RT-CH-410b.2

RT-GH-210a.1

The key elements of Ingevity's approach to product stewardship come from the American Chemistry Council's Responsible Care® Product Safety Code, which is integrated into all facets of our strategy. Ingevity's senior leadership, businesses, technical, operations, risk management, supply chain, communications and other functional teams play roles in ensuring product stewardship is shared by all employees, and a key consideration in action across the organization.

Ingevity identifies product stewardship as

- Compliance with global and region-specific laws and standards for product stewardship
- Management of impacts of changing regulations
- Striving to ensure the safety of those who may use or be exposed to our products, from cradle to grave
- Continuing to expand upon our beneficial, bio-based, safer and sustainable product offerings that bring benefits to our stakeholders and meet or exceed their and society's changing expectations and shift toward circular economies

103-2

In 2021, 29% of our products contained Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, all of which underwent a hazard assessment. Ingevity provides product specific statements to affirm the absence of Substances of Very High Concern (SVHC) where appropriate, and, for applicable product lines, we provide statements notifying customers that SVHCs are not intentionally included in our products sold in the EU. We have transitioned EU customers to products grades with no SVHCs and also are actively moving to phase out the use of SVHCs globally.

Ingevity recorded zero incidents involving product regulatory issues, health and safety impacts of our products, and product information and labeling in 2021. We review our product families to continuously improve our product risk assessment process, as required by the Responsible Care Product Safety Code. Our product stewardship and regulatory management systems feature SharePoint sites with improved accessibility to Product Safety Code activities by Ingevity employees and is available on our publicly available website, <https://www.ingevity.com/product-stewardship/> features new product safety summaries.



Management approach: Customer Partnerships

Ingevity strives to be our customers' technology partner of choice. We engage regularly with existing and prospective customers to ensure their expectations are met—or exceeded—through quality products and services, addressing concerns promptly and efficiently, and anticipating-and acting upon-future needs to improve or create new products. Ingevity is both ISO 9001 and International Automotive Task Force (IATF) certified and adheres to strict quality management standards at each manufacturing facility. In addition, the company focuses on four specific metrics to evaluate the customer satisfaction aspect of its partnerships. In 2021 Ingevity On-Time Shipments (OTS) metric was 93%, our percentage of Shipments in Full (SIF) was 92.9%, and our Incident management rate (IMR) decreased to 0.82% - down from 1.14% in 2020.

103-2

METRIC	2016	2017	2018	2019	2020	2021
Execute Customer Survey	-	Executed Survey	-	-	Executed Survey	-
% OTS - On Time Shipments	52%	76%	75%	83%	93%	93%
% SIF - Shipments in Full	87.6%	91.7%	88.0%	91.0%	93.7%	92.9%
Customer Complaint - IMR	1.01%	0.76%	0.94%	1.34%	1.14%	0.82%

Management approach: Product Benefits RT-CH-410a.1



A significant percentage of the raw materials used in the manufacturing of our products is renewable. These raw materials do not compete with the food chain or contribute to deforestation. In 2021, the overall percentage of renewable raw materials used to manufacture our products was 74.5%, up from 73.9% in 2020. In 2021 77.6% of our sales revenue (\$1,082,867,419.26) and 57.8% of our manufacturing volume came from sustainable products.

103-2

We are on track with our goal to evaluate the societal value of our major product lines by the end of 2022. This goal is an integral part of our sustainability initiative because it will provide us the opportunity to tell our story in a quantifiable way. In 2021 we completed the product studies for WestRez 5101, WestRez 5120, and Polyfon H. The results of these studies are detailed in this report. We also finalized the Product Evaluation strategy to achieve our CSR goal. This evaluation strategy was developed in collaboration with product management, sales, and R&D experts. This included preliminary discussions on the benefits of our products and followed with the prioritization of products for evaluation based on their benefits to the environment and our customer. The results of future studies will be published on our website and in future sustainability reports.



Management approach: Innovative Solutions

Ingevity creates value for our customers by innovating, producing and delivering innovative new products. This increases shareholder value that, in turn, allows us to reinvest and grow our business. Innovation is deeply embedded within Ingevity's culture and 100-year history.

Our vitality index is calculated by the percentage of annual revenue derived from the sale of new products, defined as products that have been sold for the first time within the last five years. Between 2020 and 2021, our vitality index decreased by 4.8% to 7.9%, as several products sold into mature markets continue to be commercially successful past the five-year mark. Our activated carbon products sold into automotive applications for environmental control and energy typically have long phases of maturity due to the automotive design cycle and regulatory guidance. Overall, total revenue growth in 2021 vs 2020 was significant. In regards to innovation sales, there were increases in Engineered Polymers (\$785K to \$6.3M), increases in Pavement Technologies (\$44.1M to \$47.3M), offset by reductions in PM for Honeycombs new product revenue/Auto new product revenue, reductions in Oilfield Technologies of about \$2.2M, and reductions in Industrial Specialties of about \$785K.

103-2

Ingevity also measures innovation through the percentage of annual revenue spent on technology and innovation (T&I), an important part of Ingevity's ability to continue meeting demands of our customers to improve product performance. In 2021 this percentage decreased by 0.15% to 1.75%.

METRIC	2016	2017	2018	2019	2020	2021
Vitality index	13.6%	19.4%	14.4%	13.7%	12.7%	7.9%
\$ Investment in technology and innovation (T&I) as % sales revenue	1.9%	2.0%	2.9%	2.8%	1.9%	1.75%



Management approach: Employee Development

Our success requires a team-oriented culture that engages all individuals. A highly engaged workforce is vital to business outcomes such as productivity and profitability. Helping our team members realize their full potential plays a role in our company's long-term success—and it is one of the many ways we strive to keep our employees engaged. One of the ways we foster this is by gaining a better understanding of our employees.

We conducted employee surveys in 2016 and 2018, which helped to form The IngevityWay, our cultural credo that outlines our vision, purpose and values, and important companywide initiatives, such as the creation of a more robust learning and capability development program. In 2020, we partnered with a leading global analytics group, Gallup, to conduct a comprehensive employee engagement survey. This provided essential information to guide our actions. In 2021, we conducted a pulse survey to measure progress towards specific engagement goals. The pulse contained five questions and results showed meaningful positive change for each question. An additional full engagement survey was conducted in April 2022 to gather progress toward our Engagement mean and other topics relevant to the business. We will report on the impacts of these actions, as well as the metrics and the data used to assess our performance by the end of 2022.

At Ingevity, we recognize that a crucial link exists between talent, engagement and business outcomes, such as productivity and profitability. We continue to apply the Center for Creative Leadership's "70-20-10" model to developmental initiatives. This program consists of: 70% on-job application of new skills; 20% assessment and peer coaching; and 10% classroom training. Members of the organizational development, learning and talent acquisition teams continue to work toward ensuring our company has a stellar workforce by providing our employees with opportunities for learning and capability development. Our employees completed an average of 13.0 hours of training content in our Learning Management System (LMS) in 2021. A high number of additional training hours were completed outside of the LMS at our manufacturing sites; however, these hours are not quantifiable at this time. All employees also have access to over 15k LinkedIn® Learning courses via GROW that focus on personal and career development topics. Additional training on crucial conversations is available for conflict management and communication effectiveness.

Perform is our approach to develop employees through frequent check-ins focused on coaching, feedback, and goal attainment. We believe in providing ongoing performance feedback and career development discussions through monthly check-ins between managers and salaried employees. In lieu of formal performance ratings, managers review each employee's progress against goals, direct contributions and the level of impact they had on the business to evaluate performance. 100% of eligible Ingevity salaried employees received performance evaluations as a part of the merit process for the 2021 year. We provide resources and content to build manager skills around having higher quality, more effective conversations with their employees. Gallup access also provides resources such as webinars, articles and videos that are available to all managers as a resource for increasing engagement and involvement within their team. The Differentiate program provided to managers focused on reducing bias during the employee evaluation process. The provided diversity, equity and inclusion cultural awareness training also covers principles and strategies to facilitate more productive, meaningful conversations on topics related to diversity. Employees undergo an Insights Discovery evaluation to improve the effectiveness of their communication.

103-2



Management approach: Inclusion and Diversity

Building a Culture of Inclusion

Ingevity is guided by our IngevityWay vision for how we work together to engage the diversity, knowledge, energy, talents and expertise of all employees. This vision reflects our commitment to actively supporting an environment of inclusion where all employees are heard, respected and empowered to grow to their fullest potential.

To further that vision, Ingevity established a formal Diversity, Equity and Inclusion (DEI) function in 2021. We welcomed our first Chief DEI Officer and released our DEI strategic plan that aims to create sustainable progress by building a more diverse workforce, elevating equity by ensuring fairness, creating an inclusive culture and supporting communities in ways that enable the vitality of the diverse locations where we work and serve.

Our DEI Mission

We have a shared understanding that our individual differences help us make a greater collective impact. With continuous improvement at the heart of our efforts, we aim to strengthen capacity for empathy and inclusive leadership, foster a sense of community and belonging, and structure our systems, policies and processes to enable employee success.

DEI Strategic Priorities

BEST TEAM

- We commit to recruiting, empowering and accelerating diverse talent and to building upon the contributions of each unique voice to accelerate innovation and achieve strategic goals.
- Key elements
- Diversity recruiting strategy
- Diversity in leadership and talent pipelines
- Employer of choice

INCLUSIVE CULTURE

- We commit to building a culture where all employees feel welcomed and heard and are encouraged to speak up and contribute to their full potential, and to developing leaders who value diversity and ensure equity and inclusion.
- Key elements
- Inclusive leadership
- DEI learning and development
- DEI councils, Employee Resource Groups (ERGs) and Allyship programs

ELEVATING EQUITY

- We commit to ensuring every employee has the chance to thrive and contribute by elevating equity and embedding fairness for employees at each stage of employment, and also to full transparency in reporting metrics and progress toward our DEI goals.
- Key elements
- Inclusive talent management strategies
- Bias mitigation strategies
- Transparent measuring and reporting processes

103-2



Management approach: Our Communities

Enhancing the communities in which we live and work is deeply rooted in our company's history and culture. Our IngeviCares philanthropy program allows us to give a portion of our revenue and time to these communities as we pursue our IngeviWay vision to be a positive influence in our communities. We firmly believe in these efforts, which are essential to both our company culture and our business operations. Launched in 2017, our IngeviCares program focuses charitable giving and community involvement in three areas that support our mission to purify, protect and enhance by reducing risks and building opportunity for sustainability, education and well-being.

The IngeviCares strategic framework for our philanthropy

103-2

- Targets 0.1% of revenues towards our philanthropic work and charitable giving
- Focuses on supporting "keystone initiatives" with nonprofit organizations and charities at a level that will make a significant impact in each community
- Encourages and supports employee giving through our matching gifts program and United Way campaigns.
- Provides stronger resources for our manufacturing locations so that they can tailor plant-level funding to support the unique needs of the communities where we operate

We engage our employees on a regular basis and in 2021, as a follow up to our 2020 Gallup survey, we conducted a pulse survey to measure progress towards specific engagement goals. The pulse contained five questions and results showed meaningful positive change for each question. An additional full engagement survey was conducted in April 2022 to gather progress toward our Engagement mean and other topics relevant to the business.

In our data appendix you can see our IngeviCares program impact in areas of Health, Education and Environment. In 2021, Ingevity and its employees donated \$1.7 million to nonprofits that make an impact on our philanthropic priorities. Through charitable donations, matching gift programs, employee volunteer programs and scholarship programs, Ingevity seeks to be a positive influence in the communities where we operate and in which our employees and their families live and work. We aim to invest \$6 million in our communities in the six-year period from 2020 through 2025.

Management approach: Financial Performance

The Board of Directors and Ingevity Executive Team actively engages in the process of strategic development and oversight of ongoing execution of company's strategic plans. For additional information please refer to 2022 Ingevity Proxy Statement, page 7. At Ingevity our corporate financial strategy looks to capture value for shareholders by creating value for our customers, expand our geographic reach, accelerate innovation, pursue strategic and value-creating acquisitions, drive continuous improvement in execution and maintain a returns-oriented financial focus.

103-2

Our financial performance is measured in many ways; however, there are four metrics of focus

- Revenue as the measure of total value provided to our customers
- Adjusted earnings before interest, taxes, depreciation and amortization (EBITDA), as a measure of current earnings capability
- Net debt ratio as the measure of leverage

For more information please refer to our Annual Report's About Ingevity and A Message from the CEO sections.

Ingevity Corporation 10K for 2021 - https://s23.q4cdn.com/855317798/files/doc_financials/2021/ar/INGEVITY-CORPORATION_10K_2022.pdf

Management approach: Strategic Execution

As part of Ingevity's core values, we remain committed to excellence in all areas of our company. In 2021, we began a transition from our traditional Operational Excellence (OpEx) approach to an enhanced method of leading improvement. Our new Continuous Improvement (CI) mindset is designed to build on the OpEx methodologies of our past and go deeper into the organization, involving all employees in the daily process of improving for our future. The new CI mentality focuses on driving the passion and pursuit to improve everyday with every employee.

The CI journey began with a pilot site launch within our Performance Chemicals business with CI training and identification of improvement opportunities to further drive safety, quality, productivity and sustainability. The proven launch model will be rolled out to every manufacturing location and in many other areas of the company, creating local CI leaders and experts to share the knowledge and application of CI. While spreading CI to every employee, our improvements will continue to focus on the diverse experience, expertise and ideas of our employees and daily process management KPIs as the focal point.

Project Mosaic is Ingevity's 2+ year investment to upgrade to SAP S/4 Hana from our current, outdated ECC System. The current system is highly customized, making it nearly impossible to upgrade, and will not be supported by SAP in the coming years. The new S/4 Hana system will utilize standard SAP functionality which will allow Ingevity to grow and transform as a company in the years to come. Project Mosaic will equip our employees with optimal processes and technology - more effectively connecting our supply chain, manufacturing, and businesses.

103-2

Over the past year, our team of approximately 30 dedicated Ingevity employees, along with expert consultants, have completed the buildout of the new system, executed multiple testing cycles, and spent many hours training employees from around the globe, as we prepare to go-live in three separate deployments in 2022.

Some of the key benefits of Project Mosaic include

- All businesses will standardize detailed scheduling and planning activities across the organization, giving powerful tools to teams currently without a scheduling or planning solution in the system, and allowing tight integration with SAP for users currently using offline or asynchronous planning tools
- S/4 will automate our outbound shipping processes at our warehouse managed facilities by adding "scan to dock" loading of packaging goods
- Dock appointment scheduling will make it easy for plants to control loading availability and capacity for straightforward carrier appointment scheduling by TM/export teams.
- We will improve and simplify the user experience by using SAP's Fiori interface system
- We will be standardizing our maintenance work order and capital work order processes across the organization, and adding new functionality to allow better cost tracking
- Standardization of the Quality Management system makes future upgrades easier, and provides greater visibility to follow-up tasks in response to customer complaints



Management approach: Intellectual Property and Cybersecurity

Intellectual Property

Intellectual property (IP) is a key outcome of one of Ingevity's strongest assets—the innovations of our people. Our IP includes patents, technical papers, contracts, strategic partnerships, experience, knowhow and more. Protecting these assets is key to our sustainability. Innovation, as represented by IP, is a key advantage for Ingevity.

Cybersecurity

Ingevity continued to improve cybersecurity capabilities across the evolving technology perimeter due to the proliferation of Software as a Service (SaaS) and cloud-based technologies. The acceleration of cyber-attacks on the manufacturing industry and its dependent supply chain also heightened another dimension for protecting corporate assets.

103-2

As a key enterprise focus for the company, Ingevity continued to mature the cybersecurity program against the ISO 27001 framework. We remained diligent in conducting vulnerability assessments, tracking cyber-related performance metrics and training our employees on protective measures such as encrypting sensitive data and recognizing phishing attempts. With full support from executive leadership and our Board of Directors, we implemented sweeping restrictions of USB drive usage, conducted corporate-wide ransomware preparedness exercises, and further strengthened our corporate crisis incident response program. These efforts contribute to reducing potential financial losses by improving our cyber readiness and incident recovery time.

Our information security team continues to collaborate with local, state and federal agencies and peers in the chemical manufacturing industry to identify the latest threats and implement effective defenses to protect our employees and customers. To maintain timely awareness, we deliver our monthly updates on cybersecurity risks to senior leadership and periodic updates to our board of directors.

Specific Disclosures

GRI Number Disclosure – Report Section/Link – Page Number

Economic Performance

Our specific disclosure 201 Economic Performance aligns with the management approach of our material topics *Financial Performance and Strategic Execution*.

Direct economic value generated and distributed

Revenues for 2021 were \$1.392 billion. For a full discussion on the company's finances, please see the company's Annual Report, About Ingevity section and pages 42-95.

Ingevity Corporation_10K_2022_V1 (q4cdn.com)

201-1

In total Ingevity manufactured -853,611 metric tons in 2021.

In total Ingevity manufactured -941,105 US tons in 2021.

In 2021 Ingevity manufactured 58,760 metric tons of product for Performance Materials.

In 2021 Ingevity manufactured 794,851 metric tons of product for Performance Chemicals.

Our IngeviCares program helps support keystone initiatives within our communities. For more information see our communities management approach section.

Materials

Our specific disclosure 301 *Materials* aligns with the management approach of our material topic *Product Benefits*

Most linear economy businesses take a natural resource and turn it into a product which is ultimately destined to become waste because of the way it has been designed and made. This process is often summarized by “take, make, waste.” By contrast, a circular economy employs reuse, sharing, repair, refurbishment, remanufacturing and recycling to create a closed-loop system, minimizing the use of resource inputs and the creation of waste, pollution and carbon emissions. The circular economy aims to keep products, materials, equipment and infrastructure in use for longer, thus improving the productivity of these resources.

Ingevity is part of the circular economy by taking post-industrial material and converting it into premium value-added products. In addition, our Capa caprolactone-based products contribute to the efficacy and composability of many types of plastic products. With products that are manufactured from the co-products of other manufacturing processes—many of which are renewable wood-based raw materials—Ingevity and its employees make products that purify, protect and enhance the world. Our innovations enable oil to flow better, they help crops grow fuller, they make roads last longer, and they ensure that the air we breathe is cleaner.

301-1

We are on track with our goal to evaluate the societal value of our major product lines by the end of 2022. In 2021, we completed the product studies for WestRez 5101, WestRez 5120, and Polyfon H. The results of these studies are detailed in this report. We also finalized the Product Evaluation strategy to achieve our CSR goal. This evaluation strategy was developed in collaboration with product management, sales and R&D experts. This included preliminary discussions on the benefits of our products and followed with the prioritization of products for evaluation based on their benefits to the environment and our customers.

A significant percentage of the raw materials used in the manufacturing of our products are renewable. These raw materials do not compete with the food chain or contribute to deforestation. In 2021, the overall percentage of renewable raw materials used to manufacture our products was 74.5%, up from 73.9% in 2020. In 2021, 77.6% of our sales revenue (\$1,082,867,419.26) and 57.8% of our manufacturing volume came from sustainable products as defined by ACC.

Energy

Our specific disclosure 302 *Energy* aligns with the management approach of our material topic *Environmental Protection*.

Energy Consumption Within the Organization

Our Energy portfolio includes renewables and non-renewable sources. In 2021 -8.5% of the energy consumed by Ingevity was from renewable sources. This includes steam we purchase, which is produced from burning biomass, renewable energy from the grid and renewable energy generated at our locations. The summaries below are specific to the requirements of GRI and SASB. More details on our energy use can be found in the data appendix of this report.

302-1

	2021 MMBtu	2021 GJ
Total fuel consumption from non-renewable sources	4,657,523	4,936,974
Total electricity consumption	786,734	833,938
Total purchased steam consumption	1,936,821	2,053,030
Total energy consumption	7,381,078	7,823,943

RT-CH-130a.1

	Total energy consumed (MMBtu)	7,381,078
302-1	Percentage grid electricity	10.66%
	Percentage renewable	0.8%
	Total self-generated energy (MMBtu)	136 (at Zhuhai)

Energy

Energy Intensity & Conservation:

302-3 Energy consumption in our operations generates Scope 1 and Scope 2 greenhouse gas emissions. Scope 1 emissions are primarily from the combustion of natural gas for building heat and certain production processes. Scope 2 emissions stem from electricity use and 3rd party steam generation. We manufactured -21% more product in 2021 vs 2020, which increased energy usage by 713%, but decreased intensity by 10%. We implemented several projects that made our operations more efficient and several projects for future growth that increased energy usage. As example of our efforts to improve our operations, we upgraded Waynesboro's air compressors and we expect to reduce energy use by -620 MMBTU. At our Crossett plant, we installed a CTO unloading station and new air compressors (previously provided by Georgia Pacific) for future growth opportunities that added 6,000 MMBTU. We recognize that climate change is a material issue to our business. In addition to actions taken to reduce energy consumption and reduce GHG emissions we are disclosing more information on our operations.

Most intensity reductions were associated with increased production. The Zhuhai solar field came online in December and is expected to reduce 1,024 MW (3,500 MMBtu) of electricity usage. U.S. electricity grid saw improvements in our Scope 2 emissions at every site. The Covington fan project is delayed because the motor control center (MCC) was not large enough to hold the motor starters. A new MCC is under construction and expect tie ins in October 2022. The North Charleston interchanger project was delayed due to supply chain material delays and will not be operational until late 2022.

Energy Intensity: 2020: 8.8 MMBTU/Ton of Product, 2021: 7.7 MMBTU/Ton of Product

Water

(2016 GRI Standard) - Our specific disclosure 303 Water and Effluents aligns with the management approach of our material topic Environmental Protection.

Water Withdrawal

RT-CH-140a.1

RT-CH-140a.2

RT-CH-140a.3

303-3

We recognize that reducing our company impact on the environment is material to our business and benefits society.

Water Management: Water is critical to our operations, and we have been taking steps to reduce our consumption and water intensity. Ingevity does not operate in water-stressed or impaired locations, and our freshwater consumption and effluent volumes remain relatively low compared to industry benchmarks.

Water use decreased 3.8% and intensity decreased 20.5% as we saw less water-based products sold out of Charleston in 2021 and a less severe hurricane season (i.e. less rainfall) for water effluent.

Water use by location (thousand cubic meters)					
LOCATION	2017	2018	2019	2020	2021
North Charleston	4,431	3,921	3,916	3,891	3,099
DeRidder	651	723	821	693	772
Crossett	455	519	484	477	466
Warrington*	185	165	176	176	182
Covington	1,337	1,333	1,367	1,120	1,300
Wickliffe	1,353	1,426	1,239	1,113	1,174
Waynesboro	6	8	7	8	12
Changshu	5	12	14	12	13
Zhuhai	112	196	186	149	161

303-3

Water use by location (gallons)					
LOCATION	2017	2018	2019	2020	2021
North Charleston	1,170,521,069	1,035,885,399	1,034,455,493	1,027,763,232	818,800,000
DeRidder	172,000,000	191,000,000	217,000,000	183,000,000	204,000,000
Crossett	120,316,899	137,200,000	127,750,000	126,000,000	122,972,256
Warrington*	48,871,027	43,672,651	46,541,823	46,600,000	48,153,801
Covington	353,180,000	352,160,000	361,220,000	295,946,400	343,388,563
Wickliffe	357,500,000	376,600,000	327,200,000	294,000,000	310,100,000
Waynesboro	1,700,000	2,100,000	1,750,000	2,140,000	3,151,000
Changshu	1,440,519	3,244,272	3,703,135	3,201,740	3,314,277
Zhuhai	29,587,040	51,695,956	49,135,620	39,304,798	42,646,284

*In addition to this freshwater use, the Warrington facility uses groundwater for once-through cooling and discharges it. In 2021, this groundwater withdrawal totaled 792.74 million gallons or 3,001,000 cubic meters.

Water Discharge

Our operations discharge wastewater per permits and local regulations. We have not had any significant adverse impacts on water bodies. Ingevity has not received any notices of non-compliances relating to wastewater discharges.

Some of Ingevity's manufacturing locations discharge effluent water to the wastewater treatment facilities at neighboring paper mills. The company's DeRidder, Louisiana; Wickliffe, Kentucky; and Zhuhai, China, facilities own and operate their own wastewater treatment facilities. Our Changshu, China, facility recycles all their industrial wastewater, making them a zero-discharge facility. All wastewater is treated in accordance with applicable regulations prior to discharge into the environment. In 2021, Ingevity did not have any violations of its water permits and the compliance risks associated with our water use is evaluated each year during our EMS review cycle. Our EMS has stakeholder mechanisms for interested parties to engage regarding environmental issues including water use. More details on our water use can be found in the data appendix of this report.

In 2021, Ingevity had a 5% increase in effluent flow from our 21% increase in operations, but intensity dropped by 13%. The reductions can be attributed to project work which made our operations more efficient and reusing water in our processes. Our Wickliffe, Kentucky, location implemented a project to reuse water in their acid recovery process and saved 22 MM gallons per year, or -10% decrease in water usage. Our Charleston, South Carolina, location replaced water cooled seals with mechanical seals, saving -2 MM gallons per year.

303-4

Water effluent by location thousand cubic meters					
LOCATION	2017	2018	2019	2020	2021
Changshu	5	12	0	0	0
Covington	1,685	1,658	1,658	1,663	1,658
Crossett	454	518	378	433	360
DeRidder	678	750	862	704	722
North Charleston	2,590	2,385	2,389	1,957	2,324
Warrington	147	134	151	129	165
Waynesboro	6	7	6	8	12
Wickliffe	906	1,046	967	918	919
Zhuhai	75	196	141	150	119

Water effluent by location gallons / yr.

LOCATION	2017	2018	2019	2020	2021
Changshu	1,440,519	3,244,272	0	0	0
Covington	445,200,000	438,000,000	438,000,000	439,200,000	438,000,000
Crossett	119,856,123	136,739,224	99,773,018	114,440,000	95,077,168
303-4 DeRidder	179,000,000	198,260,000	227,800,000	186,000,000	190,820,000
North Charleston	684,250,690	629,926,735	631,000,000	517,000,000	613,979,251
Warrington	38,880,307	35,510,000	39,956,279	34,189,404	43,500,000
Waynesboro	1,590,000	1,960,000	1,640,000	2,000,000	3,151,000
Wickliffe	239,340,000	276,400,000	255,400,000	242,600,000	242,700,000
Zhuhai	19,908,000	51,909,798	37,268,593	39,625,800	31,330,799

Emissions

Our specific disclosure 305 Emissions aligns with the management approach of our material topic *Environmental Protection*.

Direct (Scope 1) GHG Emissions and Indirect (Scope 2) GHG Emissions

305-1, 305-2 Ingevity has reported Scope 1 and Scope 2 emissions for all manufacturing operations in our data appendix. Ingevity established a baseline year (2019) for our GHG reduction goal. Ingevity measures GHG as CO₂e and uses U.S. Environmental Protection Agency (EPA) or local agency GHG emissions factors that prevail in the area operations.

GHG emissions

RT-CH-110a.1

RT-CH-110a.2

305-4

GHG emissions in metric tons					
LOCATION	2017	2018	2019	2020	2021
Scope 1	251,973	265,514	253,243	217,763	252,925
Scope 2	145,220	143,210	152,502	150,205	146,851
Scope 1 and 2	397,193	408,723	405,745	367,968	399,776

We recognize that climate change is a material issue to our business. In addition to actions taken to reduce energy consumption and reduce GHG emissions we are disclosing more information on our plants and businesses.

When compared to 2020, our overall 2021 GHG emissions increased by -11% while our GHG intensity (MT of CO₂e/ Ton of Product) went down by -9%, which matched our energy usage changes in 2021. In 2021, we noted that our Scope 1 GHG emission increased by -16% and our Scope 2 Emissions increased by -2%. In 2021, we continued the practice of setting aside capital dollars for sustainability projects that have longer term environmental impacts. We will be continuing this investment into our more sustainable future. We have information on the progress of our efforts in the data appendix of this report.

Other air emissions

RT-CH-120a.1

305-7

Criteria Pollutants	2017	2018	2019	2020	2021
SO ₂ (MT / yr.)	21.07	25.41	26.38	23.38	27.40
NO _x (MT / yr.)	360.01	335.03	337.04	299.75	310.52
PM (MT / yr.)	77.65	78.55	88.57	79.84	89.61
VOC (MT / yr.)	308.89	242.19	240.03	194.95	233.40

Effluents and Waste

Our specific disclosure 306 Effluent and Waste aligns with the management approach of our material topic Environmental Protection.

Waste Generation, Waste.

RT-CH-150a.1

Ingevity is a leading refiner of crude tall oil (CTO), a renewable co-product of the pulp and papermaking process. We refine CTO into its intermediates, or fractions: tall oil fatty acid, distilled tall oil, tall oil rosin and biofractions. Through various processes, we then further derivatize these products, along with lignin (another co-product of the pulping process) into higher value-added specialty products that bring unique performance and enhanced functionality characteristics to our customers' applications.

306-1, 306-2

See 2019 CSR page 15 Sustainability Report 2020_Final.indd (ingevity.com)

We recognize that reducing our company impact on the environment is material to our business and benefits society. Ingevity measures and has internal goals to reduce criteria air pollutants, energy use, water use, wastewater discharges and solid waste disposal. We have information on the progress of our efforts in the data appendix of this report

Ingevity has reduced both Hazardous Waste and Non-hazardous Waste over past several years. Ingevity defines Hazardous Waste as meeting the U.S. EPA definition or the definition of prevailing local country codes. Ingevity operates based on the most stringent codes present in the region.

Ingevity had no reportable spill in 2021.

Waste Generated by Type	2017	2018	2019	2020	2021
Non-Hazardous Waste (MT / yr.)	8,276.00	6,822.70	6,229.95	6,059.38	7109.32
Hazardous Waste (MT / yr.)	353.29	232.19	136.24	133.20	123.51
% Hazardous Waste Recycled	91.4%	93.7%	95.8%	95.6%	97.2%

306-3

Employment

Our specific disclosure 401 Employment aligns with the management approach of our material topic Employee Development.

Benefits provided to full-time employees that are not provided to temporary or part-time employees

401-2

We are proud to offer our full-time employees a comprehensive benefits package. These benefits include: life insurance, health care, disability and invalidity coverage, parental leave, retirement provision and stock ownership. For more information on our benefits and careers at Ingevity, please visit our public website. <https://www.ingevity.com/careers/>

The definition used for Ingevity significant locations of operation: <https://www.ingevity.com/about/locations/>

Occupational Health and Safety

(2016 GRI Standard)¹ - Our specific disclosure 403 Operational Health and Safety aligns with the management approach of our material topic *Personal, Process and Public Safety*.

Occupational health and safety management system

RT-CH-320a.1

RT-CH-320a.2

RT-CH-540a.1

RT-CH-540a.2

403-1

Ingevity is committed to protecting people and the environment while utilizing resources in a sustainable manner and encouraging responsible use and application of our products. We maintain certification for the Responsible Care Management System[®], RC14001[®] or ISO 14001 at all our locations, and apply a strong focus on protecting our employees, contractors, the environment and the communities in which we operate. We also recognize the risk management standards of Process Safety Management and incorporate this into our safety management system.

Ingevity has a world-class safety program and a strong safety culture. In fact, 100% of our employees are covered by our safety management system and received safety training and other forms of safety messaging across the company in 2021. Personal, process and public safety is a core value at Ingevity and we work hard to protect employees, contractors and the communities in which we operate from injuries, illnesses and significant incidents through the design of safe operations; continuous improvement of personal and process safety performance; thorough management systems and programs; a strong culture of compliance; and a commitment to zero harm to people and the environment.

Additionally, we have improved our transportation safety by moving toward using only Responsible Care-certified carriers, wherever possible. In 2021, we reported zero significant transportation-related incidents across the company, per the U.S. Department of Transportation's reporting criteria.

Hazard identification, risk assessment, and incident investigation

403-2

Ingevity utilizes the U.S. Occupational Safety and Health Administration's total case incident rate (TCIR) as a standard measure of occupational safety. TCIR is calculated by multiplying the number of recordable cases by 200,000, then dividing that number by the number of labor hours worked by Ingevity employees. We encourage our employees to report near misses and hazards within the workplace, and our Code of Conduct assures this can be done without fear of reprisals.

Ingevity uses a wide variety of safety tools to identify hazards, assess risks and investigate incidents. Ingevity uses Process Safety Management, safety audits and industrial hygiene program to identify hazards. Ingevity encourages employees to report near misses and any unsafe conditions. Ingevity has adopted the International Association of Oil and Gas Producers (IOGP) Life Saving Rules. Ingevity has added a "My Central Role" to our safety program:

MY CENTRAL ROLE

I have a central role in safety.
I report to work fit for duty.
I have time to work safely.
I have authority to stop any unsafe work.
I ensure work is safe before I or others start.
I do not commit/condone willful acts.
I report all incidents, near misses, unsafe acts and conditions.

403-2

Occupational health services

Ingevity employs a comprehensive industrial hygiene program to assess our operations for hazards. We share this information with affected employees. Ingevity uses continual improvement mindset to mitigate and reduce hazards from our processes.

403-3

Worker participation, consultation, and communication on occupational health and safety

At Ingevity 100% of our sites have formal joint management-worker health and safety committees. The frequency and agendas of these meetings is set locally. These committees use collaborative efforts to reduce safety issues at our locations. For Ingevity locations covered by a CBA, there are sections that speak to safety of the workplace.

403-4

Worker training on occupational health and safety

We continued our journey to improve safety training by issuing a training standard to drive consistent training expectations across the organization to further expand the use of leading indicators to ensure effective initiatives are proactively implemented, to improve incident investigation quality to ensure key and other contributing factors are appropriately identified and addressed, and to broadly leverage learnings from injuries and significant near misses to prevent similar events from occurring. We are currently focusing on ensuring all employees thoroughly understand and respect the importance of the Life Saving Rules - rules in place to prevent fatalities and serious injuries, through leadership videos, monthly interactive training packages, and upgraded procedures, checklists, work permits, audits, etc.

403-5

Promotion of worker health

403-6

Ingevity offers medical insurance coverage to full-time employees in compliance with requirements of local law. Ingevity offers other non-occupational health benefits as well: smoking cessation, health coaching for chronic conditions, employee assistance plan and access to mental health professionals.

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

403-7

The distribution of our products may have safety impacts beyond our operations. At Ingevity we have improved our transportation safety by moving toward using only Responsible Care-certified carriers, wherever possible. In 2021, we reported zero significant transportation-related incidents, per the U.S. Department of Transportation's reporting criteria, across the company.

Work Related Injuries

Year	2017	2018	2019	2020	2021
Total Case Incident Rate (TCIR)	0	0.65	0.41	0.59	0.46

TCIR was 0.46 in 2021

Ingevity utilizes the U.S. Occupational Safety and Health Administration's total case incident rate (TCIR) as a standard measure of occupational safety. TCIR is calculated by multiplying the number of recordable cases by 200,000, then dividing that number by the number of labor hours worked by Ingevity employees.

403-9

We continue to aim for safety excellence that leads not only our peers but also the industry. Our occupational safety performance in 2021 was markedly improved from 2020 results. In 2021, we drove increased reporting of and response to near miss incidents to prevent more serious injuries before they can occur. This included efforts to increase the number of near misses reported as well as an increase in reporting by a broader number of employees. Total Near Miss entries in 2021 increased by 122.7% over 2020. We continued to further expand the use of leading indicators to ensure effective initiatives are proactively implemented, to improve incident investigation quality to ensure key and other contributing factors are appropriately identified and addressed, and to broadly leverage learnings from injuries and significant near misses to prevent similar events from occurring. In 2021, we focused on ensuring all employees thoroughly understand and respect the importance of the 9 Life Saving Rules - critical safety rules that are in place to prevent fatalities and serious injuries, through leadership videos, monthly interactive training packages, and upgraded procedures, checklists, work permits and audits. We continued on-going efforts to improve mechanical integrity and quality assurance programs at our manufacturing sites and make progress on implementation of our upgraded process safety management standard.

In 2021, our employee total case incident rate decreased 22% to 0.46 (9 recordable injuries) compared to 0.59 (11 recordable injuries) in 2020. The severity of recordable injuries was significantly lower in 2021 compared to the previous year, with the lost time incident rate decreasing 77% to 0.10 (2 injuries) in 2021 compared to 0.43 (8 injuries) in 2020. The following manufacturing locations completed the entire year in 2021 with zero employee injuries: Warrington, U.K.; Wickliffe, Kentucky; Zhuhai, China; Changshu, China; and DeRidder, Louisiana. All global technical centers and offices also completed 2021 with zero employee injuries. All of our locations, with one exception, completed 2021 with zero contractor injuries, which is equal to contractor safety performance when compared to 2020.

Year	2017	2018	2019	2020	2021
Tier 1 Process Safety Incident Rate	0	0.05	0	0.09	0
Tier 2 Process Safety Incident Rate	0.15	0.1	0.24	0.09	0.09

COMBINED PSI WAS 0.09 in 2021

Ingevity defines Tier 1 and Tier 2 process safety incidents (PSIs) in accordance with the American Petroleum Institute Recommended Practice 754 (API RP 754), which is consistent with other companies in the American Chemistry Council. PSI ratings are determined by site management and then verified by corporate safety and health management.

Our Tier 1 process safety incident rate was 0.0 (no Tier 1 process safety events), and our Tier 2 process safety incident rate was 0.09 (2 Tier 2 process safety events). All of our manufacturing locations completed the entire year in 2021 with zero Tier 1 process safety incidents. The following manufacturing locations completed the entire year in 2021 with zero Tier 2 process safety incidents; Changshu, China; North Charleston, South Carolina; Covington, Virginia; Warrington, U.K.; Waynesboro, Georgia; and Zhuhai, China.

Ingevity had zero employee fatalities in 2021.

403-9

We continued to protect the health and safety of our employees and essential contractors and visitors coming onto our sites in 2021 through continued focus on numerous measures to prevent the spread of COVID-19, and to assist employees through increased availability of mental health first aid and wellness programs. Ingevity continued to enact a policy, testing processes and masking guidelines in compliance with the U. S. Occupational Safety and Health Administration's Emergency Temporary Standards applying to U.S. companies with more than 100 employees. Ingevity maintained COVID-19 policies and procedures in compliance with country, federal, state and local regulatory requirements.

The key elements of Ingevity's approach to product stewardship come from the American Chemistry Council's Responsible Care® Product Safety Code, which is integrated into all facets of our strategy. Ingevity's senior leadership, businesses, technical, operations, risk management, supply chain, communications and other functional teams play roles in ensuring product stewardship is shared by all employees, and a key consideration in every action taken across the organization.

Ingevity identifies product stewardship as

- Compliance with global and region-specific laws and standards for product stewardship
- Management of impacts of changing regulations
- Striving to ensure the safety of those who may use or be exposed to our products, from cradle to grave
- Continuing to expand upon our beneficial, bio-based, safer and sustainable product offerings that bring benefits to our stakeholders and meet or exceed their and society's changing expectations and shift toward circular economies.

Ingevity Safety, Health, Environmental, Security and Responsible Care Policy: https://www.ingevity.com/uploads/page-pdfs/Responsible_Care_Policy_Rev_19_Sept-28_2020.pdf

Responsible Care Product Safety Code <https://www.americanchemistry.com/chemistry-in-america/responsible-care-driving-safety-industry-performance/resources/responsible-care-product-safety-code>

Specific Disclosures

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Training and Education

Our specific disclosure 404 Training and Education aligns with the management approach of our material topic *Employee Development*.

Average hours of training per year per employee

404-1 In-House Learning Opportunities

Ingevity hosts a robust in-house learning development platform called Grow, which includes on-demand, online content and classroom-style learning options that are available to all employees—in local languages, where possible. Our employees completed an average of 13.0 hours of training content in our Learning Management System (LMS) in 2021. A high number of additional training hours were completed outside of the LMS at our manufacturing sites; however, these hours are not quantifiable at this time.

Programs for upgrading employee skills and transition assistance programs

At Ingevity, we recognize that a crucial link exists between talent, engagement and business outcomes, such as productivity and profitability. Members of the organizational development, learning and talent acquisition teams continue to work toward ensuring our company has a stellar workforce by providing our employees with opportunities for learning and capability development.

404-2 Increase Manager Capability Globally

- Designed and delivered pilot programs that focus on leadership development, management skills and business acumen.
- Managed and enhanced external group coaching program and evaluated effectiveness for future group sessions.
- Measure engagement through quantitative survey data of participants and qualitative data from participants managers.
 - 30 managers participated in this cohort. Mid-point survey included 96% positive satisfaction rate among 22 respondents. Recommendations from survey: 57% no changes, 17% longer breakout sessions, 9% shorter session 60 min vs. 90, kickoff from leadership (will implement in next program);
 - Most liked about program: group discussions, interactive coaching style, size of group, topics covered, overall program design, participants in group
 - Engaged managers of participants up front, and at the half-way mark to make them aware of the skills their employees were learning in the manager group coaching cohorts and gave them actions to implement in their Perform conversations to support their employees growth and improved performance.

Leader Development and team effectiveness

- Introduced CliftonStrengths for manager assimilation

Diversity and Equal Opportunity

Our specific disclosure 405 Diversity and Equal Opportunity aligns with the management approach of our material topic *Inclusion and Diversity*.

Performance, Development, Inclusion, Sustainment

Designed tools to support better conversations, reduce bias, and increase performance of employees and skills for managers to coach and develop.

Planned for more formal performance documentation in 2022.

Business/Operations Enablement/Program Management

404-2

- Successfully launched global sales training program in support of pipeline management. Over 100 participants in US, EMEA, APAC/APOC. Blue sheets (strategic selling) & gold sheets (LAMP program) bring a consistent method across the organization and support pipeline management in Salesforce.
- Patterned with APAC/APOC to launch Crucial Conversations, Situational Leadership, Clifton Strengths, Influencer and Insights Discovery in addition to the sales courses above.
- Designed 2022 plans for Front Line Supervisor Training. Plans include manager and compliance skills delivered by Human Resources Business Partners, Talent and Organizational Effectiveness and functional and business experts.

Mentoring: Designed and launched global career mentoring program, measured by mentor/mentee surveys on pairing effectiveness and skill development.

- Quantitative: 105 mentees, 57 mentors, 27 mentors & mentees, 71% NA, 19% Asia, 8% EMEA, 2% SA. 89% positive satisfaction rate in first time matches. 91% of respondents indicate tasks & resources are useful, 93% indicate software is easy to use.
- Qualitative: "I feel like I am growing and making connections. This has been very beneficial to me!" "Very useful and enjoyable. My mentor has already identified and communicated areas in which I can improve myself, in a considerate manner."
- "The program is great for learning and value sharing with a key person in the business."
- "The Career Mentoring concept is a great "Knowledge Transfer" vehicle. Mentees are certain to further their business knowledge of Ingevity's markets, products and services."

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Percentage of employees receiving regular performance and career development reviews

[Perform]ance Management

404-3

In 2019, we launched a more modern approach to performance management called Perform. This approach encourages collaborative partnerships and ongoing conversations between managers and employees to improve performance, meet goals, drive business results and increase employee engagement. Performance conversations occur monthly at a minimum, and quality is monitored through frequent surveys.

We believe in providing ongoing performance feedback and career development discussions through monthly check-ins between managers and salaried employees. In lieu of formal performance ratings, managers review each employee's progress against goals, direct contributions and the level of impact they had on the business to evaluate performance. 100% of eligible Ingevity salaried employees received performance evaluations as a part of the merit process for the 2021 year. Our hourly workforce does not take part in this process.

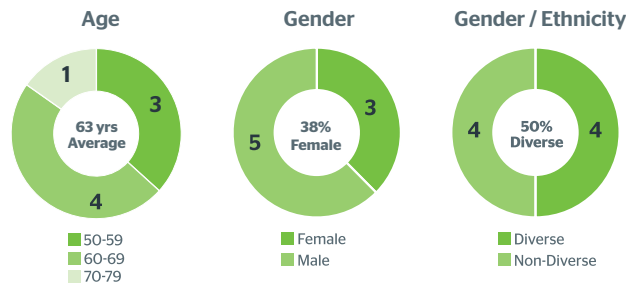
Diversity of governance bodies and employees

As a publicly traded company, Ingevity is governed by a one-tiered system of eight board members, seven of whom are independent. John C. Fortson was named as the company's president and CEO effective September 1, 2020. The company's Corporate Governance Guidelines, which are published and available online, outline the structure of governance at the company. <https://ir.ingevity.com/corporate-governance/corporate-governance-documents/default.aspx>

Currently the gender diversity of the board is at 38%. In 2020, Ingevity's board of directors assigned the Nominating, Governance and Sustainability Committee with oversight of the company's sustainability program and initiatives. As of December 2021, the committee consists of Jean Blackwell, Luis Fernandez-Moreno, Mike Fitzpatrick, Diane Gulyas, and Karen Narwold.

Board Composition and Diversity

Our board is committed to ensuring that it has the right mix of skills, background, tenure, experience and diversity. The current composition of our board is as follows:



405-1

Ingevity's total workforce was comprised of 1,880 employees as of December 31, 2021. Women in leadership roles increased to 33.75% in 2021, up from 30%. Again, this is noteworthy considering the overall composition of the specialty chemicals manufacturing industry's workforce, which is primarily male.

Race, Ethnicity, and Nationality (US Only)	Asian	35	2.46%
	Black or African American	249	17.50%
	Hispanic or Latino	33	2.32%
	White	1,045	73.44%
	Indigenous or Native	5	0.35%
	Other	56	3.94%
Race, Ethnicity, and Nationality in MGMT (US Only)	Asian	4	1.61%
	Black or African American	13	5.24%
	Hispanic or Latino	7	2.82%
	White	212	85.48%
	Indigenous or Native	0	0.00%
	Other	11	4.44%

Age	<30 years old	267	14.20%
	30-50 years old	1,074	57.13%
	>50 years old	539	28.67%
Gender	Female	486	25.85%
	Male	1,364	72.55%
	Choose not to disclose	30	1.60%

Total Employees	1,880	
Total Management	320	17.02%
Total Top Management	26	1.38%
Total Jr. Management (Supervisors and Managers)	208	23.56%
Total Revenue Generating MGMT	50	2.66%
Total STEM	561	29.84%
Total Professional	966	51.38%
Women	486	25.85%
Women in MGMT	87	27.19% (of management)
Women in Jr. MGMT (Supervisors and Managers)	62	26.92% (of Jr. Management)
Women in Top MGMT	7	26.96% (of Top Management)
Women in Revenue Generating MGMT	10	20.00% (of revenue Generating management)
Women in STEM	130	23.17% (of STEM Employees)

405-1

Local Communities

Our specific disclosure 413 Local Communities aligns with the management approach of our material topic Our Communities.

Percentage of operations with implemented local community engagement, impact assessments, and development programs

RT-CH-210a.1

413-1

In 2021, 100 percent of Ingevity's operating facilities actively participated in community engagement and programs. We encourage our employees to get involved in community engagement programs, offering a robust employee volunteerism program. This is designed to strengthen relationships with organizations that support our values as a business. Please reference the Our Communities and Stakeholder Engagement sections in this index for additional information.

Customer Health and Safety

Our specific disclosure 416 aligns with the management approach of our material topic: Personal, Process and Public Safety.

Marketing and Labeling

Our specific disclosure 417 aligns with the management approach of our material topic: Personal, Process and Public Safety.

Incidents of non-compliance concerning the health and safety impacts of products and services and incidents of non-compliance concerning product and service information and labeling

In 2021, Ingevity recorded zero incidents involving product regulatory issues, health and safety impacts of our products and product information and labeling. In the interest of continuous improvement, we made several updates to our product stewardship and regulatory management systems:

416-2, 417-2

Ingevity Safety, Health, Environmental, Security and Responsible Care Policy: https://www.ingevity.com/uploads/page-pdfs/Responsible_Care_Policy_Rev_19_Sept-28_2020.pdf

Responsible Care Product Safety Code: <https://www.americanchemistry.com/chemistry-in-america/responsible-care-driving-safety-industry-performance/resources/responsible-care-product-safety-code>

SASB INDEX

Topic	Accounting Metric	Category	Code	Response (or location for more information)
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulation	Quantitative	RT-CH-110a.1	252,925 metric tons CO ₂ e In 2021, 0% of our scope 1 emissions were covered under emissions-limiting regulations.
	Discussion of long-term and short-term strategy or plan to manage Scope 1 and Scope 2 emissions, emissions reduction targets and an analysis of performance against those topics	Discussion and Analysis	RT-CH-110a.2	See Sustainability Report - GHG Emissions - Environmental Protection
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs)	Quantitative	RT-CH-120a.1	310.5 metric tons NO _x 27.4 metric tons SO _x 233.4 metric tons VOCs 32.0 metric tons HAPs
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Quantitative	RT-CH-130a.1	1. Total energy consumed = 7,381,078 MMBtu 2. Percentage grid electricity = 10.66% 3. Percentage renewable = 0.8% 4. Total self-generated energy = 136 MMBtu
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	Quantitative	RT-CH-140a.1	10,180 thousand cubic meters withdrawn 753.8 thousand cubic meters consumed Ingevity does not operate in any water-stressed regions.
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Quantitative	RT-CH-140a.2	No incidents of non-compliance associated with water quality permits, standards and regulations

Topic	Accounting Metric	Category	Code	Location
Water Management	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	RT-CH-140a.3	See Sustainability Report - Water Environmental Protection
Hazardous Waste Management	Amount of hazardous waste generated; percentage recycled	Quantitative	RT-CH-150a.1	123.51 MT of Hazardous Waste was generated in 2021 97.2% of Hazardous Waste was recycled in 2021
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	RT-CH-210a.1	Sustainability Report - Community IngeviCares Engagement Strategy Personal Process and Public Safety
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	RT-CH-320a.1	TRIR was 0.46 in 2021. Ingevity had zero fatalities (either employee or contractor).
	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	Discussion and Analysis	RT-CH-320a.2	See Sustainability Report - Personal, Process and Public Safety
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	Quantitative	RT-CH-410a.1	See Sustainability Report - Materials
Safety & Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	Quantitative	RT-CH-410b.1	29% of our products contained Category 1 and 2 Health and Environmental Hazardous Substances 100% of these products underwent a hazard assessment.
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Discussion and Analysis	RT-CH-410b.2	See Sustainability Report - Product Stewardship

Topic	Accounting Metric	Category	Code	Location
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	RT-CH-410c.1	0%
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	RT-CH-530a.1	<p>As a global manufacturer of specialty chemicals, we operate in a business environment that includes risks. To identify these risks, we annually employ an enterprise risk assessment framework that involves Ingevity executives and board members to prioritize the risks based on magnitude and likelihood of occurrence. Management is responsible for the development and execution of mitigation plans for key risks on a continuous basis.</p> <p>Information about these and other risks can be found in the Annual Report, Item 1A (pages 12-26). In addition, our 2021 Proxy Statement outlines the Board of Directors' role in risk management.</p> <p>Information also can be found in the Product Stewardship section of our GRI Index. Information on our engagement with government agencies can be found in the Stakeholder Engagement section of the GRI Index.</p>

Topic	Accounting Metric	Category	Code	Location
Operational Safety, Emergency Preparedness & Response	Process safety incidents count (PSIC), process safety total incident rate (PSTIR) and process safety incident severity rate (PSISR)	Quantitative	RT-CH-540a.1	PSIC = 0 PSTIR = 0 (No Tier 1 process safety incidents)
	Number of transport incidents	Quantitative	RT-CH-540a.2	In 2021, we reported zero significant transportation-related incidents, per the U.S. Department of Transportation's reporting criteria, across the company.

Activity Metric	Category	Code	Value
Production by reportable segment, in metric tons	Quantitative	RT-CH-000-A	Performance Materials: 58,759.76 metric tons Performance Chemicals: 794,850.8 metric tons

Forward-Looking Statements and Other Disclaimers

This Sustainability Report contains “forward-looking statements” within the meaning of the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995. Such statements generally include the words “will,” “plans,” “intends,” “targets,” “expects,” “outlook,” “believes,” “anticipates” or similar expressions. Forward-looking statements may include, without limitation, statements which relate to the purpose, ambitions, aims, commitments, targets, plans and objectives of Ingevity’s sustainability goals. Actual results could differ materially from the views expressed. Factors that could cause actual results to materially differ from those contained in the forward-looking statements, or that could cause other forward-looking statements to prove incorrect, include, without limitation, such factors detailed from time to time in the reports we file with the SEC, including those described under “Risk Factors” in our 2021 Annual Report on Form 10-K and other periodic filings. These forward-looking statements speak only to management’s beliefs as of the date of this press release. Ingevity assumes no obligation to provide any revisions to, or update, any projections and forward-looking statements contained in this Sustainability Report.

This Sustainability Report also contains data from third party sources, which are not controlled by Ingevity and cannot be fully verified by Ingevity.

The term “material” used in this report is used to refer to relevant sustainability topics which potentially merit inclusion in this report and that can reasonably be considered important for reflecting our environmental, social and governance goals and performance. “Material” for the purposes of this report should not, therefore, be read as equating to any use of the word in filings that Ingevity has made or will make with the SEC.

No part of this Sustainability Report constitutes, or shall be taken to constitute, an invitation or inducement to invest in Ingevity or any other entity and must not be relied upon in any way in connection with any investment decisions. With respect to information regarding Ingevity’s financial condition and results of operations, along with disclosure regarding the most significant risk factors affecting our company, please refer to our filings with the SEC, including our Annual Report on Form 10-K for the year ended December 31, 2021 and our subsequently filed reports.



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