



SUSTAINABILITY REPORT 2023

GRI, SASB AND ESG INDEX

PURIFY | PROTECT | ENHANCE

Ingevity refers to the Global Reporting Initiative and SASB standards frameworks for sustainability reporting. Other sources of company information: 2023 Sustainability Report released in June 2024; which is referenced as 2023 CSR, 2023 Ingevity Annual Report and Form 10-K, which is referenced as Annual Report; and 2024 Ingevity Proxy Statement - Notice of Annual Meeting of Shareholders, which is referenced as Proxy.

ingevity

GRI INDEX

GRI 1 - Foundation 2021

GRI Content Index

Statement of use – Ingevity has prepared this index with reference to the GRI Standards for the period 1/1/ 2023 - 12/31/2023

GRI 1 used – GRI 1: Foundation 2021

Applicable GRI Sector Standard(s) –N/A

GRI 2 - General Disclosures 2021

GRI Number Location

The Organization and its Reporting Practice

2-1	<p>Organizational details – Please refer to About Ingevity and page 1 of Annual Report.</p> <p>Please refer to About Ingevity inside cover of sustainability report and Annual Report. The company' common stock is traded on the New York Stock Exchange (NYSE: NGVT). For more information, visit www.ingevity.com.</p> <p>Headquarters: North Charleston, South Carolina, United States</p> <p>Countries of operations: Please refer to About Ingevity inside cover and Page 24 of 2023 Annual Report. We operate manufacturing facilities in China, the United Kingdom and the United States.</p>
2-2	<p>Entities included in the organization's sustainability reporting – All entities included in the financial report are reflected in the 2023 sustainability report and in our 2023 Annual Report located on our investor website, ir.ingevity.com. (ingevity-annual-report-2023_final_03122024.pdf).</p> <p>N/A</p> <p>N/A</p>
2-3	<p>Reporting period, frequency and contact point – Calendar year 2023; Ingevity reports on our sustainability topics and progress annually.</p> <p>N/A</p> <p>June, 2024</p> <p>sustainability@ingevity.com</p>
2-4	<p>Restatements of information – As part of our on-going efforts to enhance our sustainability reporting, we have updated our methodology of data gathering and, in some cases, the scope of definitions we use internally to more closely align our reporting practices with current GRI standards. As a result, certain data from 2021 and 2022 have been recast to reflect such updates to allow for better comparison to the 2023 reported numbers.</p>
2-5	<p>External assurance – We have not sought formal external assurance for this report.</p> <p>N/A</p>

Activities and Workers

Activities, value chain and other business relationships – Please refer to About Ingevity inside cover and Page 4 of 2023 Annual Report.

Please refer to About Ingevity inside cover and Pages 4-13 (15-16 for Supply Chain) of Annual Report.

N/A

2-6

- Announced the 2024 closure of our DeRidder, Louisiana, Performance Chemicals plant
- Finalized the conversion of our Crossett, Arkansas, plant from manufacturing crude tall oil (CTO)-based products to manufacturing products using renewable raw material oleo-based feedstocks such as soy, canola and palm oils
- Announced repositioning our Performance Chemicals segment to broaden our product portfolio with use of additional renewable feedstocks, a restructuring that includes workforce reductions at Ingevity headquarters and other company locations

Employees – Total employee numbers are reported as FTE. Information in the table below was compiled from Ingevity Human Resources Information Systems (HRIS) as of December 31, 2023, prior to the closure of our CTO-based manufacturing facility in DeRidder, Louisiana, and shows a count of approximately 1,900 employees. Excluding the employees at the DeRidder facility, the employee count is approximately 1,700, as indicated in our Annual Report and the About Ingevity pages in the Sustainability Report.

2-7

TOTAL EMPLOYMENT* BY REGION & GENDER			
Asia Pacific	Female	Male	Not Disclosed
Regular	51	180	0
Brazil	Female	Male	Not Disclosed
Regular	4	6	0
EMEA	Female	Male	Not Disclosed
Regular	35	148	0
Fixed Term Temp	2	0	0
Intern/Co-op	0	11	0
International assignee	0	1	0
Part Time	3	1	0
North America	Female	Male	Not Disclosed
Regular	359	1101	0
Intern Co-op	2	2	1
International assignee	0	2	0
South Asia	Female	Male	Not Disclosed
Regular	1	7	0

Workers who are not employees

Fixed Term Temp	Logistic Operations	1
	Accounting	1
Intern/Co-op	Supply Chain	1
	APT	9
Part-Time (Intern/Co-op)	APT	6
Other	Contractors/ Contingent Workers	573

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Information in the table above was compiled from Ingevity HRIS as of December 31, 2023.

N/A

Governance

Governance structure and composition – The Board of Directors oversees the management of the company. The duties of the Board Chair and standing board committees (Executive Committee, Audit Committee, Talent and Compensation Committee, Nominating and Governance Committee, and Sustainability and Safety Committee) are laid out in the documents in the Corporate Governance section on [ingevity.com](https://www.ingevity.com) (Ingevity Corporation - Corporate Governance - Corporate Governance Documents) and in our 2024 Proxy Statement pages 23-34 . The Board of Directors and its committees are involved on an ongoing basis with the oversight of the company’s enterprise risk management (pages 29-31 of our 2024 Proxy Statement and pages 14-23 of our 2023 Annual Report and on Form 10-K). The Board committees receive periodic updates from senior leaders who have functional responsibility for managing those risks (pages 29 and 31 of our 2024 Proxy Statement). The Company’s Board of Directors continues to focus on Board refreshment to ensure an effective, independent and current Board with fresh perspectives. In 2023, we continued refreshment of our Board with the election of Bruce Hoechner.

Board oversight of environmental and sustainability matters is primarily accomplished through the Sustainability and Safety Committee (pages 29-31 of our 2024 Proxy Statement). https://s23.q4cdn.com/855317798/files/doc_financials/2023/ar/ingevity-proxy_2024_final.pdf

2-9

Our Sustainability and Safety Committee has the following primary responsibilities:

- Oversee and review Ingevity’s integration of economic, environmental, and social principles into its business strategy and decision making;
- Review and monitor Ingevity’s policies, procedures, and performance with respect to its environmental, corporate responsibility, and sustainability programs, including environmental, social and governance goals and program development objectives, and progress toward achieving those goals and objectives;
- Review Ingevity’s annual Sustainability Report;
- Review and monitor Ingevity’s policies, procedures, and performance relating to matters affecting employee, public, process, and product safety;
- Review and monitor Ingevity’s policies, procedures, and performance relating to matters affecting community engagement; and
- Make recommendations to the Board regarding the foregoing as the committee deems appropriate.

Committee composition is reported in the Governance section on [ingevity.com](https://www.ingevity.com) Ingevity Corporation - Corporate Governance - Committee Composition and Ingevity Corporation - Corporate Governance - Board of Directors

For additional information please refer to pages 12, 24-31 of our 2024 Proxy Statement, the introduction pages of our Annual Report, and page 64 of our Sustainability Report.

2-11

Chair of the highest governance body – Jean Blackwell is the Independent Chair of our Board of Directors. For more information on our Board Leadership Structure please see page 24 of our 2024 Proxy Statement

N/A

2-12

Role of the highest governance body in overseeing the management of impacts – Board oversight of environmental and sustainability matters is primarily accomplished through the Sustainability and Safety Committee. Please see pages 26, 29 and 31 of our 2024 Proxy Statement. [ngvt.pdf \(q4cdn.com\)](#) for more information on the responsibilities of this committee.

Our Sustainability and Safety Committee has the following primary responsibilities:

- Oversee and review Ingevity’s integration of economic, environmental, and social principles into its business strategy and decision making;
- Review and monitor Ingevity’s policies, procedures, and performance with respect to its environmental, corporate responsibility, and sustainability programs, including environmental, social and governance goals and program development objectives, and progress toward achieving those goals and objectives;
- Review Ingevity’s annual Sustainability Report;
- Review and monitor Ingevity’s policies, procedures, and performance relating to matters affecting employee, public, process, and product safety;
- Review and monitor Ingevity’s policies, procedures, and performance relating to matters affecting community engagement; and
- Make recommendations to the Board regarding the foregoing as the committee deems appropriate.

Our Sustainability and Safety Committee Charter is located on our investor website, [ir.ingevity.com \(sustainability-and-safety-charter.pdf\)](#).

In 2023 our Sustainability and Safety Committee met five times and had an average attendance of 100% (2024 Proxy Statement page 26).

2-13

Delegation of responsibility for managing impacts – Our Sustainability and Safety Committee Charter is located on our investor website, [ir.ingevity.com \(sustainability-and-safety-charter.pdf\)](#).

Delegation of responsibility to General Counsel and Chief Sustainability Officer

In 2023 our Sustainability and Safety Committee met five times and had an average attendance of 100% (2024 Proxy Statement page 26).

2-14

Role of the highest governance body in sustainability reporting – See Board oversight of ESG matters on page 31 of our 2024 Proxy Statement. Under its charter, the Sustainability & Safety Committee has responsibility for overseeing and reviewing the Company’s integration of economic, environmental and social principles into its business strategy and decision making; reviewing and monitoring Ingevity’s policies, procedures and performance with respect to environmental, corporate responsibility and sustainability programs, matters affecting employee, public, process and product safety and matters affecting community engagement; reviewing the Company’s annual Sustainability Report; and making recommendations to the Board regarding the foregoing matters as the Sustainability & Safety Committee deems appropriate. In addition to the reviews completed by the Sustainability & Safety Committee, Ingevity’s management also presents on ESG matters to the full Board at least once annually.

Please see our Sustainability and Safety Committee Charter on our investor website, [ir.ingevity.com \(sustainability-and-safety-charter.pdf\)](#).

Please see pages 25-26 of our 2024 Proxy Statement for Board Committee attendance in 2023.

Collective knowledge of the highest governance body – Please see page 3 of our Nominating and Governance Committee Charter at [Nominating-and-Governance-Committee-Charter-\(revised-July-25-2022\).pdf \(q4cdn.com\)](#)

See Director Education Program on page 31 of our 2024 Proxy Statement.

- 2-17** Each director receives educational information about the Company and expectations of their role as part of an orientation upon joining the Board. Once on the Board, directors participate in an ongoing education program that incorporates site visits; management presentations; presentations by the Company's independent auditors, investment banks and internal and external legal counsel; third-party expert speakers on various topics; and the distribution of analyst reports and pertinent articles on the Company's business and industry. The Nominating & Governance Committee annually reviews the Board education program and recommends changes that it deems appropriate.

Evaluation of the performance of the highest governance body – See Evaluating Board performance and effectiveness on page 28 of our 2024 Proxy Statement.

The Nominating & Governance Committee assists the Board in annually assessing the effectiveness of the Board and its committees in carrying out their respective roles. Examples of actions the Board has taken in recent years in response to the annual evaluation process include:

- 2-18**
- Establishment of the Sustainability & Safety Committee;
 - Assigning oversight of matters relating to the attraction, development, and retention of the Company's leadership to the Talent & Compensation Committee;
 - Rotating the Chair of the T&C Committee;
 - Running certain committee meetings concurrently to maximize Board time at regular meetings;
 - modifying committee meeting content and length to reflect input from committee members; and
 - Streamlining the agenda of the Board's final meeting of the year.

Remuneration policies – See Director Compensation on pages 35-37, Compensation Discussion and Analysis on pages 39-60, and Executive compensation philosophy on page 41 of our 2024 Proxy Statement.

2-19

Annual total compensation ratio – See CEO Pay Ratio on page 72 of our 2024 Proxy Statement.

2-21 Please see the Summary Compensation Table on page 62 of our 2024 Proxy Statement. CEO compensation was \$5,291,062 in 2023 (page 62 of our 2024 Proxy Statement). Median employee salary from 2023 was \$86,705 (page 72 of our 2024 Proxy Statement).

Strategies, Policies and Practices

2-22 **Statement on sustainable development strategy** – CEO Letter see 2023 Sustainability Report page 3

Policy commitments – Our conduct is governed by our commitment to the IngeviWay, our Code of Conduct and our Supplier Principles of Conduct. In 2023, 100% of Ingevity employees from around the world participated in the company’s annual Code of Conduct training program. For The IngeviWay, please refer to our public website: [the-ingevityway/ \(ingevity.com\)](https://www.ingevity.com). For our Code of Conduct, please refer to our public website: [Code-of-Conduct-2022-with-Links.pdf \(ingevity.com\)](https://www.ingevity.com).

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 2023 Annual Report on pages 14-22.

- 2-23**
- Human Rights policy - [Human-Rights-Policy.pdf \(ingevity.com\)](https://www.ingevity.com)
 - Suppliers Principles of conduct - [https://www.ingevity.com/principles-of-conduct/ \(ingevity.com\)](https://www.ingevity.com/principles-of-conduct/)
 - Responsible Care policy - [Responsible_Care_Policy_Rev_19_Sept.-28_2020.pdf \(ingevity.com\)](https://www.ingevity.com)
 - Code of Conduct - Ingevity Corporation - Corporate Governance - Code of Conduct: [Code-of-Conduct-2022-with-Links.pdf \(ingevity.com\)](https://www.ingevity.com)

Audit and Nominating and Governance Committees review and approve our Code of Conduct along with additional policies we list on our website (see pages 30-33 of our 2024 Proxy Statement). Any waiver for directors or executive officers from the provisions of the Code of Conduct must be made by the Nominating & Governance Committee or by the Board at the recommendation of the Audit Committee or the Nominating & Governance Committee.

See Code of Conduct on page 33 of our 2024 Proxy Statement.

See Code of Conduct on page 33 of our 2024 Proxy Statement.

The Code of Conduct is available on our public website: [Code-of-Conduct-2022-with-Links.pdf \(ingevity.com\)](https://www.ingevity.com). All employees, including executives, and all non-employee directors are required annually to review the Code of Conduct and to participate in Code of Conduct training.

Embedding policy commitments – Proxy p. 33 - Code of Conduct

2-24 The Code of Conduct is available on our Public website: [Code-of-Conduct-2022-with-Links.pdf \(ingevity.com\)](https://www.ingevity.com). All employees, including executives, and all non-employee directors are required annually to review the Code of Conduct and to participate in Code of Conduct training.

Code of Conduct p. 4-7, 21

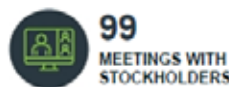
Supplier Principles of Conduct can be found at [www.ingevity.com/principles-of-conduct/ \(ingevity.com\)](https://www.ingevity.com/principles-of-conduct/).

- 2-25** **Process to remediate negative impacts** – Our Code of Conduct describes how issues may be brought up. <http://ir.ingeivity.com/governance/codes-of-conduct>. Code of Conduct Ethics Hotline and Website - Human Rights Policy
Our Code of Conduct is available on our public website: [Code-of-Conduct-2022-with-Links.pdf](#) (ingeivity.com).
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- 2-26** **Mechanisms for seeking advice and raising concerns** – Our Code of Conduct has a mechanism to advise on and to report ethics issues. For our Code of Conduct, please refer to our public website: [Code-of-Conduct-2022-with-Links.pdf](#) (ingeivity.com).
Compliance with laws and regulation – We investigate all issues raised through our Code of Conduct reporting line. We take the appropriate action and report on any material issues per requirements of prevailing laws. On at least a quarterly basis, we report to the Audit Committee of the Board regarding any ethics issues raised and status of investigations.
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- 2-27** **Compliance with laws and regulation** – We investigate all issues raised through our Code of Conduct reporting line. We take the appropriate action and report on any material issues per requirements of prevailing laws.
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TRADE ASSOCIATIONS			
Pine Chemical Association International	Adhesive and Sealant Council (ASC)	American Chemistry Council (ACC)	American Traffic Safety Services Association (ATSSA)
Asphalt Emulsion Manufacturers Association (AEMA)	Manufacturers of Emission Controls Association (MECA)	Natural Gas Vehicles of America	Coalition for Renewable Natural Gas
National Asphalt Pavement Association (NAPA)	Biological Products Industry Alliance/ Biopesticide Industry Alliance (BPIA)	Alliance for Vehicle Efficiency	National Lubricating Grease Institute
Committee of Vehicle Emission Control in China (CVEC)	Association of Modified Asphalt Producers (AMAP)	Asphalt Pavement Alliance	Biobased and Biodegradable Industry Association (BBIA)
Association of Asphalt Pavement Technologists (AAPT)	Asphalt Recycling and Reclaiming Association (ARRA)	Association of Asphalt Pavement Technologists (AAPT)	Association of the European Adhesive & Sealant Industry (FEICA)
European Chemistry Industry Council (CEFIC)	Asphalt Institute - Environmental membership	Eurobitume (European Association of Bitumen Producers)	Industrial Energy Consumers of America (IECA)
FP2	Asphalt Institute - Affiliate membership	Independent Lubricant Manufacturers Association (ILMA)	International Slurry Surfacing Association (ISSA)
International Bitumen Emulsion Federation (IBEF)			

Stakeholder Engagement

Approach to stakeholder engagement – See Stakeholder Engagement on page 31 of our 2024 Proxy Statement.



We value and are committed to regular, meaningful engagement with our stockholders and other stakeholders, including customers, suppliers, employees and our communities. In 2023, we hosted 97 calls with stockholders and potential stockholders and discussed a variety of topics, including capital allocation and leverage, strategy, key raw material costs, and financial results. Senior leadership participated in roughly a third of the calls. In May 2023, we hosted an Investor Day to drive further engagement with our stockholders and to speak with them directly about our strategic initiatives. In 2023, we also attended 10 conferences/roadshows hosted by analysts resulting in 99 meetings with stockholders or potential stockholders.

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

2-29

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.

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. Ingevity engages with customers through surveys and discrete meetings regarding product performance and environmental benefits of our products. In 2022, we completed studies of the benefits of our CTO and CAPA products that serve as the foundation for the remainder of our significant product lines from our Performance Chemicals and Advanced Polymer Technologies segments. In 2022 to increase participation and improve engagement, our Global Talent Management team took several proactive steps ahead of launching our 2022 Experience Survey. We moved our focus from employee engagement to employee experience as an overarching effort. We provided resources to employees and managers to educate them on survey questions and results. Lastly, we took a customized survey approach with two survey paths. We also received feedback from the CDP, S&P Global CSA and EcoVadis regarding our sustainability performance. We engage with the community through our IngeviCares program. We also received the Newsweek Most Responsible Companies Award for 2023.

Collective bargaining agreements –

Report the percentage of total employees covered by collective bargaining agreements;

We currently employ approximately 1,895 employees, of whom approximately 78 percent are employed in the U.S. Approximately 22 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.

2-30

For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.

Working conditions and terms of employment for employees not covered by collective bargaining agreements are determined by local laws and requirements.

GRI 3 - Material Topics 2021

GRI Number Location

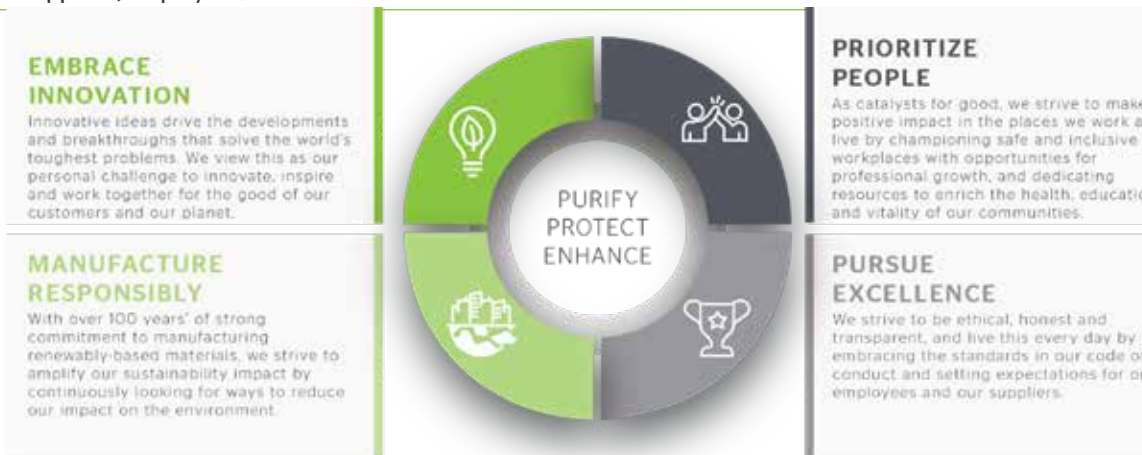
Process to determine material topics – In 2021, we updated our materiality analysis and refreshed our list of material issues. Our 2021 materiality refresh considered the broader sustainability trends impacting our company and our industry, the shifts in ESG disclosure reporting and the increased global focus on safeguarding our world that continues to evolve. The 2021 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. Ingevity's Sustainability and Safety Committee performs a regular refresh of material issues every three years to guide our efforts and advance our sustainable value proposition, and the company will perform an updated materiality analysis in 2024.

3-1

- 2023 introduced longer term sustainability goals for safety and carbon neutrality
- 2022 materiality process update - Goals, sustainability structure/strategy
- 2021 CSR p.9 Sustainability Framework Ingevity-Ingevity-Sustainability-Report-2021.pdf

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

Please Reference 2-29 for stakeholders and contact methods - 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).



3-2 There have been no significant changes regarding Ingevity’s material topics in 2023.

3-3 **Management of material topics** – See tables below for commentary (Manufacture Responsibly, Prioritize People, etc.)

Manufacture Responsibly

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 set a goal to be carbon neutral for absolute GHG emissions for our manufacturing operations by 2050. 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. 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 except newly acquired Ozark facilities. The following plants are ISO:14001, or RC14001 or RCMS certified: North Charleston, DeRidder, Covington, Crossett, Wickliffe, Waynesboro, Warrington, Changshu, and Zhuhai. Ozark will pursue certification by 2025. 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.

Prioritize People

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. In 2023, we announced a sustainability goal to reach the American Chemistry Council’s top quartile in personal and process safety performance by 2028 while continuing to strive to achieve zero injuries.

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]

3-3 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.

In process safety, Ingevity plants finished 2023 with one Tier 1 and zero Tier 2 process safety incidents compared to previous three-year average of 1 and 1 respectively. Ingevity continues on-going efforts to improve mechanical integrity and quality assurance programs at our manufacturing sites. While only a fraction of our processes are required to comply with OSHA’s Process Safety Management (PSM) Standard, in 2020 Ingevity made the decision to globally adopt PSM standards in all our processes and made significant progress on implementation of the elements outlined in our upgraded PSM standard. Operational Discipline remains a focus for Ingevity. This initiative involves routine auditing of adherence to operating procedures, checklists, and safe work practices such as vessel entry and lock and tag out and engaging with the workforce to identify opportunities to streamline and improve how tasks can be carried out in the safest manner. Audit results are closely monitored, tracked, and finally shared with Ingevity leadership as a key leading indicator of our safety culture. In 2023, Ingevity scores increased to 91% from 88% in 2022.

In personal safety, Ingevity's results in 2023 increased with 13 recordable injuries (0.58 TCIR) compared to the previous three-year average of 10 (0.50 TCIR) due primarily to the acquisition of Ozark Materials. The following manufacturing locations completed the entire year in 2023 with zero employee injuries: Zhuhai, China; Changshu, China; Marion, IN; Crossett, AR; Dayton, NV; Warrington, UK; Wickliffe, KY; and Covington, VA. All our locations completed 2023 with zero contractor injuries compared to the previous three-year average of 1. Ingevity rolled out our Safety Excellence initiative in 2022, which is a program designed to drive higher employee engagement in proactive activities, including but not limited to, near miss reporting, involvement in incident investigations, process area audits, and participation in safety committees. All aimed at improving the safety of our operations and also shared with Ingevity leadership as a key leading indicator of our safety culture. In 2023, Ingevity scores for Safety Excellence increased to 83% from 63% in 2022.

Ingevity continues to refine EHS data collection and the use of leading indicators to monitor the state of our safety culture and overall safety of our operations to be more proactive in driving focused initiatives in our effort to reduce injuries and process safety events. A critical part of this effort has been driving near miss and hazard recognition reporting to identify and remove hazards in the workplace before an injury occurs. Ingevity conducted hazard recognition training for all 1,500 operations, maintenance, shipping, and lab employees in 2023 to promote awareness and reporting. Near misses reporting increased 93% to 10,400 from the previous three-year average of just over 5,400 near misses (from 2020-2022) as a baseline. The data was used to eliminate a number of hazards in the workplace and drive over 140 continuous improvement projects related to personal health and safety compare to only 21 projects in 2022.

Our results in 2023 were in line with the previous years with 80% of recordable injuries falling into three categories: Line of Fire, Walking-Working Surfaces, and Ergonomics. A common theme for a large number of injuries and first aid cases in 2022 and the previous three years is "unrecognized hazards" in the workplace. Using this data, along with injury reports has enabled Ingevity to zero in on key areas that are driving recordable injuries in the workplace. Near miss and hazard recognition reporting in key areas of line of fire, ergonomics, and walking working surfaces increased 138% in 2023 compared to the previous three year average.

3-3

"Job Shadowing" continued in our Waynesboro, Georgia facility and was adopted at our Covington, Virginia operation. The objective of this initiative was for salaried employees to spend a significant amount of time in the plant focusing on hazards that become present when manually moving material, performing low frequency tasks, the presence of pinch points, and ergonomic risks. Auditors were required to spend at least 3 hours in the plant shadowing operations to allow them to see a wide array of normal duties and to engage with the workforce to uncover hidden hazards in the work area.

2023 represented the first full year, since the beginning of the pandemic, that all travel restrictions were relaxed and Ingevity returned fully to in person meetings at all locations globally with no impact to our operations or business. However, Ingevity continued to follow government and health agency guidance internationally on masking, isolation, quarantining, and other recommended precautions when necessary to protect the health of safety of our employees, contractors, and visitors.

Ingevity initiated a company wide Safety Pledge signed by all employees that centers around the key principles of Commitment, Accountability, Responsibility and Effort to serve as a reminder of our collective responsibility to prioritize the well-being and care of every individual at Ingevity. Our "Pledge to CARE" will serve as a platform to launch Ingevity's Zero Harm Behaviors Program in 2024, a unified approach to promoting a strong safety culture and complements our safety processes by describing the behaviors necessary to drive towards Ingevity's goal of zero personal and process safety incidents, protecting human health, our communities and the environment.

Employee Development – Ingevity's success centers on nurturing a collaborative culture involving every individual. A workforce deeply invested in their work is paramount for driving productivity and profitability. We recognize that unlocking our team members' full potential is beneficial and essential for our company's sustained growth. Thus, we continually seek to understand our employees better, fostering a supportive environment that keeps them engaged and motivated. Since 2022, we have now shifted to implementing a phased comprehensive employee engagement strategy connected to employee experience to foster increased communication and create opportunities for learning and connection among employees. The plan prioritizes enhancing manager capability by reintroducing tools and programs, ensuring employee engagement and performance effectiveness. This approach will also strengthen Diversity, Equity, Inclusion, and Belonging (DEIB) efforts as integral components of the strategy, supporting attraction, development, and retention of top talent essential for delivering desired business results.

At Ingevity, we understand the fundamental connection between talent engagement and business success, including productivity and profitability. To cultivate a high-performing workforce, we have shifted our employee development philosophy to focus on the Action, Identity, and Knowledge model for development. This model emphasizes 70% (Action) on-the-job experience of new skills, 20% (Identity) interaction with others, and 10% (Knowledge) structured learning. Our Global Talent Management and Learning team is dedicated to fostering a top-tier workforce by offering ample learning and skill enhancement opportunities. At Ingevity, we take pride in our comprehensive learning and development platform, Grow. This dynamic in-house resource offers a blend of on-demand online content and traditional classroom-style learning opportunities, ensuring accessibility for all employees focusing on providing content in local languages whenever feasible.

In 2023, our workforce engaged enthusiastically with our learning initiatives, dedicating an impressive average of 11.95 hours to training content within our Learning Management System (LMS). Notably, our employees invested significant additional training hours at our manufacturing sites. While these hours are unquantifiable, they underscore our commitment to fostering continuous growth and skill enhancement across our organization.

Perform is our approach to develop employees through frequent check-ins focused on coaching, feedback, and goal attainment. In 2023, work was completed to create a Leadership & Professional Development strategy that intends to inform development activities and resources for the organization over the next three-to-five years. Implementation of this strategy involves providing core, foundational learning opportunities while also focusing on building leadership capability. We partnered with our preferred vendor, Development Dimensions International (DDI) to create a structured approach for Frontline Supervisor leadership training for the US and APAC manufacturing locations. This program will continue to be implemented and expanded in 2024.

100% of eligible Ingevity salaried employees received performance evaluations as a part of the merit process for the 2023 year. We provide resources and content to build manager skills around having higher quality, more effective conversations with their employees. Resources are readily available to leaders and our learning management system, Grow.

3-3

Diversity, Equity, Inclusion and Belonging (DEIB) - Building a Culture

Ingevity is guided by our IngeviWay vision for how we work together to build an inclusive culture that embraces and respects diverse experiences and backgrounds, where everyone feels respected and valued, fostering a sense of belonging.

2023 DEIB Changes/Progress/Updates

- We continued to strengthen our Employee Resource Groups (ERGs) by identifying best practices and standards moving forward, created a new ERG to support our Veterans and their allies, in addition to creating new discussion communities.
- We created a new group of DEIB Champions, with representation from all sites and regions globally, to support communicating the renewed strategy and co-creating DEIB initiatives at local levels and within teams.
- Throughout the year, each of our ERGs hosted a number of activities, from celebrating Black History Month, Hispanic Heritage Month, Veteran's Day and Women's History Month, to introducing new educational initiatives that spotlight team members, different cultures, and customs, ending with a combined all ERG potluck celebration at our Charleston HQ.
- We gathered feedback on our employees' understanding of the definitions of DEI, knowledge of DEI initiatives started in 2022, and thoughts on what belonging feels like as part of an assessment leading to our renewed strategy introducing the "B" for belonging - now DEIB.

Our Communities – Enhancing the communities in which we live and work is deeply rooted in our company’s history and culture and we are committed to our sustainability goal to support our communities through philanthropy and volunteerism.. 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

- 3-3**
- 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

Our IngeviCares program’s impact in areas of Health, Education and Environment can be found In our data appendix. Ingevity and our employees donated \$1.6 million and 4,200 volunteer hours through our IngeviCares philanthropy program in 2023 in support of our sustainability goal to make a positive impact in the communities where we operate. 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.

Pursue Excellence

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

- 3-3**
- 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.

In 2023, 43% 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 Performance Chemicals, Performance Materials and Advanced Polymer Technologies underwent a risk 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 0 incidents involving product regulatory issues, health and safety impacts of our products, and product information and labeling in 2023. 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.

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 specific metrics to evaluate the customer satisfaction aspect of its partnerships. In 2023 Ingevity On-Time Shipments (OTS) metric was 81%, our percentage of Shipments in Full (SIF) was 98%, and our Incident Management Rate (IMR) was 0.91%.

Metric	2023	2022	2021	2020
Execute Customer Survey	-	-	-	Executed Survey
% On Time Shipments (OTS)	81.0%	78.6%	93.0%	93.0%
% Shipments in Full (SIF)	98.0%	90.2%	92.9%	93.7%
Customer Complaint - IMR	0.91%	0.80%	0.82%	1.14%

Financial Performance – The Board of Directors and Ingevity Executive Team engage in the process of strategic development and oversight of ongoing execution of company’s strategic plans. Please refer to page 9 of our 2024 Proxy Statement for our 2023 business highlights. At Ingevity our corporate financial strategy is to capture value for shareholders by creating value for our customers, expanding our geographic reach, accelerating innovation, pursuing strategic and value-creating acquisitions, driving continuous improvement in execution, and maintaining a returns-oriented financial focus.

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
- Diluted Adjusted Earnings Per Share
- Return on Investment Capital

3-3

For more information please refer to our 2023 Annual Report’s About Ingevity and A Message from the CEO sections.

Strategic Execution – As part of Ingevity’s core values, we remain committed to excellence in all areas of our company. Our Continuous Improvement (CI) approach is designed to drive organizational and operational excellence by involving all employees in the daily process of improving for our future. In 2023, we took significant steps towards our Continuous Improvement (CI) vision of having the passion and pursuit to improve everyday. Our emphasis of involving all employees while building CI culture and value together remained at the forefront. At Ingevity, we believe that a CI focus on mindset and behavior, and not just simply executing projects, is what leads to sustained excellence. That’s why Ingevity’s CI training and activities are meant to equip and enable our employees for a greater impact to their well-being and help achieve the company’s business objectives.

CI draws from the methods and tools of Lean and Six Sigma to improve Sustainability through a strategic and data-driven focus on the areas of Safety, Health, Environmental, Quality, and Productivity.

- 8 site specific CI Program Launches completed (3 in 2023)
- 600 Ingevity employees trained in CI
- 130 trained Lean Six Sigma CI Yellow Belts
- 25 trained Lean Six Sigma CI Green Belts
- \$8.0M (2023) and \$10.2M (2021-2023) in total CI related bottom-line savings
- 98 documented CI events or projects with bottom-line savings in 2023 alone

Project Mosaic was Ingevity's business transformation initiative that included the implementation of an upgraded enterprise resource planning ("ERP") system. The implementation of our new ERP occurred in multiple phases, beginning with our pilot deployment, which occurred during the first quarter of 2022, and concluded with our final deployment in the first quarter of 2023. The new ERP system utilizes standard functionality enabling Ingevity to grow and transform as a company in the years to come. This business transformation initiative has equipped our employees with optimal processes and technology - more effectively connecting our supply chain, manufacturing, and businesses.

Key outcomes of Project Mosaic include

- All businesses have standardized 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 our ERP system for users currently using offline or asynchronous planning tools
- Improved and simplified the user experience by using cloud-based user interfaces
- Implemented enhanced automation in numerous customer-facing and back-office functions

With the completion of Project Mosaic, the next step in our business transformation initiative is value realization and the continuous improvement surrounding our critical business processes with a focus on further digitization. In 2023, we accomplished this next step by creating a new Business Transformation organization (BTO). The BTO will focus on identifying and implementing process improvements as well as establishing governance surrounding key lessons learned from Project Mosaic.

3-3

Intellectual Property and Cyber Security

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, trade secrets, trademarks, logos, copyrights, technical papers, contracts, strategic partnerships, experience, know how and more. Protecting these assets is key to our sustainability. Innovation, as represented by IP, is a key advantage for Ingevity.

Cybersecurity

At Ingevity, we recognize the paramount importance of cybersecurity in safeguarding sensitive information. We are aligned with industry standards, such as the ISO 27001 cybersecurity framework. Our comprehensive cybersecurity program is led by a team of diverse, highly skilled professionals, and we invest in modern technologies, including artificial intelligence and machine learning, to fortify our defenses. We continue 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.

Our proactive approach to cybersecurity involves the integration of leading technologies and collaboration with third-party experts to ensure alignment with industry standards. We believe these measures contribute to the protection of both our organization's and our clients' sensitive information.

Embrace Innovation

Product Benefits

RT-CH-410a.1

A significant percentage of the raw materials used in the manufacturing of our products are renewable. In 2023, the overall percentage of renewable raw materials used to manufacture our products was 79.4%, up from 77.4% in 2022. In 2023, 63.5% of our sales revenue (\$1,067,098,797) and 45.3% of our manufacturing volume came from sustainable products.

Lifecycle analysis (LCA) studies of the benefits of our crude tall oil (CTO) and CAPA[®] products that serve as the foundation of our significant product lines from our Performance Chemicals and Advanced Polymer Technologies segments were published in 2023. Previous studies included Evotherm[®], Polyfon and WestRez, which are all CTO-based products, and our Performance Materials activated carbon, Nuchar[®]. LCA summaries can be found in the Sustainability Resource Library on ingevity.com.

3-3

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 2022 and 2023, our vitality index increased by 4.4% to 11.5%, as we invested in the transition of our Crossett, Arkansas, plant away from manufacturing crude tall oil- based products to manufacturing chemistries based on alternative renewably-based feedstocks such as soy, palm and canola oils. 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 2023 this percentage increased by 0.1% to 1.9%.

Metric	2023	2022	2021
Investment in technology and innovation (% of revenue)	1.9%	1.8%	1.9%
Vitality Index (%)	11.5%	7.1%	7.9%

GRI Topic Standards

GRI Number Location

Economic Performance

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

201-1

Direct economic value generated and distributed

Revenues for 2023 were \$1.692 billion. For a full discussion on the company’s finances, please see the company’s Annual Report, About Ingevity section and pages 30-118. https://s23.q4cdn.com/855317798/files/doc_financials/2023/ar/ingevity-annual-report-2023_final_03122024.pdf

In total Ingevity manufactured 781,917.4 US tons (~709,343.5 metric tons) in 2023.

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*

301-1

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 compostability 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.

Lifecycle analysis (LCA) studies of the benefits of our crude tall oil (CTO) and CAPA[®] products that serve as the foundation of our significant product lines from our Performance Chemicals and Advanced Polymer Technologies segments were published in 2023. Previous studies included Evotherm[®], Polyfon and WestRez, which are all CTO-based products, and our Performance Materials activated carbon, Nuchar[®]. LCA summaries can be found in the Sustainability Resource Library on ingevity.com.

A significant percentage of the raw materials used in the manufacturing of our products are renewable. In 2023, the overall percentage of renewable raw materials used to manufacture our products was 79.4%, up from 77.4% in 2022. In 2023, 63.5% of our sales revenue (\$1,067,098,797) and 45.3% of our manufacturing volume came from sustainable products.

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 2023 8.1% 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

	2023GJ
Total fuel consumption from non-renewable sources (GJ)	6,311,393.3
Total electricity consumption	778,210.8
Total purchased steam consumption	1,586,427.4
Total energy consumption	6,869,970.2
RT-CH-130a.1	
Total energy consumed	6,869,970.2
Total self-generated energy	29,456.1
Percentage grid electricity	98.5%
Percentage renewable energy	8.1%

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 implemented several projects that made our operations more efficient and several projects for future growth that increased energy usage. Please see our 2023 CRS for examples of our progress. 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.

Water

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

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.

303-3

Water use by location (ML)			
LOCATION	2023	2022	2021
Changshu	8.8	10.9	12.4
Covington	1,505.2	1,414.9	1,299.9
Crossett	477.0	482.3	465.5
DeRidder	741.9	734.7	770.7
North Charleston	2,951.8	4,715.5	3,099.5
Ozark	4.3	4.2	-
Warrington*	166.5	178.3	171.0
Waynesboro	11.4	16.5	11.9
Wickliffe	1,345.1	1,367.9	1,173.9
Zhuhai	181.2	185.8	161.4

*In addition to this freshwater use, the Warrington facility uses brackish groundwater for once-through cooling and discharges it. In 2023, this groundwater withdrawal totaled 2,379.6 ML.

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 and Ozark facilities recycles all their industrial wastewater, making them zero-discharge facilities. All wastewater is treated in accordance with applicable regulations prior to discharge into the environment. In 2023, 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 repo

303-4

303-4

Water Effluent (ML)			
LOCATION	2023	2022	2021
Changshu	0.0	0.0	0.0
Covington	1,592.4	1,610.3	1,658.0
Crossett	378.4	404.0	359.9
DeRidder	591.1	645.0	722.3
North Charleston	1,918.8	2,024.4	2,324.2
Ozark	0.0	0.0	-
Warrington	162.5	168.9	164.1
Waynesboro	4.2	10.4	9.9
Wickliffe	839.1	962.1	918.6
Zhuhai	101.7	142.3	118.6

Emissions

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

Direct (Scope1) 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			
	2023	2022	2021
Scope 1	241,299.9	260,223.3	258,118.3
Scope 2	139,613.4	178,820.0	171,766.0
Scope 1 and 2	380,913.3	439,043.3	429,884.3

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 2022, our overall 2023 GHG emissions decreased due to decreased production. Our GHG intensity (MT of CO2e/ Ton of Product) increased by -7.0% due to downtime and reduced production rates associated with the alternative fatty acid transition in Crossett. However, our Performance Materials and Advanced Polymer Technology divisions met their 2025 GHG intensity targets. We have information on the progress of our efforts in the data appendix of this report.

Other air emissions

RT-CH-120a.1

Ingevity uses emission factors from the U.S. EPA and the local regulatory agencies that prevail in each area of our operations. You can find more information on our specific emissions results in the table below and in our data appendix.

305-7

Criteria Pollutants	2023	2022	2021
VOC (MT)	226.7	269.7	233.4
NOx (MT)	274.0	303.0	310.5
SOx (MT)	21.0	24.8	27.4
Particulate Matter Emissions (MT)	72.2	83.3	89.6

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 We recognize that reducing our company impact on the environment is material to our business and benefits society. Ingevity measures and strives 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 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 2023.

306-3, 306-4

Waste Generated by Type			
	2023	2022	2021
Hazardous Waste			
Total weight of hazardous waste generated (MT)	3,643.5	4,732.3	4,467.7
Total hazardous waste diverted from disposal [recycled/reused] (MT)	3,569.0	4,608.2	4,344.2
Total hazardous waste directed to disposal (MT)	74.5	124.1	123.5
% Hazardous Waste Recycled (MT)	98.0%	97.4%	97.2%
Non-Hazardous Waste			
Total weight of non-hazardous waste generated (MT)	457,283.0	878,746.2	847,201.0
Total non-hazardous waste diverted from disposal [recycled/reused] (MT)	450,697.3	867,933.8	840,246.0
Total non-hazardous waste directed to disposal (MT)	6,585.8	10,812.5	6,954.6
Solid Waste			
Total solid waste generated (MT)	460,926.5	883,478.5	851,668.3
Total solid waste diverted from disposal [recycled/reused] (MT)	454,266.2	872,542.0	844,590.2
Total solid waste directed to disposal (MT)	6,660.3	10,936.5	7,078.1
Solid waste recycled/reused (%)	98.6%	98.8%	99.2%

Employment

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

401-2

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

Ingevity provides employees with benefits needed to protect themselves and their families today and tomorrow. From comprehensive healthcare options to retirement savings to stock ownership providing the peace of mind that personal and financial wellbeing are protected through our benefit plan offerings. 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 2023. 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.

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

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 2023, we reported zero significant transportation-related incidents, per the U.S. Department of Transportation's reporting criteria, across the company.

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.

403-2

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.

Occupational health services

403-3

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.

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

403-4

At Ingevity most of our sites have formal joint management-worker health and safety committees. In 2023, Ingevity launched an accelerated plan for Ozark Materials, a 2022 acquisition, with a focus to drive a culture of increased leadership and employee engagement to a level comparable to legacy Ingevity sites of operation. The initiative includes increased management-employee collaboration which involves organization of joint 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.

Worker training on occupational health and safety

403-5

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 continue focus 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 annual program reviews, employee and emergency response team training, 2nd and 3rd party audits, monthly review of learnings from near misses and incidents related Life Safety Rules, and upgraded procedures, checklists, and work permits.

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.

Work Related Injuries

Year	2023	2022	2021
Total Case Incident Rate (TCIR) - Employees	0.58	0.48	0.45
Lost Time Incident Rate (LTIR) - Employees	0.44	0.24	0.10
Lost Time Injury Frequency Rate (LTIFR) - Employees	2.22	1.21	0.50

TCIR was 0.58 in 2023

In personal safety, Ingevity's results in 2023 increased with 13 recordable injuries (0.58 TCIR) compared to the previous three-year average of 10 (0.50 TCIR) due primarily to the acquisition of Ozark Materials. The following manufacturing locations completed the entire year in 2023 with zero employee injuries: Zhuhai, China; Changshu, China; Marion, IN; Crossett, AR; Dayton, NV; Warrington, UK; Wickliffe, KY; and Covington, VA. All our locations completed 2023 with zero contractor injuries compared to the previous three-year average of 1.

Ingevity rolled out our Safety Excellence initiative in 2022. A program designed to drive higher employee engagement in proactive activities, including but not limited to, near miss reporting, involvement in incident investigations, process area audits, and participation in safety committees. All aimed at improving the safety of our operations and also shared with Ingevity leadership as a key leading indicator of our safety culture. In 2023, Ingevity scores for Safety Excellence increased to 83% from 63% in 2022.

403-9

Ingevity continues to refine EHS data collection and the use of leading indicators to monitor the state of our safety culture and overall safety of our operations to be more proactive in driving focused initiatives in our effort to reduce injuries and process safety events. A critical part of this effort has been driving near miss and hazard recognition reporting to identify and remove hazards in the workplace before an injury occurs. Ingevity conducted hazard recognition training for all 1,500 operations, maintenance, shipping, and lab employees in 2023 to promote awareness and reporting. Near misses reporting increased 93% to 10,400 from the previous three-year average of just over 5,400 near misses (from 2020-2022) as a baseline. The data was used to eliminate a number of hazards in the workplace and drive over 140 continuous improvement projects related to personal health and safety compare to only 21 projects in 2022.

Our results in 2023 were in line with the previous years with 80% of recordable injuries falling into three categories: Line of Fire, Walking-Working Surfaces, and Ergonomics. A common theme for a large number of injuries and first aid cases in 2022 and the previous three years is "unrecognized hazards" in the workplace. Using this data, along with injury reports has enabled Ingevity to zero in on key areas that are driving recordable injuries in the workplace. Near miss and hazard recognition reporting in key areas of line of fire, ergonomics, and walking working surfaces increased 138% in 2023 compared to the previous three year average.

Year	2023	2022	2021
Process Safety Event Rate - Tier 1	0.04	0.00	0.00
Process Safety Event Rate - Tier 2	0.00	0.00	0.09

COMBINED PSI was 0.04 in 2023.

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.

In process safety, Ingevity plants finished 2023 with one Tier 1 and zero Tier 2 process safety incidents compared to previous three-year average of 1 and 1 respectively.

Ingevity had zero employee fatalities in 2023.

2023 represented the first full year, since the beginning of the coronavirus pandemic, that all travel restrictions were relaxed and Ingevity returned fully to person meetings at all locations globally with no impact to our operations or business. However, Ingevity continued to follow government and health agency guidance internationally on masking, isolation, quarantining, and other recommended precautions when necessary to protect the health of safety of our employees, contractors, and visitors.

403-9

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

GRI Number Location

Training and Education

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

404-1

Average hours of training per year per employee

Our employees completed an average of 11.6 hours of training content in our Learning Management System (LMS) in 2023.

404-2

Programs for upgrading employee skills and transition assistance programs

In 2023, we took decisive steps to nurture talent within our organization. Leveraging Development Dimensions International (DDI), we equipped our site human resources partners with robust learning resources to empower operations employees. This initiative was tailored to address specific site requirements, ensuring relevance and effectiveness. Additionally, we fostered collaboration to design a comprehensive Frontline Supervisor training program, setting a structured framework for professional growth. Moreover, we focused on developing high-potential individuals and key talents identified across the organization, reinforcing our commitment to nurturing talent at every level.

In 2023, Ingevity employees completed 21,701 total training hours inside the learning management system, Grow, including all developmental and required, compliance related training content.

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

Developed and implemented recruiting strategies to continue to enhance our efforts to attract talented diverse candidates (both experienced hires and emerging talent).

Through strategic partnerships with key organizations and the utilization of an advanced sourcing tool, we are promoting the recruitment of a diverse talent pool. These partnerships include collaborations with Women in Manufacturing, various Historically Black Colleges and Universities (HBCUs), and the Society of Hispanic Professional Engineers (SHPE), while Seekout serves as one of our primary sourcing tool. As a result of these initiatives, we have achieved a notable 7% increase in U.S. diversity hiring compared to 2022.

404-2

Redesigned our Applicant Tracking System (ATS) recruiting business process for optimization, while consistently ensuring a superior level of candidate satisfaction at every stage of recruitment process. These efforts resulted in Ingevity being recognized as one of only 50 companies to receive the esteemed 2023 CandE Award for delivering an exceptional candidate experience, as attested by feedback from candidates engaged in our recruitment process.

Implemented a candidate relationship management (CRM) tool that has bolstered the candidate experience. This enhancement offers individuals applying for positions through our website access to a more informative platform, while also ensuring greater intuitiveness and engagement throughout the application process. Additionally, our integration of a chatbot feature on our careers page allows candidates to receive immediate answers to their inquiries, further enhancing the overall applicant experience.

Transitioned recruiting efforts of our Performance Chemicals hourly operations positions from agency to internal Talent Acquisition team, yielding multiple benefits including reduced costs, enhanced candidate experience, higher quality candidate pool, time savings for managers, decreased no-shows for onsite candidate visits, and improved retention rates.

Percentage of employees receiving regular performance and career development reviews

Performance Management

404-3

In 2022, we evolved our performance management process, Perform, to better prioritize and reinforce the link between pay and performance. We restructured the performance timeline, providing managers and employees ample training and preparation time for meaningful discussions about performance and compensation. This adjustment laid the groundwork for further improvements in 2023 when we streamlined our feedback process by integrating it seamlessly into our annual performance review system. Additionally, we implemented measures to sustain our performance philosophy and improve monthly check-in conversations, encouraging ongoing dialogue and feedback between managers and employees. Our goal is to optimize performance, align efforts with objectives, and emphasize the importance of our Ingevity behaviors in achieving results.

Diversity of governance bodies and employees

As a publicly traded company, Ingevity is governed by a one-tiered system of 9 board members, eight 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. Ingevity Corporation - Corporate Governance - Corporate Governance Documents.

The Sustainability and Safety Committee is tasked with oversight of the company's safety and sustainability program and initiatives. As of December 2023, the committee consisted of Luis Fernandez-Moreno, William (Will) Slocum, Shon Wright, and Karen Narwold. Mr. Slocum resigned from the Board and its committees effective March 13, 2024.

Board Composition and Diversity

62.2 years	4 years	3 new	3/9	2/9	3/5	8/9
AVERAGE AGE	MEDIAN TENURE	DIRECTORS ADDED SINCE 2022*	DIRECTORS ARE WOMEN	DIRECTORS IDENTIFY AS RACIALLY OR ETHNICALLY DIVERSE	COMMITTEES AND BOARD CHAIRED BY WOMEN	DIRECTORS ARE INDEPENDENT

Our board is committed to ensuring that it has the right mix of skills, background, tenure, experience and diversity. Board demographics are reflective of Board composition following our 2024 Annual Stockholder meeting. *Mr. Slocum resigned from the Board and its committees effective March 13, 2024.

405-1

Ingevity's total workforce was comprised of approximately 1,900 employees as of December 31, 2023. Women were in 25.7% of management roles in 2023; noteworthy considering the overall composition of the specialty chemicals manufacturing industry's workforce, which is primarily male.

Race, Ethnicity, and Nationality (US Only)				Race, Ethnicity, and Nationality in MGMT (US Only)			
Race, Ethnicity, and Nationality (US Only)	American Indian or Alaska Native (not Hispanic or Latino)	4	0.3%	American Indian or Alaska Native (not Hispanic or Latino)	0	0.0%	
	Asian (not Hispanic or Latino)	21	1.4%	Asian (not Hispanic or Latino)	5	1.9%	
	Black or African American (not Hispanic or Latino)	286	19.6%	Black or African American (not Hispanic or Latino)	18	6.7%	
	Hispanic or Latino	42	2.9%	Hispanic or Latino	9	3.3%	
	White (not Hispanic or Latino)	1,048	71.7%	White (not Hispanic or Latino)	231	85.6%	
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latino)	2	0.14%	Native Hawaiian or Other Pacific Islander (not Hispanic or Latino)	0	0.0%	
	Two or More Races (Not Hispanic or Latino)	26	1.8%	Two or More Races (Not Hispanic or Latino)	1	0.4%	
	Other	32	2.2%	Other	6	2.2%	
Gender				Age			
Gender	Female	450	23.8%	<30 years old	218	11.5%	
	Male	1,445	76.3%	30-50 years old	1,104	58.3%	
	Choose not to disclose	0.0%	0	>50 years old	573	30.2%	

	Total Employees	1,895	
	Total Management	350	18.5%
	Total Top Management	112	5.9%
	Total Jr. Management (Supervisors and Managers)	238	12.6%
	Total Revenue Generating MGMT	0	0.0%
	Total STEM	251	13.3%
405-1	Total Professional	995	52.5%
	Women	450	23.8%
	Women in MGMT	90	25.7% (of management)
	Women in Jr. MGMT (Supervisors and Managers)	69	29.0% (of Jr. Management)
	Women in Top MGMT	21	18.8% (of Top Management)
	Women in Revenue Generating MGMT	0	0.0% (of revenue Generating management)
	Women in STEM	41	16.3% (of STEM Employees)

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 2023, 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

416-2, 417-2

In 2023, Ingevity recorded 0 incidents involving product regulatory issues, health and safety impacts of our products and product information and labeling. 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 our publicly available website, <https://www.ingevity.com/product-stewardship/> features new product safety summaries.

Ingevity Safety, Health, Environmental, Security and Responsible Care Policy:

Responsible_Care_Policy_Rev_19_Sept.-28_2020.pdf (ingevity.com)

For more information on the ACC Responsible Care Product Safety Code please visit:

Responsible Care: Product Safety Code (americanchemistry.com)

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	241,300 metric tons CO ₂ e In 2023, 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 GRI Index - 3-3 Environmental Protection
Air Quality	Air emissions of the following pollutants: (1) NOX (excluding N ₂ O), (2) SOX, (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs)	Quantitative	RT-CH-120a.1	274.0 metric tons NOx 21.0 metric tons SOx 226.7 metric tons VOCs 35.9 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 6,869,970.2 GJ 2. Percentage grid electricity = 98.5% 3. Percentage renewable = 8.1% 4. Total self-generated energy = 29,456.1 GJ
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	7,411 thousand cubic meters withdrawn 1,823 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 GRI Index - 3-3 Environmental Protection
Hazardous Waste Management	Amount of hazardous waste generated; percentage recycled	Quantitative	RT-CH-150a.1	3,643.5 MT of Hazardous Waste was generated in 2023 98.0% of Hazardous Waste was recycled in 2023
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	RT-CH-210a.1	See GRI Index - 3-3 Our Communities See GRI Index - 3-3 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 0.58 in 2023 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 GRI Index - 3-3 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 GRI Index - Materials 301-1
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	43% 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 GRI Index - 3-3 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 14-22). In addition, our 2024 Proxy Statement (pages 29-31) 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 = 1.00 PSTIR = 0.04 PSISR = 0.00
	Number of transport incidents	Quantitative	RT-CH-540a.2	In 2023, 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: 58,489 metric tons Performance Chemicals: 589,031 metric tons Advanced Polymer Technologies: 61,823 metric tons

ESG INDEX

Energy

Energy	2023	2022	2021
Total energy consumption (MWh)	1,908,325.1	2,182,606.7	2,188,105.6
Total energy consumption (GJ)	6,869,970.2	7,857,384.2	7,877,108.1
Total renewable energy consumption (GJ)	558,576.9	680,623.3	645,479.8
Total renewable energy consumption (MWh)	155,160.3	189,062.0	179,299.9
Total non-renewable energy consumption (MWh)	1,753,164.8	1,993,544.7	2,008,805.6
Energy use from renewable sources (%)	8.1%	8.7%	8.2%
Energy use from non-renewable sources (%)	91.9%	91.3%	91.8%
Energy consumption intensity (MWh/US ton production)	2.4	2.3	2.3

Electrical	2023	2022	2021
Total electrical power use (MMBtu)	737,601.4	805,263.8	792,640.4
Total electrical power use (MWh)	216,169.7	235,999.6	232,300.0
Gross total of electrical power use from non-renewable sources (MWh)	193,353.7	217,843.0	215,671.6
Gross total of electrical power use from renewable sources (MWh)	22,815.9	18,156.6	16,628.4
Electrical power use from non-renewable sources (%)	89.5%	92.3%	92.9%
Electrical power use from renewable sources (%)	10.6%	7.7%	7.2%
Normalized total electrical power use value (MWh/ton production)	0.3	0.2	0.3

Energy (continued)**Electrical power use by plant location (MWh)**

LOCATION	2023	2022	2021
Changshu	2,337.1	2,830.1	3,250.4
Covington	50,927.1	50,411.7	52,177.6
Crossett	8,060.0	10,505.2	10,473.6
DeRidder	32,177.9	34,172.4	34,168.8
North Charleston	29,613.3	33,192.1	33,019.5
Ozark	3,221.5	3,438.0	-
Warrington	14,953.0	15,650.6	15,184.5
Waynesboro	10,372.9	11,491.2	10,480.2
Wickliffe	47,296.2	56,399.4	56,872.8
Zhuhai	14,487.8	15,367.2	14,089.9

Natural Gas Use by Plant (MMBTU)

LOCATION	2023	2022	2021
Changshu	33,400.4	49,643.0	60,137.9
Covington	634,215.0	630,896.0	649,497.0
Crossett	494,700.0	620,094.1	787,900.0
DeRidder	1,131,178.0	1,109,725.1	1,126,073.0
North Charleston	343,593.0	408,997.0	413,224.0
Ozark	9,182.4	9,150.4	-
Warrington	526.5	658.4	605.1
Waynesboro	1.8	2.0	2.0
Wickliffe	1,546,486.0	1,709,710.0	1,619,305.0
Zhuhai	67,530.1	72,622.5	58,200.5

GHG Emissions

GHG Emissions			
	2023	2022	2021
Scope 1 GHG Emissions (MTCO ₂ e)	241,299.9	260,223.3	258,118.3
Scope 2 GHG Emissions (MTCO ₂ e)	139,613.4	178,820.0	171,766.0
Scope 2 GHG Emissions - Location Based (MTCO ₂ e)	139,613.4	178,820.0	171,766.0
Scope 1 & 2 GHG Emissions (MTCO ₂ e)	380,913.3	439,043.3	429,884.3

Enterprise Greenhouse Gases (MTCO ₂ e)			
LOCATION	2023	2022	2021
Changshu	3,106.9	4,281.1	5,092.1
Covington	66,242.1	72,228.9	72,095.0
Crossett	29,214.1	36,765.7	45,532.9
DeRidder	71,928.1	71,543.7	71,961.6
North Charleston	41,204.0	62,374.4	60,102.3
Ozark	9,081.2	9,041.2	-
Warrington	33,776.2	41,703.3	41,264.6
Waynesboro	4,222.8	4,678.0	4,261.5
Wickliffe	102,525.6	115,368.4	110,650.6
Zhuhai	18,051.3	19,474.3	17,326.9

GHG Emissions (continued)

Ingevity Enterprise Scope 1 GHG			
LOCATION	2023	2022	2021
Changshu	1,774.0	2,636.8	3,194.2
Covington	40,413.6	40,238.9	40,938.8
Crossett	26,275.7	32,936.0	40,848.9
DeRidder	60,197.5	59,086.0	59,943.1
North Charleston	18,249.8	21,723.7	21,948.2
Ozark	7,795.2	7,670.3	-
Warrington	28.0	35.0	32.1
Waynesboro	0.1	0.1	0.1
Wickliffe	82,390.1	91,357.4	86,466.7
Zhuhai	3,675.7	3,952.9	3,167.9

Ingevity Enterprise Scope 2 GHG			
LOCATION	2023	2022	2021
Changshu	1,332.9	1,644.3	1,897.9
Covington	25,828.5	31,990.0	31,156.2
Crossett	2,938.3	3,829.8	3,684.0
DeRidder	11,730.7	12,457.8	12,018.5
North Charleston	22,954.3	40,650.7	38,154.1
Ozark	1,286.0	1,371.0	-
Warrington	33,748.2	41,668.3	41,232.5
Waynesboro	4,222.7	4,677.9	4,261.4
Wickliffe	20,135.5	24,011.0	24,183.9
Zhuhai	14,375.6	15,521.4	14,159.0

Water

Water	2023	2022	2021
Total water consumption (Million cubic meters)	7.4	9.1	7.2
Total water consumption (megaliters)	7,410.9	9,146.0	7,191.5
Water Use - Surface Water (million gals)	877.0	1,448.4	1,010.4
Water Use - Groundwater (million gals)	1,189.6	1,335.5	1,243.9
Water Use - Public Water Supply (million gals)	494.0	359.4	329.5
Total Discharge (million gals)	1,476.8	1,576.8	1,658.5
Fresh Water Consumption Intensity (gal/ton production)	2,497.8	2,492.1	2,011.8
Production plants in water-stressed areas (e.g. <1700 m3/(person*year)) (%)	0%	0%	0%
Cost of goods sold (COGS) in water-stressed areas (e.g. <1700 m3/(person*year)) (%)	0%	0%	0%

Ingevity Enterprise Effluent Flow (gal)

LOCATION	2023	2022	2021
Changshu	0	0	0
Covington	420,660,415.0	425,389,341.0	438,000,000.0
Crossett	99,961,517.8	106,730,000.0	95,077,168.0
DeRidder	156,141,339.0	170,386,500.0	190,820,000.0
North Charleston	506,900,000.0	534,790,000.0	613,980,000.0
Ozark	0.0	0.0	-
Warrington	42,928,080.0	44,625,379.8	43,358,414.8
Waynesboro	1,114,756.0	2,747,769.0	2,604,102.0
Wickliffe	221,666,000.0	254,167,400.0	242,680,000.0
Zhuhai	26,878,448.9	37,583,897.1	31,331,493.8

1. ITC wastewater sent to North Charleston Plant

Water (continued)

Fresh Water Use (gal)			
LOCATION	2023	2022	2021
Changshu	2,321,800.5	2,866,521.4	3,285,127.1
Covington	397,637,811.0	373,777,356.0	343,388,563.0
Crossett	126,000,000.0	127,400,000.0	122,972,255.8
DeRidder	195,992,619.0	194,079,276.9	203,590,000.0
North Charleston	779,790,659.0	1,245,691,116.0	818,809,000.0
Ozark	1,127,242.7	1,116,058.4	-
Warrington	43,997,265.2	47,089,568.5	45,181,988.4
Waynesboro	3,000,258.0	4,367,781.0	3,151,361.0
Wickliffe	355,325,000.0	361,367,000.0	310,120,000.0
Zhuhai	47,873,892.7	49,075,343.2	42,644,360.0

Waste

Hazardous Waste	2023	2022	2021
Total weight of hazardous waste generated (MT)	3,643.5	4,732.3	4,467.7
Total hazardous waste diverted from disposal [recycled/reused] (MT)	3,569.0	4,608.2	4,344.2
Total hazardous waste directed to disposal (MT)	74.5	124.1	123.5
% Hazardous Waste Recycled (MT)	98.0%	97.4%	97.2%
Non-Hazardous Waste	2023	2022	2021
Total weight of non-hazardous waste generated (MT)	457,283.0	878,746.2	847,201.0
Total non-hazardous waste diverted from disposal [recycled/reused] (MT)	450,697.3	867,746.2	840,246.0
Total non-hazardous waste directed to disposal (MT)	6,585.8	10,812.5	6,995.0
Solid Waste	2023	2022	2021
Total solid waste generated (MT)	460,926.5	883,478.5	851,668.3
Total solid waste diverted from disposal [recycled/reused] (MT)	454,266.2	872,542.0	844,590.2
Total solid waste directed to disposal (MT)	6,660.3	10,936.5	7,078.1
Solid waste recycled/reused (%)	98.6%	98.8%	99.2%

Waste (continued)

Hazardous Waste Generation (Disposed) (MT)			
LOCATION	2023	2022	2021
Changshu	0.3	0.9	1.0
Covington	0.0	0.0	0.0
Crossett	1.2	7.1	13.5
DeRidder	66.2	96.0	101.8
North Charleston	0.8	1.1	1.1
Ozark	0.0	0.0	0.0
Warrington	4.7	14.3	2.1
Waynesboro	0.0	0.0	0.0
Wickliffe	0.0	0.0	0.0
Zhuhai	1.0	4.7	3.9

Waste Recycle (lbs)			
LOCATION	2023	2022	2021
Changshu	405,659.0	494,622.0	687,160.0
Covington	177,629,145.0	167,801,138.0	176,776,000.0
Crossett	3,620.0	115,880.0	122,860.0
DeRidder	1,081,389.0	2,099,462.0	2,209,934.0
North Charleston	473,168,139.0	1,384,129,140.0	1,333,480,789.0
Ozark	-	-	-
Warrington	8,002,528.0	10,237,946.0	9,553,724.0
Waynesboro	-	-	-
Wickliffe	240,472,332.0	253,631,026.0	242,209,345.0
Zhuhai	92,853,383.0	94,954,939.0	87,383,366.0

Air Emissions

Criteria/Air Emissions	2023	2022	2021
Direct VOC emissions (MT)	226.7	269.7	233.4
Direct NOx emissions (MT)	274.0	303.0	310.5
Direct SOx emissions (MT)	21.0	24.8	27.4
Particulate Matter Emissions (MT)	72.2	83.3	89.6
Carbon Monoxide (lb)	536,202.5	695,428.7	707,482.2
Total CO2 (lb)	516,006,783	557,108,554	553,399,498
Methane (lb)	9,582.6	10,356.3	10,441.2
Direct NOx emissions (lb)	604,121.4	668,107.3	684,570.6
Total HAPs (lb)	79,079.2	98,148.3	83,046.0
Total Criteria (lb)	1,845,730.0	2,196,265.2	2,164,562.2

Ingevity Enterprise VOC (lb)

LOCATION	2023	2022	2021
Changshu	188.1	279.5	338.5
Covington	73,977.0	79,336.0	79,774.0
Crossett	16,893.1	19,080.0	18,020.0
DeRidder	138,870.0	143,931.0	169,004.0
North Charleston	139,898.0	190,948.0	200,378.0
Ozark	19,601.9	23,063.5	-
Warrington	2,627.0	2,627.0	2,627.0
Waynesboro	11,128.0	21,769.0	10,482.0
Wickliffe	94,636.0	112,920.0	33,482.0
Zhuhai	1,944.0	552.0	442.0

Air Emissions (continued)

Ingevity Enterprise NOx (lb)			
LOCATION	2023	2022	2021
Changshu	63.9	105.8	112.4
Covington	152,416.0	148,476.0	167,147.0
Crossett	91,640.0	116,060.0	116,540.0
DeRidder	106,560.0	110,444.0	105,062.0
North Charleston	29,493.0	40,255.0	41,146.0
Ozark	591.2	459.4	-
Warrington	-	-	-
Waynesboro	0.2	0.1	0.2
Wickliffe	221,104.0	250,456.0	250,970.0
Zhuhai	2,253.0	1,851.0	3,593.0

Ingevity Enterprise SO2 (lb)			
LOCATION	2023	2022	2021
Changshu	22.0	35.3	37.5
Covington	111.0	119.8	115.4
Crossett	549.8	700.0	700.0
DeRidder	36,311.0	37,634.0	43,677.0
North Charleston	5,037.0	6,875.0	8,004.0
Ozark	7.1	5.5	-
Warrington	-	-	-
Waynesboro	0.0	0.0	0.0
Wickliffe	890.0	968.0	924.0
Zhuhai	3,471.0	8,263.0	6,945.0

Air Emissions (continued)

Ingevity Enterprise HAPs (lb)			
LOCATION	2023	2022	2021
Changshu	-	-	-
Covington	33,226.0	34,430.0	37,632.0
Crossett	4,649.6	5,100.0	5,260.0
DeRidder	9,977.0	10,340.0	11,706.0
North Charleston	17,151.0	21,652.0	21,559.0
Ozark	10,700.0	22,947.0	-
Warrington	1,102.0	1,102.0	1,102.0
Waynesboro	265.0	518.6	250.0
Wickliffe	2,008.6	2,058.7	5,537.0
Zhuhai	-	-	-

Ingevity Enterprise PM (lb)			
LOCATION	2023	2022	2021
Changshu	2,116.4	1,855.0	2,381.0
Covington	45,698.0	44,141.0	44,742.0
Crossett	11,695.6	17,640.0	18,960.0
DeRidder	25,616.0	26,550.0	28,499.0
North Charleston	15,150.0	20,678.0	26,174.0
Ozark	3,951.2	3,229.8	-
Warrington	-	-	-
Waynesboro	895.0	1,750.8	843.0
Wickliffe	53,030.0	63,504.0	68,656.0
Zhuhai	1,092.0	4,274.0	7,304.0

Safety

Safety			
	2023	2022	2021
Total Case Incident Rate (TCIR) - Employees	0.58	0.48	0.45
Total Case Incident Rate (TCIR) - Contractors	0.00	0.00	0.30
Process Safety Event Rate - Tier 1	0.04	0.00	0.00
Process Safety Event Rate - Tier 2	0.00	0.00	0.09
Fatalities - Employees	0	0	0
Fatalities - Contractors	0	0	0

IngeviCares

IngeviCares	
	2023
Cash contributions (\$) - Employees	\$325,950.93
Cash contributions (\$) - Total (Employees and Company)	\$ 1,624,080.70
Cash contributions (\$) - Company	\$ 1,298,129.77
Time: employee volunteering during paid working hours	2,057.8 hours
Total Employee volunteering	4,199.8 hours

IngeviCares (continued)

Community Support Initiatives	
	2023
Metanoia	North Charleston, South Carolina
Lowcountry Food Bank	North Charleston, South Carolina
SC Aquarium	North Charleston, South Carolina
Beauregard Health System Foundation (Keystone Initiative)	DeRidder, Louisiana
Total Action for Progress (TAP) and Discovery Center (Keystone Initiative)	Covington, Virginia
Family Focus (Keystone Initiative)	Wickliffe, Kentucky
YMCA & Wimberly House Ministries (Keystone Initiative)	Waynesboro, Georgia
Boys and Girls Club of Ashley County (Keystone Initiative)	Crossett, Arkansas
St. Rocco's Hospice (Keystone Initiative)	Warrington, UK
TUW Match	North Charleston, South Carolina
UW of SW Louisiana	DeRidder, Louisiana
Greater Allegany Fund	Covington, Virginia
Paducah-McCracken County UW	Wickliffe, Kentucky
United Way Central Savannah River	Waynesboro, Georgia
United Fund of Ashley County	Crossett, Arkansas
Matching Gifts Program (Grants for Volunteers, Matching gift to education)	
American Red Cross and Emergency Relief Fund	
Scholarship Fund	Charleston, Covington, Crossett, DeRidder, Waynesboro and Wickliffe
Plant Community Support Budgets	Covington, Crossett, DeRidder, North Charleston, Waynesboro, Warrington and Wickliffe
Corporate Opportunity Fund	Boy Scouts of America and First Command for Veterans
TUW Corporate Benefactor	
International African American Museum	Charleston, South Carolina
Arbor Day Foundation	
Future of STEM Scholars Initiative (FOSSI)	

Employee Demographics

Employee Demographics	
	2023
Workers from minority groups and/or vulnerable workers employed in relation to the whole organization (if applicable) (%)	28.3%
Demographics of total workforce (Asian, Black/AA, Hispanic or Latino, White, Indigenous or Native, Other)* (%)	See Workforce Demographics Table
Demographics of all management positions, including junior, middle and senior management (Asian, Black/AA, Hispanic or Latino, White, Indigenous or Native, Other)** (%)	See Management Positions Table
Workers <30years old (%)	11.5%
Workers between 30-50 years old (%)	58.3%
Workers >50years old (%)	30.2%
Workers from minority groups and/or vulnerable workers in top executive positions (excluding boards of directors) (%)	16.7%
Share of women in total workforce (%)	23.8%
Share of women in STEM-related positions (% of total STEM positions)	21.5%
Women in top executive positions (excluding boards of directors) (#)	3
Women within the organization's board (#)	3
Part-time, contract, or temporary workers (#)	573

Race and Ethnicity

Workforce Demographics*	2023
American Indian or Alaska Native (Not Hispanic or Latino)	0.3%
Asian (Not Hispanic or Latino) (United States of America)	1.4%
Black or African American (Not Hispanic or Latino)	19.6%
Hispanic or Latino	2.9%
White (Not Hispanic or Latino)	71.7%
I do not wish to provide this information (United States of America)	0.0%

*Data represents US employees only

Employee Demographics (continued)

Employee Demographics		
	Management Positions**	2023
Director	American Indian or Alaska Native (Not Hispanic or Latino)	0.00%
	Asian (Not Hispanic or Latino) (United States of America)	0.07%
	Black or African American (Not Hispanic or Latino)	0.21%
	Hispanic or Latino	0.21%
	White (Not Hispanic or Latino)	3.77%
	I do not wish to provide this information (United States of America)	0.06%
Executive Vice President	American Indian or Alaska Native (Not Hispanic or Latino)	0.00%
	Asian (Not Hispanic or Latino) (United States of America)	0.00%
	Black or African American (Not Hispanic or Latino)	0.07%
	Hispanic or Latino	0.00%
	White (Not Hispanic or Latino)	0.27%
	I do not wish to provide this information (United States of America)	0.00%
Individual Contributor	American Indian or Alaska Native (Not Hispanic or Latino)	0.27%
	Asian (Not Hispanic or Latino) (United States of America)	1.10%
	Black or African American (Not Hispanic or Latino)	18.36%
	Hispanic or Latino	2.26%
	White (Not Hispanic or Latino)	56.00%
	I do not wish to provide this information (United States of America)	0.96%
Manager	American Indian or Alaska Native (Not Hispanic or Latino)	0.00%
	Asian (Not Hispanic or Latino) (United States of America)	0.07%
	Black or African American (Not Hispanic or Latino)	0.14%
	Hispanic or Latino	0.14%
	White (Not Hispanic or Latino)	4.45%
	I do not wish to provide this information (United States of America)	0.24%

*Data represents US employees only

Employee Demographics (continued)

Employee Demographics (continued)		
	Management Positions**	2023
Supervisor	American Indian or Alaska Native (Not Hispanic or Latino)	0.00%
	Asian (Not Hispanic or Latino) (United States of America)	0.21%
	Black or African American (Not Hispanic or Latino)	0.82%
	Hispanic or Latino	0.21%
	White (Not Hispanic or Latino)	5.89%
	I do not wish to provide this information (United States of America)	0.07%
Vice President	American Indian or Alaska Native (Not Hispanic or Latino)	0.00%
	Asian (Not Hispanic or Latino) (United States of America)	0.00%
	Black or African American (Not Hispanic or Latino)	0.00%
	Hispanic or Latino	0.07%
	White (Not Hispanic or Latino)	1.37%
	I do not wish to provide this information (United States of America)	0.06%

*Data represents US employees only

Talent Management

Talent Management	
	2023
Total number of new employee hires (#)	222
Women employees in new hires (#)	50
Total employee turnover rate (breakdown by Age, Gender, Mgmt. level, Race/Ethnicity) (%)*	11.6%
Professional employees receiving annual performance reviews	100%
Employees represented by an independent trade union or covered by collective bargaining agreements (%)	22.0%
Total workforce across all locations who are covered by formal collective agreements concerning working conditions (%)	22.0%
Total workforce across all locations who received development or required training (please specify) (%)	100%
Total workforce across all locations who received training on preventing discrimination and human rights violations (%)	100%
Average training provided per employee (hours)	12.0

Management Certifications

Ingevity Management Certificates						
Ingevity Site	ISO 14001	RC 14001	RCMS	ISO 9001	IATF 16949	ISO 45001
Changshu	50051491 UM15				50051491 IATF16	
Issue Date	2/12/23				3/23/23	
Expiration Date	2/11/26				3/22/26	
Charleston			10002286 RCMS19-1	10002286 QM15		
Issue Date			9/27/23	9/27/23		
Expiration Date			2/28/25	10/15/26		
Covington	10002285 RC15	10002285 RC23		10002285 QM15	10002285 IATF16	
Issue Date	5/01/24	5/01/24		1/21/24	1/01/24	
Expiration Date	5/19/27	5/19/27		12/31/26	12/31/26	
Crossett			10019048 RCMS19-1			
Issue Date			10/23/22			
Expiration Date			10/22/25			
DeRidder			10002287 RCMS19-1	10002287 QM15		
Issue Date			3/20/23	4/16/21		
Expiration Date			3/22/26	4/15/24 ¹		
Warrington	10000516900-MSC-UKAS-GBR			284320-2019-AQ-GBR-UKAS		10000516901-MSC-UKAS-GBR
Issue Date	5/03/22			5/03/22		5/03/22
Expiration Date	5/02/25			5/02/25		5/02/25
Waynesboro	10000493 UM15 RC15	10000493 UM15 RC15		10000493 QM15	10000493 IATF16	
Issue Date	9/25/23	9/25/23		7/23/21	7/23/21	
Expiration Date	2/28/25	2/28/25		7/22/24	7/22/24	
Wickliffe	10002285 UM15	10002285 RC23		10002537 QM15	10002537 IATF16	
Issue Date	5/01/24	5/01/24		1/07/24	1/07/24	
Expiration Date	5/19/27	5/19/27		1/06/27	1/06/27	
Zhuhai	50050931 UM15			50050931 QM15	50050931 IATF16	
Issue Date	2/05/21			1/15/24	1/15/24	
Expiration Date	2/29/25			1/14/27	1/14/27	
Ozark						
Issue Date			Certified by October 2025			
Expiration Date						

1. Expired on April 15, 2024, and will not be renewed due to the announced closure of the plant.

Policies

Ingevity Policies	
Policy Name	Link
Companywide Ingevity Code of Conduct (English)	Code-of-Conduct-2022-with-Links.pdf (ingevity.com)
Human Rights Policy	Human-Rights-Policy.pdf (ingevity.com)
Ingevity UK Ltd Tax Strategy	Ingevity-UK-Ltd_tax-update_sustainability-page.pdf
Modern Slavery Act - Transparency Statement 2020	SKM_C30821072911180 (ingevity.com)
Quality Policy	Quality-Policy-2020.pdf (ingevity.com)
Responsible Care® Policy	Responsible_Care_Policy_Rev_19_Sept.-28_2020.pdf (ingevity.com)
Supplier Principles of Conduct	Supplier-Principles-of-Conduct_2022.pdf (ingevity.com)
Privacy Notice	Privacy Notice Ingevity (ingevity.com)

Ingevity Maintains Additional Internal Policies Including:

Accounting	Data Privacy and Protection	Parental Leave
Alternative Work Arrangement	Energy	Product Stewardship Policy
Anti-Bribery	Equal Employment Opportunity	Performance Management FAQ
Anti-Harassment	ESPP Plan Document	PPE
Anti-Retaliation Policy	Ethics Reporting	Record Retention
Antitrust Competition	Family and Medical Leave	Recoupment Policy
Authorization and Access	Fiduciary Duty	Risk Management
Bereavement Leave	Firewall	Safety Health and Environment
Caregiver Leave	Foreign Corruption	Severance
Conflicts of Interest	Gifts and Entertainment	Short Term Medical Leave
Corporate Waste Minimization Standard	Global Procurement	U.S. Timekeeping and Overtime
Cyber Security Incident Response Plan	Health Care Benefits	Vacation

Board Demographics - Board demographics are reflective of the Board composition following the 2024 Annual Meeting of Stockholders.

Age	45 - 59	3
	60 - 69	5
	70 - 79	1
	Average	62.2
Gender	Female	33.3%
	Male	66.7%
Gender/Ethnicity	Diverse	62.5%
	Non-Diverse	37.5%
Tenure (years)	0 - 5	5
	6 to 8	4
	Average	5
Independence	Independent	8
	Non-Independent	1

Ethics and Compliance

Ingevity Ethics and Compliance		2023
Ethics and Compliance	Awareness training performed to prevent corruption and bribery (Y/N)	Yes
	Awareness training performed to prevent anti-competitive practices (Y/N)	Yes
	Awareness training to prevent information security breaches (Y/N)	Yes
	Total workforce trained (e.g. through e-learning) on business ethics issues (%)	100% of the workforce is provided training on business ethics issues (e.g., Code of Conduct and additional E&C training applicable to specific roles)

Supply Chain

Ingevity Supply Chain**2023**

Supply Chain	Supply Chain Employees/buyers trained in Sustainable Procurement (%)	100%
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2023

Customer Satisfaction	% OTS - On Time Shipments	81.0%
	% SIF - Shipments in Full	98.0%
	Customer Complaint - IMR	0.91%

Product Stewardship and R&D

Ingevity Product Stewardship R&D**2023**

Product Stewardship	Products (in terms of revenues) has undergone risk assessment for their potential impact on human health and the environment? (%)	100%
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2023

R&D	Total R&D Spending (\$ in millions)	\$31.8
	R&D Positions (#)	122
	Vitality Index (%)	11.5%

UNGC Progress

Ingevity UNGC Progress						
Topic	Sustainability Catalyst	UNGC Principle	Supporting Initiatives			
Human Rights	Pursue Excellence	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Human Rights Policy	Updated Code of Conduct	Employee Ethics and Compliance Training	Supplier Principles of Conduct
		Principle 2: make sure that they are not complicit in human rights abuses.	Human Rights Policy			
Labour	Prioritize People	Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Human Rights Policy	Updated Code of Conduct		Supplier Principles of Conduct
		Principle 4: the elimination of all forms of forced and compulsory labour;	Human Rights Policy	Updated Code of Conduct	Supplier Principles of Conduct	Supplier Surveys
		Principle 5: the effective abolition of child labour; and	Human Rights Policy	Updated Code of Conduct	Supplier Principles of Conduct	Supplier Surveys
		Principle 6: the elimination of discrimination in respect of employment and occupation.	Human Rights Policy	Updated Code of Conduct	Supplier Principles of Conduct	Employee Resource Groups
Environment	Manufacture Responsibly	Principle 7: Businesses should support a precautionary approach to environmental challenges;	CDP Climate Change 2022	Water Stress Analysis	Life Cycle Assessments	Product Stewardship Risk Assessments
		Principle 8: undertake initiatives to promote greater environmental responsibility; and	CDP Climate Change 2022	Water Stress Analysis	Product Stewardship	
	Embrace Innovation	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Nexeon Investment	NeuFuel Ingevity - Ingevity	AFA	Thermoplastic Marine Biodegradability Certification
Anti-Corruption	Pursue Excellence	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Updated Code of Conduct	Employee Ethics and Compliance Training	Audits	

Ingevity reports information on emissions of three greenhouse gases: carbon dioxide, methane and nitrous oxide, all quantified as CO₂ equivalents (CO₂e). The majority of Scope 1 and 2 GHG emissions are related to energy use (natural gas, electricity, and steam). Scope 1 emissions factors are from 40 CFR pt 98 Tables A-1, C1 and C-2 and the Greenhouse Gas Protocol, Global Warming Potential Values (February 13, 2017). Scope 2 emissions do not incorporate line losses and emissions factors for the U.S. and are from the applicable USEPA eGRID tables (most recent being eGRID2021 (January 2023)). Scope 2 emissions factors for China are from the General Office of the Ministry of Ecology and Environment, Notice on the management of greenhouse gas emission reports of enterprise in the power generation industry from 2023 to 2025.

Energy, waste, and water data reported is 2020-2023 for the facilities as noted. Ozark facilities were acquired by Ingevity in October 2022, however data from the Ozark facilities reflects their full year 2022-2023 data. Office locations and leased facilities are not included.

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,” “goal,” “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 and anticipated product benefits and performance. Forward-looking statements are not representations or warranties or guarantees of future results. 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 described under Part I, Item 1A. Risk Factors in our most recent Annual Report on Form 10-K, as well as in our other filings with the SEC. These forward-looking statements speak only to management’s beliefs as of the date this Sustainability Report is first published. 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” as 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, 2023 and our subsequently filed reports.