

# 20 20 SUSTAINABILITY REPORT UPDATE

PUBLISHED OCTOBER 2021



**Page 19** | Our Capa® S technology helps formulators meet tightening environmental restrictions and enables high-performing end-use products such as wearable technology and car interiors, where soft touch and durability are key.

PURIFY | PROTECT | ENHANCE

# GRI INDEX

Ingevity's 2020 sustainability report update is defined by its material issues, stakeholder interests, business priorities and the requirements of the Global Reporting Initiative's (GRI) Standards, core option. Ingevity self-certifies that the information contained in this index and data appendix is as accurate and inclusive as possible as based on the management systems that were in place prior to January 1, 2021. This Index also is aligned with the SASB standard for chemicals. This index indicates where to find the relevant information within this report, and references three other sources of company information: 2019 Sustainability Report released in August 2020; which is referenced as 2019 CSR , 2020 Ingevity Annual Report and Form 10-K, which is referenced as Annual Report; and 2021 Ingevity Proxy Statement - Notice of Annual Meeting of Shareholders, which is referenced as Proxy.

## General Disclosures

**GRI Number Disclosure – Report Section/Link – Page Number**

### Organizational Profile

<b>102-1</b>	<b>Name of the organization</b> – Please refer to About Ingevity inside cover and page 5 of Annual Report.
<b>102-2</b>	<b>Activities, brands, products, services</b> – Please refer to About Ingevity inside cover and page 5 of Annual Report.
<b>102-3</b>	<b>Location of headquarters</b> – North Charleston, South Carolina, United States
<b>102-4</b>	<b>Location of operations</b> – Please refer to About Ingevity inside cover and Page 27 of Annual Report. We operate manufacturing facilities in China, the United Kingdom, and the United States.
<b>102-5</b>	<b>Ownership and legal form</b> – Please refer to About Ingevity inside cover and page 1 of Annual Report. The company is traded on the New York Stock Exchange (NYSE: NGVT). For more information, visit <a href="http://www.ingevity.com">www.ingevity.com</a> .
<b>102-6</b>	<b>Markets served</b> – Please refer to About Ingevity inside cover and Pages 5-12 of Annual Report.
<b>102-7</b>	<b>Scale of the organization</b> – Please refer to About Ingevity inside cover and Pages 5-12 of Annual Report.
<b>102-8</b>	<b>Information on employees and other workers total employment by region and gender</b> – Information in the table below was compiled from Ingevity HRIS as of December 31, 2020

### TOTAL EMPLOYMENT BY REGION & GENDER

Asia Pacific	Female	Male	Not Disclosed
Regular	60	190	11
Brazil	Female	Male	Not Disclosed
Regular	2	8	0
EMEA	Female	Male	Not Disclosed
Regular	25	108	5
Intern/Co-op	0	2	1
International assignee	0	1	0
Part Time	2	0	0
North America	Female	Male	Not Disclosed
Regular	362	971	9
Fixed Term Temp	0	0	0
Intern Co-op	0	2	0
International assignee	1	4	0



102-9	<b>Supply chain</b> – Please refer to pages 6-12 of Annual Report.
102-10	<b>Significant changes to the organization and its supply chain</b> – On August 24, 2020 Ingevity announced that John Fortson was appointed CEO and Director of Ingevity Corporation, effective September 1, 2020.
102-11	<b>Precautionary principle or approach</b> – Ingevity has not formally adopted this terminology; our company mission is to purify, protect and enhance the world through our operations and products. When it comes to the company’s operations, Ingevity is not satisfied merely meeting local requirements. 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 further enhance our manufacturing facilities. In addition, the company identifies risks within our 2020 Annual Report on pages 12-26.
102-12	<b>External initiatives</b> – Product stewardship/Environmental Protection  The key elements of Ingevity’s approach to product stewardship comes from the American Chemistry Council’s Responsible Care® Product Safety Code, which is integrated into all facets of our strategy. Ingevity’s senior leadership, businesses, technical, operations, risk management, supply chain, communications and other functional teams play roles in ensuring product stewardship is shared by all employees, and a key consideration in our actions across the organization. In addition, Ingevity joined with industry peers in the DOE Better Plants/Better Facilities Program to reduce our GHG footprint from our operations. Ingevity also began using the U.N. Sustainability Development Goals (UNSDGs) as a basis for goal setting; you will see more information on the UNSDGs within our report.
102-13	<b>Membership of associations</b> – American Chemistry Council, Abiquim, Pine Chemicals Association, Adhesive and Sealant Council, Manufacturer of Emission Controls Association, National Asphalt Pavement Association.
<b>Strategy</b>	
102-14	<b>Statement from senior decision-maker</b> – John Fortson see 2020 Sustainability Report Page 2
<b>Ethics and Integrity</b>	
102-16	<b>Values, principles, standards and norms of behavior</b> – Our conduct is governed by our commitment to the IngeviWay, our Code of Conduct and our Supplier Principles of Conduct.  The IngeviWay: please refer our public website: <a href="https://www.ingevity.com/the-ingeviway/">https://www.ingevity.com/the-ingeviway/</a> Our Code of Conduct: please refer to our public website: <a href="https://ir.ingevity.com/corporate-governance/codes-of-conduct/default.aspx">https://ir.ingevity.com/corporate-governance/codes-of-conduct/default.aspx</a> Our Supplier Principles of Conduct: please refer to our public website: <a href="https://www.ingevity.com/principles-of-conduct/">https://www.ingevity.com/principles-of-conduct/</a>
102-17	<b>Mechanisms for advice and concerns about ethics</b> – Our Code of Conduct has a mechanism to advise on and to report ethics issues. Our Code of Conduct: please refer to our public website: <a href="https://ir.ingevity.com/corporate-governance/codes-of-conduct/default.aspx">https://ir.ingevity.com/corporate-governance/codes-of-conduct/default.aspx</a>
<b>Governance</b>	
102-18	<b>Governance structure</b> – The Board of Directors oversees the company. The duties of the Chair and standing board committees (Executive Committee, Audit Committee, Leadership Development and Compensation Committee, Nominating, Governance and Sustainability Committee) are laid out in the documents in the Governance section on <a href="https://ir.ingevity.com/corporate-governance/corporate-governance-documents/default.aspx">ingevity.com (https://ir.ingevity.com/corporate-governance/corporate-governance-documents/default.aspx)</a> and in the Proxy pages 9-15 . The Board of Directors and its committees are involved on an ongoing basis with the oversight of the company’s material enterprise related risks (pages 12-26 of the Annual Report). The board committees receive frequent updates from senior leaders who have functional responsibility for managing those risks.

## Stakeholder Engagement

102-40, 102-41, 102-43, 102-44

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

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.

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Ingevity engages with customers through surveys and discrete meetings regarding product performance and environmental benefits of our products. In 2020 we released two product studies that described the environmental benefits of Nuchar and Evotherm. We engage our employee base on a regular basis, and in 2020, we conducted an employee Gallup survey, and additionally asked questions regarding the company’s COVID-19 response. We also engaged with our investors in a survey in 2020. Our investors raised issues associated with some of the risks and opportunities that our products provide society. We engage with the community through our IngeviCares program.

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

102-44

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

102-41

**Percentage of total employees covered by collective bargaining agreements** – We currently employ approximately 1,750 employees, of whom approximately 76 percent are employed in the U.S. Approximately 20 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.

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## Reporting Practice

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<b>102-45</b>	<b>Reporting practices</b> – Annual Report Page 5: <a href="https://s23.q4cdn.com/855317798/files/doc_financials/2020/ar/2020_NGVT_Annual_Report_and_Form_10-K.pdf">https://s23.q4cdn.com/855317798/files/doc_financials/2020/ar/2020_NGVT_Annual_Report_and_Form_10-K.pdf</a>
<b>102-46</b>	<b>Reporting practice defining report content and topic boundaries</b> – 2019 CSR Pages 9-10 <a href="https://www.ingevity.com/uploads/page-pdfs/Sustainability-Report-2020_Final-1.pdf">https://www.ingevity.com/uploads/page-pdfs/Sustainability-Report-2020_Final-1.pdf</a> The information within our report is bound by the operational scope of our manufacturing locations and their management.
<b>102-47</b>	<b>List of material topics</b> – 2019 CSR Page 10 <a href="https://www.ingevity.com/uploads/page-pdfs/Sustainability-Report-2020_Final-1.pdf">https://www.ingevity.com/uploads/page-pdfs/Sustainability-Report-2020_Final-1.pdf</a>
<b>102-48</b>	<b>Restatements of information – Data Enhancements</b> Previously reported environmental data has been adjusted as a result of efforts to improve data quality. <ul style="list-style-type: none"><li>■ The safety, health and environment data disclosed in this report includes 100% of our manufacturing locations.</li><li>■ The scope 1 and scope 2 greenhouse gas (GHG) emissions by location; we had previously reported on GHG emissions at an enterprise level.</li><li>■ This report now contains data for key environmental topics by location; we had previously reported on these key environmental topics at enterprise level.</li></ul>
<b>102-49</b>	<b>Changes in reporting</b> – N/A – There have been no significant changes regarding Ingevity’s material topics and topic boundaries in 2020.
<b>102-50</b>	<b>Reporting period</b> – Calendar year 2020
<b>102-51</b>	<b>Date of the most recent report</b> – August 2020

## General Disclosures

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### Stakeholder Engagement

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

## Disclosures on Management Approach

**GRI Number Disclosure – Report Section/Link – Page Number**

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### Pillar #1: Protecting People and the Environment

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## Management approach – Personal, Process and Public Safety

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

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

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

The following manufacturing locations completed the entire year in 2020 with zero employee injuries: Warrington, U.K., Waynesboro, Georgia, Wickliffe, Kentucky, and Zhuhai, China. All global technical centers and offices also completed 2020 with zero employee injuries. Amidst a landscape of adjustments to operations to ensure safety and business continuity in a COVID-19 environment with an overall reduction in employee work hours, we saw an increase in our employee TCIR in 2020 compared to 2019. U.S. employee TCIR in 2020 achieved second-quartile performance versus all American Chemistry Council (ACC) member companies and our medium-sized benchmark. All our locations, with one exception, completed 2020 with zero contractor injuries, an improvement when compared to 2019 contractor safety performance.

In 2020, we drove increased reporting of and response to near miss incidents to prevent more serious injuries before they could occur. This included efforts to increase the number of near misses reported as well as an increase in reporting by a broader number of employees. We continued our journey to improve safety training, further expanded the use of leading indicators to ensure effective initiatives are proactively implemented, and improved incident investigation quality to ensure contributing factors are appropriately identified, addressed and leveraged to prevent similar events at our other locations. Employees have also been trained on the importance of Life Saving Rules, rules we've put in place to prevent fatalities and serious injuries through leadership videos, monthly interactive training packages, and upgraded procedures, checklists, work permits and audits.

We conducted scheduled audits of our locations remotely due to restrictions regarding COVID-19 that were in place during most of 2020. However, we were able to complete successful Responsible Care Management System recertification audits of our corporate headquarters and for many of our locations.

In 2020 Ingevity had zero significant transportation-related incidents, per the U.S. Department of Transportation's reporting criteria, across the company.

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103-3



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## Management approach – Environmental Protection

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

103-1, 103-2,  
103-3

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

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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."

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**Management approach: Product Stewardship**

RT-CH-410b.1

RT-CH-410b.2

RT-GH-210a.1

The key elements of Ingevity's approach to product stewardship come from the American Chemistry Council's Responsible Care® Product Safety Code, which is integrated into all facets of our strategy. Ingevity's senior leadership, businesses, technical, operations, risk management, supply chain, communications and other functional teams play roles in ensuring product stewardship is shared by all employees, and a key consideration in our actions 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
- Ensuring products are safe for intended and likely uses
- Ensuring the safety of those who may use or be exposed to our products, from cradle to grave

103-1, 103-2,  
103-3

In 2020, 29% of our products contained Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, all of which underwent a hazard assessment. Ingevity provides product specific statements to affirm the absence of Substances of Very High Concern (SVHC) where appropriate, and for applicable product lines we provide statements notifying customers that SVHCs are not intentionally included in our products sold in the EU. We have transitioned EU customers to products grades with no SVHCs and also are actively moving to phase out the use of SVHCs globally.

Ingevity recorded zero incidents involving product regulatory issues, health and safety impacts of our products, and product information and labeling in 2020. 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.

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**Pillar #2: Creating Value for Customers and Society**

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**Management approach: Customer Partnerships**

Ingevity strives to be our customers' technology partner of choice. We engage regularly with existing and prospective customers to ensure their expectations are met—or exceeded—through quality products and services; addressing concerns promptly and efficiently; and anticipating and acting upon future needs to improve or create new products.

103-1, 103-2,  
103-3

Ingevity is both ISO 9001 and International Automotive Task Force (IATF) certified and adheres to strict quality management standards at each manufacturing facility. In addition, the company focuses on four specific metrics to evaluate the customer satisfaction aspect of its partnerships. In 2020, Ingevity's on-time shipments (OTS) metric increased to 93%, which is a 10% improvement from 2019. Our percentage of shipments in full (SIF) also increased to 93.7%, while our incident management rate (IMR) decreased to 1.14% - down from 1.34% in 2019. We also executed a customer survey in order to gain the updated perspectives of our customers.

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



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

A significant percentage of the raw materials used in the manufacturing of our products are renewable. These raw materials do not compete with the food chain or contribute to deforestation. In 2020, the overall percentage of renewable raw materials used to manufacture our products was 73.87%, down from 78.1% in 2019. In 2020, 77.5% of our sales revenue (\$942,255,764) and 49.7% of our manufacturing volume came from sustainable products.

103-1, 103-2,  
103-3

We are on track with our goal to evaluate the societal value of our major product lines by the end of 2022. This goal is an integral part of our sustainability initiative because it will provide us the opportunity to tell our story in a quantifiable way. In 2020 we released our first two product studies for Nuchar and Evotherm which focused on the GHG emission benefits and impacts associated with these products and their end uses. Following the release of these studies we began work to evaluate our WestRez, Polyfon, and Capa products. In total, the series of studies conducted in 2019 represents a strong majority of our revenues and contributed greatly to our progress towards our 2022 goal. The results of these studies will be published on our website and in future sustainability reports.

**Management approach: Innovative Solutions**

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

103-1, 103-2,  
103-3

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 2019 and 2020, our index value decreased by 1% to 12.7%, as several products sold into mature markets continue to be commercially successful past the five-year mark. Our activated carbon products sold into automotive applications for environmental control and energy typically have long phases of maturity due to the automotive design cycle and regulatory guidance.

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 2020, this percentage decreased by 1% to 1.9%.

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

### Pillar #3: Engaging Our People



#### Management approach: Employee Development

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

We conducted employee surveys in 2016 and 2018, which helped to form The IngevityWay, our cultural credo that outlines our vision, purpose and values, and important companywide initiatives, such as the creation of a more robust learning and capability development program. In 2020, we partnered with a leading global analytics group, Gallup, to conduct a comprehensive employee engagement survey. This will provide essential information to guide our actions. We will report on the impacts of these actions, as well as the metrics and the data used to assess our performance by the end of 2022.

At Ingevity, we recognize that a crucial link exists between talent, engagement and business outcomes, such as productivity and profitability. We continue to apply the Center for Creative Leadership’s “70-20-10” model to developmental initiatives. This program consists of: 70% on-job application of new skills, 20% assessment and peer coaching, and 10% classroom training. Members of the organizational development, learning and talent acquisition teams continue to work toward ensuring our company has a stellar workforce, by providing our employees with opportunities for learning and capability development. Our employees completed an average of 9.6 hours of training content in our learning management system (GROW) in 2020. Please note this number accounts for system-based training only. Our approach to training is decentralized meaning that plants and business areas manage their own safety and on-the-job training and additional training hours may have been completed outside of GROW. All employees also have access to over 15,000 LinkedIn Learning courses via GROW that focus on personal and career development topics. Additional training on crucial conversations is available for conflict management and communication effectiveness. We also host a one-year program called INGage designed to improve foundational leadership and management skills for front-line production managers, supervisors, team leads and engineers, as well as supply chain managers, from our locations in the U.S., China and Europe, the Middle East and Africa. This program is led by leadership team members from plants and supply chain, the content focuses on building trust, coaching, time management, adapting to change, clarifying performance expectations, conflict resolution and how to offer rewards and recognition.

“Perform” is our approach to develop employees through continuous, frequent check-ins focused on coaching, feedback and goal attainment. We believe in providing ongoing performance feedback and career development discussions through monthly check-ins between managers and salaried employees. In lieu of formal performance ratings, managers review each employee’s progress against goals, direct contributions and the level of impact they had on the business to evaluate performance. 100% of eligible Ingevity salaried employees received performance evaluations as a part of the merit process for the 2020 year. We provide resources and content to build manager skills around having higher quality, more effective conversations with their employees. Gallup access also provides resources such as webinars, articles, and videos that are available to all managers as a resource for increasing engagement and involvement within their team. The Differentiate program provided to managers focused on reducing bias during the employee evaluation process. Inclusion and diversity cultural awareness training also covers principles and strategies to facilitate more productive, meaningful conversations on topics related to diversity. Employees undergo an Insights Discovery evaluation to improve the effectiveness of their communication.

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### Management approach: Diversity, Equity and Inclusion

Ingevity firmly believes that racism and discrimination, whenever and however they exist, are wrong and will not be tolerated at our company. We share in the pain and grief felt across the U.S. and in every community where we operate, and where our employees call home. We recognize racial injustice and systemic racism are serious problems that we must address. As a company, we can and should do more to drive meaningful change. We recognize that this is the time—more than ever—to lean in, listen and learn.

Our company's success requires a team-oriented culture that celebrates the diversity, knowledge, energy, talents and expertise of all individuals. We strive to recruit and retain the best talent, while leveraging diverse views and fostering an inclusive environment that enables employees to do their best work.

Driven by our cross-functional Diversity, Equity and Inclusion (DEI) Task Force, formed in 2019, we accelerated the implementation of a series of resources and opportunities designed to educate employees on cultural issues and equip them for open and empathetic interactions:

- A listening series for employees—Our Voices on Racial Injustice—featuring colleagues from across the company
- Multiple learning courses have been rolled out to our employees via the Grow platform, including “Bystander Training: From Bystander to Upstander,” and “Communicating About Culturally Sensitive Issues”
- Managers and leadership have been called to action, asked to lead by example in driving change across the organization. To enable this, Ingevity provided resources aimed at helping our managers navigate these sensitive issues, including a conversation guide and an interactive webinar entitled “Talking about Culturally Sensitive Issues.”
- The Ingevity Women's Network will host “Expanding Our Lens”, a book club that will read culturally relevant books, the first of which is “The Person You Mean to Be: How Good People Fight Bias”

103-1, 103-2,  
103-3

Our DEI Task Force, working closely with Ingevity's leadership team, will be working to help employees across the organization to foster open, empathetic conversations designed to prioritize an inclusive and diverse work force. We will welcome conversations aimed at understanding how people are feeling and how, together, we can improve on this important commitment.

In addition to these actions, the DEI Task Force has driven the facilitation of a new DEI framework and three-year strategy, which was launched in 2020. Several important objectives include:

- Creating awareness of DEI by imbedding specific questions into a companywide engagement survey, conducted by Gallup, that will provide baseline data for each global site location
- Localizing inclusion through site champions who will ensure a feedback loop with each of our sites and enable us to align existing and more aspirational activities
- Expanding our attraction and recruitment strategies to further diversify our talent pipeline



### Management approach: Our Communities

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

103-1, 103-2,  
103-3

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

103-1, 103-2,  
103-3

We engage our employees base on a regular basis and in 2020, conducted an employee Gallup survey. We also engaged with our investors in a survey in 2020 and additionally asked questions about the company’s COVID-19 response. Our investors raised issues associated with some of the risks and opportunities that our products provide society. We engage with the community through our Ingevicares program. In our data appendix you can see our IngeviCares program impact in areas of Health, Education and Environment. In 2020 the IngeviCares program, Ingevity and our employees donated roughly \$1.5 million to nonprofit organizations. Through charitable donations, matching gift programs, employee volunteer programs and scholarship programs, Ingevity seeks to be a positive influence in the communities where we operate and in which our employees and their families live and work. We aim to invest \$6 million in our communities in the six-year period from 2020 through 2025.

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## Pillar #4: Driving Business Excellence

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### Management approach: Financial Performance

The Board of Directors and Ingevity Executive Team actively engages in the process of strategic development and oversight of the ongoing execution of the company’s strategic plans. For additional information please refer to Proxy page 7. At Ingevity our corporate financial strategy looks 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 executing and maintain a returns-oriented financial focus. Our financial performance is measured in many ways; however, there are four metrics of focus:

103-1, 103-2,  
103-3

- 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
- Free cash flow, as a measure of ability to reinvest in the company or return capital to shareholders
- Net debt ratio as the measure of leverage

For more information please refer to our Annual Report, About Ingevity and A Message from the CEO.  
[https://s23.q4cdn.com/855317798/files/doc\\_financials/2020/ar/2020\\_NGVT\\_Annual\\_Report\\_and\\_Form\\_10-K.pdf](https://s23.q4cdn.com/855317798/files/doc_financials/2020/ar/2020_NGVT_Annual_Report_and_Form_10-K.pdf)

### Management approach: Strategic Execution

103-1, 103-2,  
103-3

At Ingevity, our success depends on our ability to achieve superb performance and optimal results throughout the organization. We strive to perform at the highest levels and continuously improve our operations. Underpinned by a culture of productivity, we regularly use an operational excellence (OpEx) process to drive improvement. Dedicated OpEx practitioners lead and facilitate a variety of productivity initiatives to aid business, function and process owners in driving improvements, implementation and control. In 2020, we leveraged our world-class application of OpEx processes to advance strategic initiatives in multiple areas, and we will continue to apply OpEx continuous improvement principles to remain a top-quartile specialty chemicals company.

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Over the next two years, we plan to make a significant investment back into our company by upgrading our SAP system. This will equip our people with more optimal processes and technology, enabling us to more efficiently and effectively connect our supply chain, manufacturing teams and businesses. This initiative, called Project Mosaic, was launched in 2019 to begin redesigning business processes and systems that will enable Ingevity to meet and exceed customer expectations. Identified as an opportunity by an OpEx diagnostic project in late 2018, we spent the last year engaging a team of about 30 people who will be involved either full- or part-time on this initiative. Preparations are currently underway to configure our business operations for a new, best practice enterprise resource planning system.

**103-1, 103-2,  
103-3**

The OpEx team continues to analyze transportation modes, logistics and infrastructure of the plants to optimize current assets, minimize emissions through rail and truck transportation, and effectively utilize an integrated, network-wide planning strategy. At the manufacturing level, Ingevity concentrates on a metric for overall equipment effectiveness (OEE) to gauge efficiency. It is used to some degree at each of our manufacturing facilities.

In late 2019, Ingevity recognized that the new coronavirus, COVID-19, had the potential to impact the global economy. As such, we proactively took measures to mitigate our risks. Located in the first country impacted by COVID-19, our facilities in China took swift and efficient steps at the outset. We applied learnings from their actions on a global scale, coordinated by a cross-functional business continuity team and task force.

To keep our employees healthy, we implemented work from home and social distancing initiatives, limited travel and visitation policies, provided free tele-health services to employees and their dependents, and we take the temperatures of essential employees at the start of each shift at our production facilities.

In addition, we modified production levels at several manufacturing facilities, delayed certain capital projects, and significantly increased communications to keep our employees informed through the pandemic. We continue our diligent efforts to keep our employees safe and healthy while also remaining responsive to our customers and maintaining strong financial results and liquidity.

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## **Management approach: Intellectual Property and Cybersecurity**

### **Intellectual Property**

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

### **Cybersecurity**

**103-1, 103-2,  
103-3**

We are continuously improving our cybersecurity program, following industry best practices. The approach is designed to support our global business operations, enhance production and drive innovation while protecting IP, confidential information, privacy data and underlying infrastructure.

Ingevity further reinforces our cybersecurity posture through collaboration with strategic partners, providing threat detection and monitoring services, including a global cybersecurity incident response team. We remain diligent in conducting vulnerability assessments, tracking cyber performance metrics and training our employees on protective measures such as password use, data encryption and recognizing phishing attempts.

At Ingevity, we take cybersecurity seriously. With many of our employees spending at least some of their time online during working hours, the risk of cyberattacks is elevated. We mitigate that risk through regularly educating our employees on topics such as identifying suspicious emails and malicious links, ways to protect company information stored on physical devices, and the importance of strong and unique passwords. Employees receive periodic exercises, such as simulated phishing emails, which help our IT team to identify risk areas that need to be mitigated.

## Specific Disclosures

### GRI Number Disclosure – Report Section/Link – Page Number

#### Economic Performance

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

#### Direct economic value generated and distributed

Our specific disclosure 201 Economic Performance aligns with the management approach of our material topics:

201-1

- Financial Performance, Strategic Execution and Our Communities
- Revenues for 2020 were \$1.216 billion. For a full discussion on the company's finances, please see the company's Annual Report, About Ingevity section and pages 53-109) [https://s23.q4cdn.com/855317798/files/doc\\_financials/2020/ar/2020\\_NGVT\\_Annual\\_Report\\_and\\_Form\\_10-K.pdf](https://s23.q4cdn.com/855317798/files/doc_financials/2020/ar/2020_NGVT_Annual_Report_and_Form_10-K.pdf)

In 2020, Ingevity manufactured 705,253 metric tons of product.

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 Stewardship*.

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

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

301-1

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

We are on track with our goal to evaluate the societal value of our major products line by the end of 2022. In 2020, we released our first two product studies and this work will continue into 2021.

A significant percentage of the raw materials used in the manufacturing of our products are renewable. These raw materials do not compete with the food chain or contribute to deforestation. In 2020, the overall percentage of renewable raw materials used to manufacture our products was 73.87%, down from 78.1% in 2019. In 2020, 77.5% of our sales revenue (\$942,255,764) and 49.7% 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

RT-CH-130a.1

Our Energy portfolio includes renewables and non-renewable sources. In 2020, approximately 7.7% of the energy consumed by Ingevity was from renewable sources.

Our summary of energy purchased is below. More details on our energy use can found in the data appendix of this report.

	2020   MMB Btu/yr.	2020 GJ/yr.	Source: Ingevity SHE
302-1	723,318	763,141	Purchased electricity from grid
	45,814	48,141	Renewable per electrical grid (U.S. only)
	6,824	7,200	Solar (Waynesboro)
	47,597	50,217	RECs (Warrington)
	423,619	446,942	Biomass (Charleston & Covington)
	523,854	552,695	Renewables are 7.7% of energy
	6,269,884	6,615,078	Fossil fuels are 92.3% of energy used
	6,793,738	7,167,773	Total

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

#### Energy Intensity & Conservation:

302-3 Energy consumption in our operations generates Scope 1 and Scope 2 GHG 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 third-party steam generation. During 2020, our operations were affected by COVID-19. We manufactured approximately 16% less product in 2020 compared to 2019. Our efforts to be good stewards of energy resources continued despite the effects that the pandemic had on our business. We implemented several projects that made our operations more efficient. As an example of our efforts to improve our operations, we upgraded our North Charleston plant boiler combustion controls and we expect to reduce energy use by roughly 241 MMBTU. At our Crossett plant, we installed LED lighting and invested in our complex boiler, reducing our energy use by approximately 9,749 MMBTU. Although our energy intensity and GHG intensity went up, in 2020, we continued to invest in our business and a more sustainable future. 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.

Energy Intensity: 2019: 7.8 MMBTU/Ton of Product, 2020: 8.8 MMBTU/Ton of Product

## Water

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



**Water and effluents** – Our specific disclosure 303 Water and Effluents aligns with the management approach of our material topic Environmental Protection.

RT-CH-140a.1

RT-CH-140a.2

RT-CH-140a.3

Protecting People and the Environment is the first pillar of our sustainability system. We recognize that reducing our company impact on the environment is material to our business and benefits society.

**303-3**

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 waster-impaired locations, and our freshwater consumption and effluent volumes remain relatively low compared to industry benchmarks. Some of Ingevity’s manufacturing locations discharge effluent water to the wastewater treatment facilities at neighboring paper mills. The company’s DeRidder, Louisiana, Wickliffe, Kentucky, and Zhuhai, China, facilities own and operate their own wastewater treatment facilities. Our Changshu, China, facility recycles all their industrial wastewater, making them a zero-discharge facility. All wastewater is treated in accordance with applicable regulations prior to discharge into the environment. In 2020, 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 found in the data appendix of this report.

In 2020, Ingevity reduced effluent flow from our operations by roughly 8%. The reductions can be attributed to pandemic-related reductions in throughput as well as project work which made our operations more efficient and reusing water in our processes.

LOCATION	Water use by location thousand cubic meters 2016	Water use by location thousand cubic meters 2017	Water use by location thousand cubic meters 2018	Water use by location thousand cubic meters 2019	Water use by location thousand cubic meters 2020
North Charleston	2,741	4,431	3,921	3,916	3,891
DeRidder	602	651	723	821	693
Crossett	462	455	519	484	477
Warrington	168	185	165	176	176
Covington	1,282	1,337	1,333	1,367	1,120
Wickliffe	1,159	1,353	1,426	1,239	1,113
Waynesboro	4	6	8	7	8
Changshu	2	5	12	14	12
Zhuhai	136	112	196	186	149

	Water use by location gallons / yr.				
LOCATION	2016	2017	2018	2019	2020
North Charleston	724,170,268	1,170,521,069	1,035,885,399	1,034,455,493	1,027,763,232
DeRidder	159,000,000	172,000,000	191,000,000	217,000,000	183,000,000
Crossett	121,929,259	120,316,899	137,200,000	127,750,000	126,000,000
Warrington	44,318,551	48,871,027	43,672,651	46,541,823	46,600,000
Covington	338,610,000	353,180,000	352,160,000	361,220,000	295,946,400
Wickliffe	306,090,000	357,500,000	376,600,000	327,200,000	294,000,000
Waynesboro	990,000	1,700,000	2,100,000	1,750,000	2,140,000
Changshu	576,419	1,440,519	3,244,272	3,703,135	3,201,740
Zhuhai	35,835,717	29,587,040	51,695,956	49,135,620	39,304,798

## Emissions

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

### 305-1

**Direct (Scope 1) GHG Emissions** – Our specific disclosure 305 Emissions aligns with the management approach of our material topic *Environmental Protection*.



**Indirect (Scope 2) GHG Emissions** – Our specific disclosure 305 Emissions aligns with the management approach of our material topic *Environmental Protection*.

### 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 CO<sub>2</sub>e and uses U.S. EPA or local agency GHG emissions factors that prevail in the area operations.



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

RT-CH-110a.1

RT-CH-110a.2

### 305-4

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. Except for our Warrington plant, our plants are not significantly impacted by GHG emissions limiting- and/or emissions reporting-based programs or regulations. In 2020, 10% of our Scope 1 emissions (Warrington) were covered under an emissions-limiting regulation or program.

305-4

In 2020, our overall GHG emissions fell by roughly 10.75% while our GHG intensity (MT of CO<sub>2</sub>e/ ton of product) went up by 6%. These reductions can be attributed to the impact of COVID-19 and the projects implemented to reduce energy consumption. We are pleased that the projects we implemented influenced our overall GHG emissions. In 2020, we noted that our Scope 1 GHG emissions fell by approximately 12% and our Scope 2 emissions fell by 19%. In 2020, we began the practice of setting aside capital dollars for sustainability projects that have longer term environmental impacts. We will be continuing this investment into our more sustainable future. We have information on the progress of our efforts in the data appendix of this report.



**Other air emissions – Our specific disclosure 305 Emissions aligns with the management approach of our material topic: Environmental Protection RT-CH-120a.1**

Ingevity has been successful in reducing criteria air pollutants. In 2020, we reduced all criteria air pollutants. These changes are attributable to the impact of COVID-19 and the project execution to make our operations safer and more efficient. These reductions took place despite reductions in production due to COVID-19. Ingevity uses emission factors from 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	2016	2017	2018	2019	2020
SO <sub>2</sub> (MT / yr.)	19.69	21.07	25.41	26.38	23.38
NO <sub>x</sub> (MT / yr.)	368.4	360.01	335.03	337.04	299.75
PM (MT / yr.)	73.97	77.65	78.55	88.57	79.84
COV (MT / yr.)	275.7	308.89	242.19	240.03	194.95

## Effluents and Waste

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



**Waste – Our specific disclosure 306 Waste aligns with the management approach of our material topic: Environmental Protection. RT-CH-150a.1**

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

306-1, 306-2

Ingevity has reduced both hazardous waste and non-hazardous waste over the past several years. The waste reductions in 2020 can be attributed to the impact of COVID-19 and the projects implemented to reduce waste generation. Ingevity identifies hazardous waste either as defined by U.S. EPA or the local regulatory agency that prevails in the area of the operations. We are updating our data systems in 2021 and we look forward to being able to provide additional data on waste.

Waste Generated by Type	2016	2017	2018	2019	2020
Non-Hazardous Waste (MT / yr.)	7,236.09	8,276.00	6,822.70	6,229.95	6,059.38
Hazardous Waste (MT / yr.)	415.37	353.29	232.19	136.24	133.20

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## Employment

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

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**Benefits provided to full-time employees that are not provided to temporary or part-time employees – Our specific disclosure 401 Employment aligns with the management approach of our material topic Employee Development.**

### 401-2

We are proud to offer our full-time employees a comprehensive benefits package. These benefits include: life insurance, health care, disability and invalidity coverage, parental leave, retirement provision, and stock ownership. For more information on our benefits and career 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/>

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## Occupational Health and Safety

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

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**Occupational health and safety management system – Our specific disclosure 403-1 Operational Health and Safety aligns with the management approach of our material topic: Personal, Process and Public Safety.**

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 highly-evolved 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 2020. 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 incidents through the design of safe operations; continuous improvement of personal and process safety performance; management systems and programs; a strong culture of compliance; and a commitment to zero harm to people and the environment.

Additionally, we have improved our transportation safety by moving toward using only Responsible Care-certified carriers, wherever possible. In 2020, we reported zero significant transportation-related incidents, per the U.S. Department of Transportation's reporting criteria, across the company.

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**Hazard identification, risk assessment, and incident investigation – Our specific disclosure 403-2 Safety aligns with the management approach of our material topic: Personal, Process and Public Safety.**

### 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.

Year	2016	2017	2018	2019	2020
Number of Safety Near Misses	744	823	710	1,771	3206

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:

**403-2**

**MY CENTRAL ROLE**

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

**Occupational health services** – Our specific disclosure 403-3 aligns with the management approach of our material topic: Personal, Process and Public Safety.

**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** – Our specific disclosure 403-4 aligns with the management approach of our material topic: Personal, Process and Public Safety.

**403-4**

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

**Worker training on occupational health and safety** – Our specific disclosure 403-5 aligns with the management approach of our material topic: Personal, Process and Public 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 at our other locations. We are currently focusing on ensuring all employees thoroughly understand and respect the importance of the Life Saving Rules, rules in place to prevent fatalities and serious injuries, through leadership videos, monthly interactive training packages, and upgraded procedures, checklists, work permits, audits, etc.

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**Promotion of worker health – Our specific disclosure 403-6 aligns with the management approach of our material topic: Personal, Process and Public Safety.**

**403-6**

Ingevity offers medical insurance coverage to full-time employees or Ingevity follows 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.

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**Prevention and mitigation of occupational health and safety impacts directly linked by business relationships – Our specific disclosure 403-2 aligns with the management approach of our material topic: Personal, Process and Public Safety.**

**403-7**

The distribution of our products may have safety impacts beyond our operations. At Ingevity we have improved our transportation safety by moving toward using only Responsible Care-certified carriers, wherever possible. In 2020, we reported zero significant transportation-related incidents, per the U.S. Department of Transportation's reporting criteria, across the company.

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**Work Related Injuries – Our specific disclosure 403-9 aligns with the management approach of our material topic: Personal, Process and Public Safety.**

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

**TCIR WAS 0.59 in 2020**

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.

The following manufacturing locations completed the entire year in 2020 with zero employee injuries: Warrington, U.K., Waynesboro, Georgia, Wickliffe, Kentucky, and Zhuhai, China. All global technical centers and offices also completed 2020 with zero employee injuries. In 2020, our employee TCIR increased when compared to 2019. In 2020, we achieved second quartile performance versus all American Chemistry Council member companies and our medium-sized benchmark companies in 2020, for US employee TCIR. All our locations, with one exception, completed 2020 with zero contractor injuries, which is an improvement when compared to 2019 contractor safety performance.

**403-9**

Much energy and focus was devoted to protecting the health and safety of our employees and essential contractors and visitors coming onto our sites in 2020 through implementation of numerous measures to prevent the spread of COVID-19 and to assist employees through increased availability of mental health first aid and wellness programs. We recorded zero non-pandemic related occupational illnesses in 2020. Employee illnesses related to the pandemic were attributed, with very few exceptions, to non-occupational exposures to COVID-19.

In 2020, we drove increased reporting of and response to near miss incidents to prevent more serious injuries before they can occur. This included efforts to increase the number of near misses reported as well as an increase in reporting by a broader number of employees. 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 at our other locations. We are currently focusing on ensuring all employees thoroughly understand and respect the importance of the Life Saving Rules. We conducted scheduled audits of our locations remotely due to restrictions regarding COVID-19 that were in place during most of 2020. We were also able to complete successful Responsible Care Management System recertification audits of our corporate headquarters and for many of our locations.

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

COMBINED PSI WAS 0.18 in 2020

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 2020, there was an 33% decrease in Tier 1 and Tier 2 PSIs, as compared to 2019, due to ongoing efforts to improve mechanical integrity and quality assurance programs at our manufacturing sites. We continued to make progress on implementation of our upgraded process safety management standard, which provides a clear framework of expectations to drive program consistency, increases employee engagement through broad participation in process safety committees, expands areas where process hazard analyses are required, upgrades process safety information packages, improves procedure quality, and increases internal auditing to drive continuous process safety improvement.

403-9

In 2020, Ingevity placed heavy emphasis on the 12 Vital Operating Skills, with interactive materials shared with the manufacturing sites covering a different operating skill each month to ensure employees in operations are well educated and understand the importance of performing the skills properly each and every time.

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
- Ensuring products are safe for intended and likely uses
- Ensuring the safety of those who may use or be exposed to our products

In 2020, Ingevity recorded zero incidents involving product regulatory issues, health and safety impacts of our products, and product information and labeling. In the interest of continuous improvement, we made several updates to our product stewardship and regulatory management systems:

**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](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-process-safety-code>

## Specific Disclosures

### GRI Number Disclosure – Report Section/Link – Page Number

#### Training and Education

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



**Average hours of training per year per employee** – Our specific disclosure 404 Training and Education aligns with the management approach of our material topic Employee Development.

404-1

#### In-House Learning Opportunities

Our employees completed an average of 9.6 hours of training content in our LMS called GROW in 2020. Ingevity hosts a robust in-house learning development platform called Grow, which includes on-demand, online content and classroom-style learning options that are available to all employees—in local languages, where possible. The 9.6 hours of training completed per employee accounts for system-based training only. We have a somewhat decentralized approach to training, so plants and business areas manage certain aspects of their own safety and on-the-job training. Additional training hours may have been completed outside of the LMS.

**Programs for upgrading employee skills and transition assistance programs** – Our specific disclosure 404 Training and Education aligns with the management approach of our material topic Employee Development.

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

In 2020, we focused our employee development work in three specific areas: building manager capabilities, increasing employee engagement, and enhancing our culture of inclusion and valuing diverse perspectives.

404-2

#### In-House Learning Opportunities

Ingevity hosts a robust in-house learning development platform called Grow, which includes on-demand, online content and classroom-style learning options that are available to all employees—in local languages, where possible.

#### Ongoing Development Opportunities: Project Mosaic

As a significant investment back into our company, Ingevity is engaged in a two-year implementation project that will configure our business operations with an upgraded SAP system. This project, which we refer to as Project Mosaic, requires about 30 full- and part-time roles, which creates new openings within our company for employees who are looking for a growth opportunity within the organization. In addition, the responsibilities left behind by those who have moved onto a Project Mosaic assignment may create opportunities for others to take on stretch assignments that will grow their skill sets. Contributors may be called upon during the building and testing phases to share their knowledge and expertise, and, towards the end of the implementation, there will be training and learning opportunities available for SAP users in their existing roles.



404-3

**Percentage of employees receiving regular performance and career development reviews** – Our specific disclosure 404 Training and Education aligns with the management approach of our material topic Employee Development.

### [Performance] Management

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

404-3

We believe in providing ongoing performance feedback and career development discussions through monthly check-ins between managers and salaried employees. In lieu of formal performance ratings, managers review each employee's progress against goals, direct contributions and the level of impact they had on the business to evaluate performance. 100% of eligible Ingevity salaried employees received performance evaluations as a part of the merit process for the 2020 year. Our hourly workforce does not take part in this process.

### Diversity and Equal Opportunity

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

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

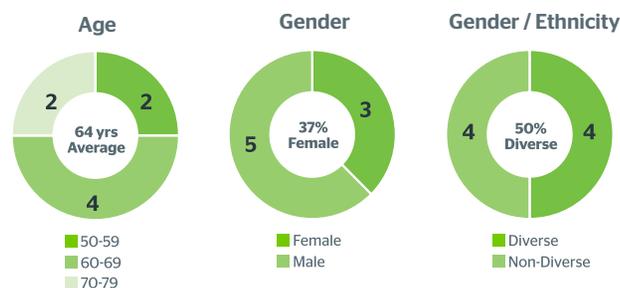
As a publicly traded company, Ingevity is governed by a one-tiered system of eight board members, seven of whom are independent. John C. Fortson was named as the company's president and CEO effective September 1, 2020. The company's Corporate Governance Guidelines, which are published and available online,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

Currently, the gender diversity of our board of directors is at 37%. In 2019, Ingevity's board of directors assigned the Nominating, Governance and Sustainability Committee with oversight of the company's sustainability program and initiatives. As of August 2020, the committee consists of Mike Fitzpatrick, Diane Gulyas, Fred Lynch, Luis Fernandez-Moreno and Karen Narwold.

### Board Composition and Diversity

405-1

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



Ingevity's total workforce was comprised of 1,737 employees as of December 31, 2020. Women in leadership roles increased to 30% in 2020, up from 23%. Again, this is noteworthy considering the overall composition of the specialty chemicals manufacturing industry's workforce, which is primarily male. More information on our employee demographics can be found in the data appendix of this report.

	Total Employees	1737	
	Total Management	255	14.68%
	Total Professional	720	41.45%
	Women	461	26.54%
405-1	Women in Management	77	30.20%
	Women in Junior Management	48	33.57%
	Women Top Management	7	25.00%
	Women in Commercial Management	59	25.43%
	Women in STEM	88	23.47%

### 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** – Our specific disclosure 413 Local Communities aligns with the management approach of our material topic Our Communities.  
RT-CH-210a.1

### 413-1

In 2020, 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 report for additional information.

# SASB INDEX

Topic	Accounting Metric	Category	Code	Location
Greenhouse Gas Emissions	Gross global Scope 1 and Scope 2 emissions,	Quantitative	RT-CH-110a.1	Sustainability Report – GHG Emissions – Environmental Protection GRI Index p. 58
	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	Sustainability Report – GHG Emissions – Environmental Protection GRI Index p. 58
Air Quality	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs)	Quantitative	RT-CH-120a.1	Sustainability Report – Other Air Emissions Environmental Protection GRI Index p. 59
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Quantitative	RT-CH-130a.1	Sustainability Report – Energy Environmental Protection GRI Index p. 56
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	Sustainability Report – Water Environmental Protection GRI Index p. 57
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Quantitative	RT-CH-140a.2	Sustainability Report – Water Environmental Protection GRI Index p. 57
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	RT-CH-140a.3	Sustainability Report – Water Environmental Protection GRI Index p. 57

Topic	Accounting Metric	Category	Code	Location
Hazardous Waste Management	Amount of hazardous waste generated; percentage recycled	Quantitative	RT-CH-150a.1	Sustainability Report – Waste Environmental Protection GRI Index p. 57
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	RT-CH-210a.1	Sustainability Report – Community Ingevicares Engagement Strategy Personal Process and Public Safety – GRI Index p. 48, 66
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	Sustainability Report – Personal, Process and Public Safety GRI Index p. 60
	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	Sustainability Report – Personal, Process and Public Safety GRI Index p. 55
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	Quantitative	RT-CH-410a.1	Sustainability Report – Materials GRI Index p. 55
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	Sustainability Report – Product Stewardship GRI Index p. 49
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with	Discussion and Analysis	RT-CH-410b.2	Sustainability Report – Product Stewardship GRI Index p. 49

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	Not applicable to Ingevity products.
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	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.
				Information about these and other risks can be found in the Annual Report, Item 1A (pages 12-26).
				In addition, our 2021 Proxy Statement outlines the Board of Directors' role in risk management.
				Information also can be found in the Product Stewardship section of our GRI Index. GRI Index p. 49

Topic	Accounting Metric	Category	Code	Location
Operational Safety, Emergency Preparedness & Response				Information on our engagement with government agencies can be found in the Stakeholder Engagement section of the GRI Index.
	Process safety incidents count (PSIC), process safety total incident rate (PSTIR) and process safety incident severity rate (PSISR)	Quantitative	RT-CH-540a.1	Sustainability Report – Personal, Process and Public Safety GRI Index p. 60
	Number of transport incidents	Quantitative	RT-CH-540a.2	Sustainability Report – Personal, Process and Public Safety GRI Index p. 60
Activity Metric	Category	Unit of Measure (MT)	Code	
Production	Quantitative	705,253 Metric tons	RT-CH-000-A	

## Forward-looking statement

This Sustainability Report Update contains forward-looking statements about Ingevity's financial and non-financial results, estimates and business prospects that involve substantial risks and uncertainties. You can identify forward-looking statements by the use of words such as "anticipate," "estimate," "expect," "aim," "project," "intend," "plan," "believe," "will," "should," "could," "target," "forecast," and other words and terms of similar meaning in connection with any discussion of future operating, financial performance, or business plans or prospects. In particular, such statements may include, but are not limited to:

- statements which may relate to the purpose, ambitions, aims, commitments, targets, plans and objectives of Ingevity's sustainability goals;
- financial data or information derived from Ingevity's filings with the Securities and Exchange Commission (the "SEC");
- environmental, health and safety data as such information relates to Ingevity's business and sustainability objectives; and
- social data relating to employees, social practices and community engagement from various databases, some of which are not controlled and cannot be fully verified by Ingevity.

Forward-looking statements are based on certain assumptions and expectations of future events and trends that are subject to substantial risks and uncertainties. Actual future results and trends may differ materially from historical results or those reflected in any such forward-looking statements, depending on a variety of factors and circumstances, many of which are outside the control of Ingevity.

The company assumes no obligation to update any forward-looking statements contained in this report as a result of new information or future events or developments.

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

No part of this Sustainability Report Update 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, 2020 and our subsequently filed reports, which filings are available from the SEC.



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