



GRI, SASB AND ESG INDEX

Ingevity refers to the Global Reporting Initiative and SASB standards frameworks for sustainability reporting. Other sources of company information: 2024 Sustainability Report released July 1, 2025: Which is referenced as 2024 CSR, 2024 Ingevity Annual Report and Form 10-K, which is referenced as Annual Report; and 2025 Ingevity Proxy Statement - Notice of Annual Meeting of Shareholders, which is referenced as Proxy.

SUSTAINABILITY REPORT 2024

PURIFY | PROTECT | ENHANCE

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/ 2024 - 12/31/2024

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	Organizational details – Please refer to About Ingevity and page 1 of Annual Report. Please refer to About Ingevity inside cover of sustainability report and Annual Report. The company's common stock is traded on the New York Stock Exchange (NYSE: NGVT). For more information, visit www.ingevity.com. Headquarters: North Charleston, South Carolina, United States Countries of operations: Please refer to About Ingevity inside cover and page 24 of 2024 Annual Report. We operate manufacturing facilities in China, the United Kingdom and the United States.
2-2	Entities included in the organization's sustainability reporting – All entities included in the financial report are reflected in the 2024 sustainability report and in our 2024 Annual Report located on our investor website, ir.ingevity.com (NGVT-2024-Annual-Report.pdf). N/A N/A
2-3	Reporting period, frequency and contact point – Calendar year 2024; Ingevity reports on our sustainability topics and progress annually. N/A Published July, 2025 sustainability@ingevity.com
2-4	Restatements of information – None
2-5	External assurance – We sought and received limited assurance from an independent third party of our GHG, water and waste data contained in this report. For more information, please see the Limited Assurance Report.

Activities and Workers

Activities, value chain and other business relationships – Please refer to About Ingevity inside cover and Pages 4-13 (15-17 for Supply Chain) of Annual Report.

Please refer to About Ingevity inside cover and Pages 4-13 (15-17 for Supply Chain) of Annual Report.

N/A

2-6

- Announced the 2024 closure of our Crossett, Arkansas, Performance Chemicals plant
- Advanced repositioning our Performance Chemicals segment with restructuring that includes workforce reductions at Ingevity headquarters and other company locations
- Initiated a strategic review of our business portfolio

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, 2024, and shows a count of approximately 1,600 employees.

2-7

TOTAL EMPLOYMENT* BY REGION & GENDER			
Asia Pacific	Female	Male	Not Disclosed
Regular	47	183	0
Brazil	Female	Male	Not Disclosed
Regular	4	6	0
EMEA	Female	Male	Not Disclosed
Regular	36	145	0
Fixed Term Temp	1	0	0
Intern/Co-op	0	8	0
International assignee	0	0	0
Part Time	2	1	0
North America	Female	Male	Not Disclosed
Regular	305	870	0
Intern Co-op	1	1	0
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
	Engineering	3
Intern/Co-op	Business Planning	1
	Supply Chain	1
	Process Engineering	1
	Manufacturing Tech	5
Part-Time (Intern/Co-op)	Manufacturing Tech	3
Other	Contractors/ Contingent	571
	Workers	

Information in the table above was compiled from Ingevity HRIS as of December 31, 2024.

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 (Ingevity Corporation - Corporate Governance - Corporate Governance Documents) and in our 2025 Proxy Statement pages 20-30. The Board of Directors and its committees are involved on an ongoing basis with the oversight of the company's enterprise risk management (pages 36-39 of our 2025 Proxy Statement and pages 14-25 of our 2024 Annual Report on Form 10-K). The Board committees receive periodic updates from senior leaders who have functional responsibility for managing those risks (pages 36-37 of our 2025 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 2024, we continued refreshment of our Board with the election of J. Kevin Willis, and added David H. Li and F. David Segal in 2025.

Board oversight of environmental and sustainability matters is primarily accomplished through the Sustainability and Safety Committee. Please see pages 33-37 of our 2025 Proxy Statement for more information on the responsibilities of this committee. The 2025 Proxy Statement can be found at:

<https://ir.ingevity.com/financial-information/annual-reports-and-proxy/default.aspx>

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 Ingevity Corporation - Corporate Governance - Committee Composition and Ingevity Corporation - Corporate Governance - Board of Directors. For additional information please refer to pages 11, 20-30 of our 2025 Proxy Statement, the introduction pages of our Annual Report, and page 66 of our Sustainability Report.

2-11	Chair of the highest governance body – Bruce Hoechner is the Independent Chair of our Board of Directors. For more information on our Board Leadership Structure please see page 31 of our 2025 Proxy Statement. Board demographics in our 2024 Sustainability Report are reflective of Board composition following our 2025 Annual Stockholder meeting. 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 33-37 of our 2025 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 2024 our Sustainability and Safety Committee met six times and had an average attendance of 100% (2025 Proxy Statement page 33).
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 2024 our Sustainability and Safety Committee met six times and had an average attendance of 100% (2025 Proxy Statement page 33).
2-14	Role of the highest governance body in sustainability reporting – See Board oversight of ESG matters on page 37 of our 2025 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 36 of our 2025 Proxy Statement for Board Committee attendance in 2024.

2-17	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 39 of our 2025 Proxy Statement. 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.
2-18	Evaluation of the performance of the highest governance body – See Evaluating Board performance and effectiveness on page 35 of our 2025 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: ■ Assigning oversight of cybersecurity risk management to the Sustainability & Safety Committee; ■ Devoting additional agenda time for open discussion; ■ Assigning oversight of matters relating to the attraction, development, and retention of the Company’s leadership to the T&C Committee; and ■ Modifying committee meeting content and length to reflect input from committee members.
2-19	Remuneration policies – See Director Compensation on pages 42-44 Compensation Discussion and Analysis on pages 46-67, and Executive compensation philosophy on page 50 of our 2025 Proxy Statement.

	Annual total compensation ratio – See CEO Pay Ratio on page 82 of our 2025 Proxy Statement.
2-21	Please see the Summary Compensation Table on page 69 of our 2025 Proxy Statement. CEO compensation was \$4,247,822 in 2023 (page 82 of our 2025 Proxy Statement). Median employee salary from 2024 was \$91,408 (page 82 of our 2025 Proxy Statement).
Strategies, Policies and Practices	
2-22	Statement on sustainable development strategy – CEO Letter see 2024 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-ingeviway/ (ingeivity.com). For our Code of Conduct, please refer to our public website: Code-of-Conduct-2022-with-Links.pdf (ingeivity.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 2024 Annual Report on pages 14-22.
2-23	■ Human Rights policy - Human-Rights-Policy.pdf (ingeivity.com) ■ Suppliers Principles of conduct - https://www.ingeivity.com/principles-of-conduct/ (ingeivity.com) ■ Responsible Care policy - Responsible_Care_Policy_Rev_19_Sept.-28_2020.pdf (ingeivity.com) ■ Code of Conduct - Ingevity Corporation - Corporate Governance - Code of Conduct: Code-of-Conduct-2022-with-Links.pdf (ingeivity.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 40-41 of our 2025 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 40 of our 2025 Proxy Statement. See Code of Conduct on page 40 of our 2025 Proxy Statement. The Code of Conduct is available on our public website: Code-of-Conduct-2022-with-Links.pdf (ingeivity.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.
2-24	Embedding policy commitments – Proxy p. 40 - Code of Conduct The Code of Conduct is available on our Public website: Code-of-Conduct-2022-with-Links.pdf (ingeivity.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.ingeivity.com/principles-of-conduct/ (ingeivity.com).

2-25	Process to remediate negative impacts – Our Code of Conduct describes how issues may be brought up. http://ir.ingevity.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 (ingevity.com).
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 (ingevity.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.
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.

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)	The Transport Project	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
Association of Asphalt Pavement Technologists (AAPT)	Association of Modified Asphalt Producers (AMAP)	Association of Asphalt Pavement Technologists (AAPT)	Biobased and Biodegradable Industry Association (BBIA)
European Chemistry Industry Council (CEPIC)	Asphalt Recycling and Reclaiming Association (ARRA)	Independent Lubricant Manufacturers Association (ILMA)	Association of the European Adhesive & Sealant Industry (FEICA)
FP2	Asphalt Institute	ASTM E35 Symposium (October 2022)	Industrial Energy Consumers of America (IECA)
International Bitumen Emulsion Federation (IBEF)	Canadian technical Asphalt Association (CTAA)	CPDA - Council of Producers and Distributors of Agrotechnology (May 2022)	International Slurry Surfacing Association (ISSA)
AFEEVAS	IBEF - International Bitumen Emulsion Federation	AEMA - Asphalt Emulsion Manufacturers Association	AAPT - Association of Asphalt Paving Technologists
Committee of Vehicle Emission Control in China (CVEC)	ISSA - International Slurry Surfacing Assoc.	AENDA - Association of generic agrochemical companies	

Stakeholder Engagement

Approach to stakeholder engagement – See Stakeholder Engagement on page 40 of our 2025 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 2024, we hosted 147 calls with stockholders and potential stockholders and discussed a variety of topics, including capital allocation and leverage, portfolio review, key raw material costs, financial results and the CEO transition. Senior leadership participated in roughly 70% of these engagements. In 2024, we also attended 14 conferences/roadshows hosted by analysts resulting in 105 meetings with stockholders or potential stockholders. We also broadcast live audio webcasts of quarterly earnings presentations to keep stockholders informed.

2-29

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

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. 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 America's Most Responsible Companies Award for 2025.

Collective bargaining agreements –

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

We currently employ approximately 1,600 employees, of whom approximately 74 percent are employed in the U.S. Approximately 25 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 2024, we updated our materiality analysis and refreshed our list of material issues. Our 2024 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 2024 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.

3-1

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

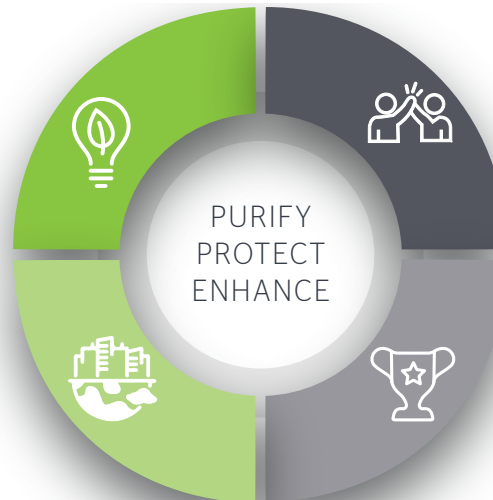
Please Reference 2-29 for stakeholders and contact methods - We track our progress in managing our material topics by establishing metrics and monitoring our performance against internal and publicly stated goals. We benchmark our progress and performance with peer companies across the industry and seek input regarding ESG management approach through engagement with key stakeholder groups (e.g., selected investors, customers, suppliers, employees).

**EMBRACE
INNOVATION**

Innovative ideas drive the developments and breakthroughs that solve the world's toughest problems. We view this as our personal challenge to innovate, inspire and work together for the good of our customers and our planet.

**MANUFACTURE
RESPONSIBLY**

With over 100 years' of strong commitment to manufacturing renewably-based materials, we strive to amplify our sustainability impact by continuously looking for ways to reduce our impact on the environment.



**PRIORITIZE
PEOPLE**

As catalysts for good, we strive to make a positive impact in the places we work and live by championing safe and inclusive workplaces with opportunities for professional growth, and dedicating resources to enrich the health, education and vitality of our communities.

**PURSUE
EXCELLENCE**

We strive to be ethical, honest and transparent, and live this every day by embracing the standards in our code of conduct and setting expectations for our employees and our suppliers.

3-2

In 2024, we updated our materiality analysis and refreshed our list of material issues. Our 2024 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 six material issues identified in 2024 are GHG Emissions; Upstream Sourcing and Value Chain, Product Environmental Benefits, Community Engagement, Legal and Regulatory Environment and Cyber-security. These six topics align with our current sustainability catalysts - Embrace Innovation, Manufacture Responsibly, Prioritize People and Pursue Excellence - and are mapped on page 10 of the 2024 Sustainability Report.

3-3

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

Manufacture Responsibly

3-3

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 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, 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 be pursue certification by 2026. 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

3-3

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 safety performance by 2028 while continuing to strive to achieve zero injuries. We achieved top quartile ranking in 2024 and aim to maintain top quartile status on an annual basis.

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.

In process safety, Ingevity plants finished 2024 with zero Tier 1 and Tier 2 process safety incidents. 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 early 2024, Ingevity met with Cabot Corporation to exchange safety best practices. One key takeaway was Cabot's Priority Site Program, which we adopted in Q2 2024 to identify sites needing focused safety improvements. The program aims to drive zero injuries and position Ingevity among the top-quartile performers in personal safety.

There are 5 steps to the Program: (1) Site Selection - Weighted scoring of leading and lagging safety indicators; (2) Action Plan Development - Created by local management teams; (3) Plan Review - Evaluated by the CEO, Business Unit President, and Corporate SHE team; (4) Progress Reviews - Regular updates with senior leadership; (5) Exit/Continuation Decisions - Determined based on progress.

In 2024, three of our sites were involved in the program and achieved a 45% reduction in initial risk scores. Given these results, we will continue this initiative.

In 2024, we made significant progress in embedding Zero Harm Behaviors across our operations, reinforcing our commitment to safety and continuous improvement. This transformative initiative is more than just a safety program – it's a shift in how we approach risk, problem-solving and collaboration.

The Zero Harm Behaviors program promotes behavioral expectations at all organizational levels. Four Core Behavioral Themes: (1) Standards - Commitment to safety excellence. (2) Communication - Open dialogue with high trust levels. (3) Risk Management - Proactive, structured approach to hazard control. (4) Involvement - Active engagement in safety initiatives.

As part of this effort, we conducted a gap analysis at each of our U.S. sites to identify opportunities for improvement and developed targeted action plans. A key milestone was training ambassadors at every site, equipping them to champion safety and innovation within their teams.

In total, 37 ambassadors were trained, and 44 focus groups (350 employees) were held, ensuring broad employee engagement and diverse perspectives in shaping the program's future. In addition, the following activities were held: (1) Held Ambassador training at all sites designed to use required tools to plan, execute, analyze and report on a Gap Analysis program. (2) Workshops conducted at each site to identify 12 Kaizen events specific to each location to improve safety culture. Developed three corporate initiatives to be implemented in 2025 Work with ambassadors to develop educational and awareness training on Line-of-Fire hazards. Develop a companywide "Just Culture" framework for consistent safety management.

3-3

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.

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 2024, our workforce engaged in an average of 10.61 hours of training content per employee within our Learning Management System (LMS). Our manufacturing sites are committed to fostering continuous growth and skill enhancement across our organization and conduct a significant amount of additional training hours through on-the-job and in-person training.

In 2023, we developed 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 continued to be implemented and expanded in 2024.

We streamlined our feedback process in 2023 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.

100% of eligible Ingevity salaried employees received performance evaluations as a part of the merit process for the 2024 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.

In 2024, Ingevity employees completed 16,453 total training hours inside the learning management system, Grow, including all developmental and required, compliance related training content.

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.

Throughout the year, our Employee Resource Groups (ERGs) brought our community together with a vibrant lineup of activities. We celebrated Black History Month, Hispanic Heritage Month, Veterans Day, and Women's History Month, while also launching new educational initiatives to spotlight our team members, diverse cultures, and unique traditions. The year culminated in an all-ERG potluck celebration at our Charleston HQ, bringing everyone together to honor our shared values and diversity.

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 environmental, education, human health and well-being. The IngeviCares strategic framework for our philanthropy

- 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 matching gifts.
- 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 nearly \$200,000 and over 4,900 volunteer hours through our IngeviCares philanthropy program in 2024 - an increase of 700 hours over 2023 - in support of our sustainability goal to make a positive impact in the communities where we operate. Through charitable donations, matching gifts and employee volunteer programs, Ingevity seeks to be a positive influence in the communities where we operate and 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

- 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 2024, 53% 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 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 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 2024 Ingevity On-Time Shipments (OTS) metric was 81%, our percentage of Shipments in Full (SIF) was 98%, and our Incident Management Rate (IMR) was 1.05%.

Metric	2024	2023	2022
% On Time Shipments (OTS)	81.0%	81.0%	78.6%
% Shipments in Full (SIF)	98.0%	98.0%	90.2%
Customer Complaint - IMR	1.26%	0.91%	0.80%

Financial Performance — The Board of Directors and Ingevity Executive Team engage in the process of strategic development and oversight of ongoing execution of the company's strategic plans. Please refer to page 9 of our 2025 Proxy Statement for our 2024 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

- Net Sales 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
- Adjusted Return on Investment Capital

For more information please refer to our 2024 Annual Report's About Ingevity and CEO Letter.

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 process of improving for our future by having the passion and pursuit to improve everyday. CI culture and value remain our primary focal points as we move ahead to help us achieve our desired results. At Ingevity, we believe that 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 proven 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, Productivity, and Cost.

- 13 CI Program Launches completed (5 in 2024)
- >1,000 Ingevity employees trained in CI
- 168 trained Lean Six Sigma CI Yellow Belts
- 45 trained Lean Six Sigma CI Green Belts
- 8 trained Lean Six Sigma CI Black Belts
- \$23.8M in total CI related bottom-line savings (2021-2024)
- 87 documented CI events or projects with bottom-line savings in 2024

In 2024, Ingevity successfully completed a multiphased business transformation initiative to integrate our upgraded enterprise resource planning (ERP) system into our newly acquired business, Ozark Materials. This initiative enabled Ingevity to standardize processes across businesses, enhance scalability, and leverage shared functional expertise.

Ingevity is advancing our business transformation by embracing automation to drive efficiency and innovation. Our focus is on automating repetitive tasks, allowing our teams to dedicate more time to high-value work. This initiative enhances accuracy in order fulfillment and service delivery while reducing errors. By leveraging AI and machine learning, we can identify patterns, optimize processes, and provide real-time data and analytics to support informed decision-making.

Intellectual Property and Cyber Security

Intellectual Property

Intellectual property (IP) is a core outcome of one of Ingevity's greatest strengths—our people's innovation. Our IP portfolio includes patents, trade secrets, trademarks, copyrights, technical publications, strategic partnerships, and proprietary know-how. These assets are not only a reflection of our technical leadership but also a key driver of long-term value creation. Protecting and leveraging our IP is essential to sustaining our competitive advantage and supporting Ingevity's growth strategy. Innovation, as captured through our IP, is a differentiator that positions Ingevity for continued success in dynamic markets.

3-3

Cybersecurity

Ingevity has strengthened its cybersecurity posture, recognizing the increasing frequency and sophistication of cyber threats targeting the manufacturing sector and its supply chains. As part of our strategic commitment to operational resilience, we have successfully achieved ISO 27001 certification, a globally recognized standard for information security management. This milestone underscores our disciplined approach to risk management and data protection.

We continue to integrate artificial intelligence (AI) into our cybersecurity infrastructure to enhance threat detection, automate response capabilities, and reduce exposure to emerging risks. Our program includes ongoing vulnerability assessments, real-time monitoring of cyber performance metrics, and comprehensive employee training focused on phishing awareness, data encryption, and secure handling of sensitive information. With strong support from executive leadership and the Board of Directors, we execute company-wide crisis preparedness exercises to further strengthen our incident response protocols. These initiatives are designed to minimize potential financial impact, reduce recovery time, and ensure business continuity.

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

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 2024, the overall percentage of renewable raw materials used to manufacture our products was 72.6%, down from 79.4% in 2023 due to plant closure and product mix actions taken as part of the repositioning of our Performance Chemicals segment. In 2024, 72.6% of our sales revenue (\$1,408,318,609) and 53.3% of our manufacturing volume came from sustainable products.

Lifecycle analysis (LCA) studies of the benefits of our products include studies of: 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; specific CTO-based Performance Chemicals products including Evotherm®, Polyfon and WestRez; and our Performance Materials activated carbon, Nuchar®. LCA summaries can be found in the Sustainability Resource Library on ingevity.com.

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. Ingevity 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 2024 this percentage increased by 0.1% to 2.0%.

Metric	2024	2023	2022
Investment in technology and innovation (% of revenue)	2.0%	1.9%	1.8%

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*.

Direct economic value generated and distributed

Net Sales for 2024 were \$1.4 billion. For a full discussion on the company’s finances, please see the company’s Annual Report, About Ingevity section and pages 26-106. (https://s23.q4cdn.com/855317798/files/doc_financials/2024/ar/NGVT-2024-Annual-Report.pdf)

In total Ingevity manufactured 436,780 US metric tons in 2024,

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 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 products include studies of: 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; specific CTO-based Performance Chemicals products including Evotherm®, Polyfon and WestRez; and our Performance Materials activated carbon, Nuchar®. LCA summaries can be found in the Sustainability Resource Library on ingevity.com.

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Energy

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

302-1

Energy Consumption Within the Organization

Our Energy portfolio includes renewables and non-renewable sources. In 2024, 5.9% 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.

2024 GJ	
Total fuel consumption from non-renewable sources (GJ)	6,005,229.3
Total electricity consumption	769,112.1
Total purchased steam consumption	1,161,646.5
Total energy consumption	6,379,915.3
RT-CH-130a.1	
Total energy consumed	6,379,915.3
Total self-generated energy	48,823.4
Percentage grid electricity	98.5%
Percentage renewable energy	5.9%

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 2024 Sustainability Report 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's Childress, Texas, facility is located in a water-stressed area. Otherwise, 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)				Water use by location (ML)			
LOCATION	2024	2023	2022	LOCATION	2024	2023	2022
Changshu	9.3	8.8	10.9	ITC Laboratory	17.4	13.7	31.1
Childress	2.6	0.5	0.6	Marion	0.2	0.8	0.9
Covington	1,355.3	1,505.2	1,414.9	North Charleston	2,302.6	2,951.8	4,715.5
Crossett	484.9	477.0	482.3	Shanghai Laboratory	-	2.2	1.6
Dayton	1.0	0.9	0.9	Warrington*	189.0	166.5	178.3
DeRidder	444.2	741.9	734.7	Waynesboro	5.4	10.9	16.5
Greenville	1.5	2.0	1.8	Wickliffe	1,268.3	1,345.1	1,367.9
Headquarters Office	4.9	1.9	2.4	Zhuhai	212.8	181.2	185.8

In addition to this freshwater use, the Warrington facility uses brackish groundwater for once-through cooling and discharges it. In 2024, this groundwater withdrawal totaled 2,062.2 ML. In 2024, the North Charleston facility diverted an additional 151 ML of surface water due to existing oversized supply pumps acquired from the neighboring closed paper mill. The North Charleston facility also supplied an additional 21,756.9 ML through a pipe leak in the paper mill.

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.

Ingevity's Covington manufacturing location discharges effluent water to the wastewater treatment facilities at a neighboring paper mill. Ingevity's Charleston manufacturing location assumed operational control of the wastewater treatment facilities at a neighboring paper mill in 2024 following the paper mill closure. 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 2024, Ingevity had one violation of its water permit at our Charleston location for an overflow event during a heavy rainstorm. The compliance risks associated with our water use are evaluated each year during our EMS review cycle. Our EMS has stakeholder mechanisms for interested parties to engage regarding environmental issues including water use. More details on our water use can be found in the data appendix of this report.

303-4

303-4

Water Effluent (ML)				Water Effluent (ML)			
LOCATION	2024	2023	2022	LOCATION	2024	2023	2022
Changshu	0.0	0.0	0.0	ITC Laboratory ¹	0.0	0.0	0.0
Childress	0.0	0.0	0.0	Marion	0.0	0.0	0.0
Covington	1,122.9	1,592.4	1,610.3	North Charleston	1,969.1	1,918.8	2,024.4
Crossett	284.1	378.4	404.0	Shanghai Laboratory	-	0.0	0.0
Dayton	0.0	0.0	0.0	Warrington	182.6	162.5	168.9
DeRidder	633.6	591.1	645.0	Waynesboro	4.7	4.2	10.4
Greenville	0.0	0.0	0.0	Wickliffe	777.6	839.1	962.1
Headquarters Office	0.0	0.0	0.0	Zhuhai	122.5	101.7	142.3

In addition to this water effluent, the North Charleston facility discharged an additional 21,409 ML due to water leaks in and stormwater from the closed neighboring paper mill.

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			
	2024	2023	2022
Scope 1	237,078.2	241,299.9	260,223.3
Scope 2	119,430.8	139,613.4	178,820.0
Scope 1 and 2	356,509.1	380,913.3	439,043.3

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 2023, our overall 2024 GHG emissions decreased -8% due to decreased production and cessation of production operations at our DeRidder and Crossett locations. Our GHG intensity (MT of CO₂e/ Ton of Product) increased by -40% due to closure of the closure of the neighboring paper mill at our Charleston location and the activities at DeRidder and Crossett locations. However, our Performance Materials and Advanced Polymer Technology divisions continued to meet 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	2024	2023	2022
VOC (MT)	177.0	226.7	269.7
NOx (MT)	240.3	274.0	303.0
SOx (MT)	19.70	21.0	24.8
Particulate Matter Emissions (MT)	75.6	72.2	83.3

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 2024.

306-3, 306-4

Waste Generated by Type			
Hazardous Waste	2024	2023	2022
Total weight of hazardous waste generated (MT)	3,466.4	3,643.5	4,732.3
Total hazardous waste diverted from disposal [recycled/reused] (MT)	3,420.2	3,569.0	4,608.2
Total hazardous waste directed to disposal (MT)	46.2	74.5	124.1
% Hazardous Waste Recycled (MT)	98.7%	98.0%	97.4%
Non-Hazardous Waste	2024	2023	2022
Total weight of non-hazardous waste generated (MT)	242,505.9	457,283.0	878,746.2
Total non-hazardous waste diverted from disposal [recycled/reused] (MT)	233,893.4	450,697.3	867,933.8
Total non-hazardous waste directed to disposal (MT)	8,612.5	6,585.8	10,812.5
Solid Waste	2023	2022	
Total solid waste generated (MT)	245,972.3	460,926.5	883,478.5
Total solid waste diverted from disposal [recycled/reused] (MT)	237,313.6	454,266.2	872,542.0
Total solid waste directed to disposal (MT)	8,658.6	6,660.3	10,936.5
Solid waste recycled/reused (%)	96.5%	98.6%	98.8%

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*.

403-1

Occupational health and safety management system

RT-CH-320a.1

RT-CH-320a.2

RT-CH-540a.1

RT-CH-540a.2

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 2024. 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

As part of our commitment to manufacture responsibly, Ingevity ensures that the safe transport of our products extends beyond our manufacturing sites. All Ingevity operating locations, third-party warehouses, and distribution centers have rigorous training programs, routine inspections, and auditing processes in place to support the responsible handling of hazardous materials.

Because we partner with third-party transportation providers, we maintain 24/7/365 global incident support to ensure immediate notification and expert guidance if an issue arises. In the U.S., our membership in the American Chemistry Council (ACC) provides access to CHEMTREC® for real-time reporting and incident coordination. Internationally, we partner with Ricardo, a trusted emergency response service with experienced professionals who deliver timely and effective support when incidents occur outside the U.S.

In 2024, there were no transportation incidents involving our products that required regulatory follow-up reflection of our continued focus on safety, responsibility and proactive risk management.

403-2	Hazard identification, risk assessment, and incident investigation 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.
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.
403-3	Occupational health services Ingevity employs a comprehensive industrial hygiene program to assess our operations for hazards. We share this information with affected employees. Ingevity uses continual improvement mindset to mitigate and reduce hazards from our processes.
403-4	Worker participation, consultation, and communication on occupational health and safety At Ingevity most 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. In addition to safety committees, Ingevity engages all employees in incident reduction and improving the overall safety of our operations on a day to day basis through near miss and hazard recognition, incident investigations, process hazard analysis' (PHA), Pre-Task risk assessments, safe work permitting, issuing work orders for defective equipment, GEMBA walks, continuous improvement initiatives, and first party auditing.
403-5	Worker training on occupational health and safety We continued our journey to improve safety training by issuing a training standard to drive consistent training expectations across the organization to further expand the use of leading indicators to ensure effective initiatives are proactively implemented, to improve incident investigation quality to ensure key and other contributing factors are appropriately identified and addressed, and to broadly leverage learnings from injuries and significant near misses to prevent similar events from occurring. We 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.
403-6	Promotion of worker health 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.

403-7

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

As part of our commitment to manufacture responsibly, Ingevity ensures that the safe transport of our products extends beyond our manufacturing sites. All Ingevity operating locations, third-party warehouses, and distribution centers have rigorous training programs, routine inspections, and auditing processes in place to support the responsible handling of hazardous materials. Because we partner with third-party transportation providers, we maintain 24/7/365 global incident support to ensure immediate notification and expert guidance if an issue arises. In the U.S., our membership in the American Chemistry Council (ACC) provides access to CHEMTREC® for real-time reporting and incident coordination. Internationally, we partner with Ricardo, a trusted emergency response service with experienced professionals who deliver timely and effective support when incidents occur outside the U.S. In 2024, there were no transportation incidents involving our products that required regulatory follow-up reflection of our continued focus on safety, responsibility and proactive risk management.

Work Related Injuries

Year	2024	2023	2022
Total Case Incident Rate (TCIR) - Employees	0.28	0.58	0.48
Lost Time Incident Rate (LTIR) - Employees	0.22	0.44	0.24
Lost Time Injury Frequency Rate (LTIFR) - Employees	1.87	2.22	1.21

TCIR was 0.28 in 2024

In 2024, recordable injuries dropped from 12 in 2023 to 5 - a 58% improvement in our Total Case Incident Rate (TCIR), bringing it to 0.28 and achieving our ESG Performance Goal to reach top-quartile performance for medium-sized manufacturing companies by 2028. Lost-time injuries fell from 9 in 2023 to 4 in 2024, a 46% reduction, bringing our Lost Time Incident Rate (LTIR) to 0.22 and there were zero Significant Injuries & Fatalities (SIF) compared to zero in the previous year. Several manufacturing locations maintained a zero-injury record throughout 2024, including: Zhuhai, China; Changshu, China; Warrington, UK; Wickliffe, KY; Covington, VA; Childress, TX; Greenville, AL; and Marion, IN. Additionally, all global technical centers and offices had zero employee injuries.

In 2024, Ingevity continued our Safety Excellence initiative rolled out 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. Program activities vary from site to site and are modified each year to target areas in need of improvement.

403-9

We strive to be a data-driven organization, using leading indicators to proactively reduce injuries and process safety events. Our goal is to identify trends and eliminate hazards before incidents occur. Continuously work to develop SHE data management and analytics to proactively identify opportunities for sustainable improvement and prioritize deployment of resources to address risks in our operations before an incident or injury occurs. Near Miss and Hazard Recognition (Haz-Rec) reporting in 2024 increased to 9,616, a 49% increase over the previous three-year average of 6,460.

Acting on information recieved from, Ingevity has driven an 8% reduction in all incidents and a 17% reduction in lower level incidents that held potential to escalate to a reportable level.

First Aid & Injury Trends: Over the past three years, 85% of first aid cases and recordable injuries have consistently fallen into three categories: Line of Fire, Slips/Trips/Falls, and Ergonomic - Musculoskeletal Disorders (MSD). In 2024, Haz-Rec Reporting for these key risk areas increased 80% (1,850 reports vs. the previous three-year average of 1,025) resulting in several initiatives in the year.

(1) A three-day ergonomics workshop at all U.S. sites, led by an occupational medicine expert, enhanced training, job/task analysis, and awareness of ergonomic risk factors. (2) Line of Fire Training helped frontline employees recognize and mitigate workplace risks. (3) A two-day Kaizen event focused on Line of Fire incidents and near misses that identified hand and finger injuries as the most common in these incidents. Job Hazard Analysis (JHA) was conducted across all locations, with each plant analyzing 10 high-risk tasks and implementing preventive measures for hand and finger injuries with a company-wide meeting where best practices where shared from findings at each site.

Year	2024	2023	2022
Process Safety Event Rate - Tier 1	0.00	0.04	0.00
Process Safety Event Rate - Tier 2	0.00	0.00	0.00

COMBINED PSI was 0.00 in 2024

In process safety, Ingevity plants finished 2024 with zero Tier 1 or Tier 2 process safety incidents compared to one Tier 1 and zero Tier 2 incidents in 2023.

Tier 3 Process Safety Incidents declined 15% (180 in 2024 vs. 212 in 2023) and Loss of Primary Containment (LOPC) Incidents decreased 12% (138 in 2024 vs. 156 in 2023).

Ingevity's Tier 1 Process Safety Incident Severity Rate remained at 0.

Ingevity had zero employee fatalities in 2024.

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

In 2024, our workforce engaged in an average of 10.61 hours of training content per employee within our Learning Management System (LMS).

Programs for upgrading employee skills and transition assistance programs

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.

404-2

In 2023, we developed 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 continued to be implemented and expanded in 2024.

In 2024, Ingevity employees completed 16,453 total training hours inside the learning management system, Grow, including all developmental and required, compliance related training content. Our manufacturing sites are committed to fostering continuous growth and skill enhancement across our organization and conduct a significant amount of additional training hours through on-the-job and in-person training.

Diversity and Equal Opportunity

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

404-2 Performance, Development, Inclusion, Sustainment

To build an inclusive culture that embraces and respects diverse experiences and backgrounds, where everyone feels respected and valued, fostering a sense of safety and belonging.

Throughout the year, our Employee Resource Groups (ERGs) brought our community together with a vibrant lineup of activities. We celebrated Black History Month, Hispanic Heritage Month, Veterans Day, and Women's History Month, while also launching new educational initiatives to spotlight our team members, diverse cultures, and unique traditions. The year culminated in an all-ERG potluck celebration at our Charleston HQ, bringing everyone together to honor our shared values and diversity.

404-3 Performance Management

In 2024, 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. 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.

100% of eligible Ingevity salaried employees received performance evaluations as a part of the merit process for the 2024 year. Our hourly workforce does not take part in this process.

Diversity of governance bodies and employees

As a publicly traded company, Ingevity is governed by a one-tiered system of 11 board members, ten of whom are independent*. David H. Li was named as the company's president and CEO effective April 7, 2025. 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. The current committee* consists of Karen Narwold, Dan Sansone, F. David Segal, J. Kevin Willis and Shon Wright.

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 2025 Annual Stockholder meeting.

63.4 YEARS
AVERAGE AGE*

2/5
COMMITTEES AND BOARD
CHAIRIED BY WOMEN

10/11
DIRECTORS ARE
INDEPENDENT

5 NEW
DIRECTORS ADDED
SINCE 2022

6 YEARS
MEDIAN TENURE

3/11
DIRECTORS IDENTIFY
AS RACIALLY OR
ETHNICALLY DIVERSE

3/11
DIRECTORS ARE
WOMEN

Ingevity's total workforce was comprised of approximately 1,600 employees as of December 31, 2024. Women were in 25.08% of management roles in 2024; noteworthy considering the overall composition of the specialty chemicals manufacturing industry's workforce, which is primarily male.

405-1

Race, Ethnicity, and Nationality (US Only)	American Indian or Alaska Native (not Hispanic or Latino)	5	0.4%
	Asian (not Hispanic or Latino)	19	1.6%
	Black or African American (not Hispanic or Latino)	238	20.2%
	Hispanic or Latino	34	2.9%
	White (not Hispanic or Latino)	830	70.6%
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latino)	3	0.3%
	Two or More Races (Not Hispanic or Latino)	22	1.9%
	I do not wish to provide this information (United States)	13	1.1%
	Blanks	12	1.0%
Gender	Female	392	24.5%
	Male	1,206	65.1%
	Choose not to disclose	0.0%	0

Race, Ethnicity, and Nationality in MGMT (US Only)	American Indian or Alaska Native (not Hispanic or Latino)	1	0.1%
	Asian (not Hispanic or Latino)	1	0.1%
	Black or African American (not Hispanic or Latino)	3	0.3%
	Hispanic or Latino	2	0.2%
	White (not Hispanic or Latino)	46	3.9%
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latino)	0	0.0%
	Two or More Races (Not Hispanic or Latino)	0	0.0%
	I do not wish to provide this information (United States)	0	0.0%
	Blanks	1	0.1%
Age	<30 years old	162	10.1%
	30-50 years old	949	59.4%
	>50 years old	487	30.5%

405-1	Total Employees	1,598	
	Total Management	222	13.9%
	Total Top Management	25	1.6%
	Total Jr. Management (Supervisors and Managers)	206	12.9%
	Total Revenue Generating MGMT	1	0.0%
	Total STEM	199	12.5%
	Total Professional	995	52.5%
	Women	392	24.5%
	Women in MGMT	76	25.1% (of management)
	Women in Jr. MGMT (Supervisors and Managers)	60	29.1% (of Jr. Management)
	Women in Top MGMT	6	24.0% (of Top Management)
	Women in Revenue Generating MGMT	0	0.0% (of revenue Generating management)
	Women in STEM	37	19.0% (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 2024, 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 2024, 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	237,078.2 metric tons CO ₂ e In 2024, 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) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs)	Quantitative	RT-CH-120a.1	240.0 metric tons NO _x 19.7 metric tons SO _x 177.0 metric tons VOCs 32.2 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 6,379,915.3 GJ 2. Percentage grid electricity = 98.5% 3. Percentage renewable = 5.9% 4. Total self-generated energy = 48,823.4 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	6,299.5 thousand cubic meters withdrawn 1,202.3 thousand cubic meters consumed Ingevity's Childress, TX, facility operates in a water-stressed region. Consumption in Childress accounts for < 1.0% of Ingevity's total consumption.
	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	3,466.4 MT of Hazardous Waste was generated in 2024 98.7% of Hazardous Waste was recycled in 2024
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 case/recordable incident rate (TCIR/TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	RT-CH-320a.1	TCIR was 0.28 in 2024 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	34% 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	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 14-24). In addition, our 2025 Proxy Statement (pages 36-37) outlines the Board of Directors' role in risk management. 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.

Topic	Accounting Metric	Category	Code	Location
Operational Safety, Emergency Preparedness & Response	Process safety incidents count (PSIC), process safety total incident rate (PSTIR) and process safety incident severity rate (PSISR)	Quantitative	RT-CH-540a.1	PSIC = 0.00 PSTIR = 0.00 PSISR = 0.00
	Number of transport incidents	Quantitative	RT-CH-540a.2	In 2024, 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: 59, 691 US metric tons Performance Chemicals: 342,921 US metric tons Advanced Polymer Technologies: 34,168 US metric tons

ESG INDEX

ENERGY

Energy	2024	2023	2022
Total energy consumption (MWh)	1,812,173.6	1,908,325.1	2,182,606.7
Total energy consumption (MMBtu)	6,183,391.9	6,653,285.1	7,468,082.7
Total energy consumption (GJ)	6,523,825.0	6,869,970.2	7,857,384.2
Total renewable energy consumption (GJ)	374,686.0	558,576.9	680,623.3
Total renewable energy consumption (MWh)	104,079.5	155,160.3	189,062.0
Total non-renewable energy consumption (MWh)	1,708,094.2	1,753,164.8	1,993,544.7
Total non-renewable energy consumption (MMBtu)	5,828,258.1	6,121,748.6	6,865,154.4
Total non-renewable energy consumption (GJ)	6,149,138.9	6,458,787.9	7,243,122.7
Total Purchased Steam (MMBtu)	1,101,028.3	1,503,642.8	2,019,563.1
Total Purchased Steam (GJ)	1,161,646.5	1,586,427.4	2,130,752.2
Total Self Generated Energy (MMBtu)	46,275.7	27,919.0	37,261.0
Total Self Generated Energy (GJ)	48,823.4	29,456.1	39,312.4
Energy use from renewable sources (%)	5.7%	8.1%	8.7%
Energy use from non-renewable sources (%)	94.3%	91.9%	91.3%
Energy consumption intensity (MWh/US ton production)	3.53	2.4	2.3

Electrical	2024	2023	2022
Total electrical power use (MMBtu)	728,977.5	737,601.4	805,263.8
Total electrical power use (MWh)	213,642.3	216,169.7	235,999.6
Total electrical power use (GJ)	769,112.1	797,361.10	869,395.3
Gross total of electrical power use from non-renewable sources (MWh)	179,077.1	193,353.7	217,843.0
Gross total of electrical power use from renewable sources (MWh)	34,565.1	22,815.9	18,156.6
Electrical power use from non-renewable sources (%)	83.8%	89.5%	92.3%
Electrical power use from renewable sources (%)	16.2%	10.6%	7.7%
Normalized total electrical power use value (MWh/ton production)	0.42	0.3	0.2
Consumed energy from the grid (%)	98.5%	98.6%	98.7%

ENERGY (CONTINUED)

Electrical Power Use by Location (MWh)			
LOCATION	2024	2023	2022
Changshu	2,669.4	2,337.1	2,830.1
Childress	260.4	245.6	267.6
Covington	50,951.0	50,927.1	50,411.7
Crossett	7,198.5	8,060.0	10,505.2
Dayton	275.2	492.4	538.4
DeRidder	17,356.4	32,177.9	34,172.4
Greenville	1,815.7	1,882.1	1,987.0
Headquarters Office	1,022.1	1,400.5	1,233.3
ITC/IC Laboratory	6,699.2	5,856.8	6,066.8
Marion	476.8	601.5	645.0
Millen	172.6	152.9	-
North Charleston	37,044.8	29,613.3	33,192.1
Shanghai Laboratory	-	103.9	110.8
Shanghai Office	92.3	90.9	90.8
Warrington	15,017.7	14,953.0	15,650.6
Waynesboro	11,342.1	10,372.9	11,491.2
Wickliffe	44,808.0	47,296.2	56,399.4
Zhuhai	16,440.0	14,487.8	15,367.2

Natural Gas Use by Location (MMBTU)			
LOCATION	2024	2023	2022
Changshu	37,412.3	33,400.4	49,643.0
Childress	0.0	0.0	0.0
Covington	578,565.0	634,215.0	630,896.0
Crossett	402,121.0	494,700.0	620,094.1
Dayton	1,147.3	2,452.9	1,397.9
DeRidder	386,406.0	1,131,178.0	1,109,725.1
Greenville	450.7	307.7	320.5
Headquarters Office	0.0	0.0	2.2
ITC/IC Laboratory	12,882.5	9,792.8	11,103.6
Marion	4,853.0	6,421.8	7,432.0
Millen	0.0	0.0	0.0
North Charleston	1,150,490.7	343,593.0	408,997.0
Shanghai Laboratory	-	0.0	0.0
Shanghai Office	0.0	0.0	0.0
Warrington	506.9	526.5	658.4
Waynesboro	1.4	1.8	2.0
Wickliffe	1,563,169.0	1,546,486.0	1,709,710.0
Zhuhai	78,980.7	67,530.1	72,622.5

GHG EMISSIONS

GHG Emissions			
	2024	2023	2022
Scope 1 GHG Emissions (MTCO2e)	237,078.2	241,299.9	260,223.3
Scope 2 GHG Emissions (MTCO2e)	119,430.8	139,613.4	178,820.0
Scope 2 GHG Emissions - Location Based (MTCO2e)	119,430.8	139,613.4	178,820.0
Scope 1 & 2 GHG Emissions (MTCO2e)	356,509.1	380,913.3	439,043.3
Scope 1 & 2 GHG Emissions Intensity (MTCO2e/tons)	0.70	0.50	0.46

Enterprise Greenhouse Gases (MTCO2e)			
LOCATION	2024	2023	2022
Changshu	3,582.9	3,106.9	4,281.1
Childress	87.5	82.5	94.0
Covington	62,303.2	66,242.1	72,228.9
Crossett	23,779.1	29,214.1	36,765.7
Dayton	140.3	272.2	222.2
DeRidder	26,481.3	71,928.1	71,543.7
Greenville	719.5	737.3	825.9
Headquarters Office	391.6	536.5	502.2
ITC/IC Laboratory	2,486.4	2,095.6	2,312.9
Marion	455.9	591.0	689.0
Millen	66.1	58.6	-
North Charleston	71,242.1	41,204.0	62,374.4
Ozark Logistics	6,002.2	9,081.2	9,041.2
Shanghai Laboratory	-	59.3	64.4
Shanghai Office	55.1	51.8	52.8
Warrington	33,832.2	33,776.2	41,703.3
Waynesboro	4,345.1	4,222.8	4,678.0
Wickliffe	101,657.0	102,525.6	115,368.4
Zhuhai	18,881.6	18,051.3	19,474.3

Ingevity Enterprise Scope 1 GHG			
LOCATION	2024	2023	2022
Changshu	1,987.1	1,774.0	2,636.8
Childress	-	-	-
Covington	37,182.6	40,413.6	40,238.9
Crossett	21,358.5	26,275.7	32,936.0
Dayton	60.9	130.285	74.2
DeRidder	20,644.8	60,197.5	59,086.0
Greenville	23.9	16.3	17.0
Headquarters Office	0.0	0.0	0.1
ITC/IC Laboratory	684.2	520.1	589.8
Marion	257.8	341.1	394.7
Millen	-	-	-
North Charleston	61,276.4	18,249.8	21,723.7
Ozark Logistics	6,002.2	7,795.2	7,670.3
Shanghai Laboratory	-	0.0	0.0
Shanghai Office	0.0	0.0	0.0
Warrington	56.6	28.0	35.0
Waynesboro	0.1	0.1	0.1
Wickliffe	83,348.1	82,390.1	91,357.4
Zhuhai	4,195.0	3,675.7	3,952.9

GHG EMISSIONS (CONTINUED)

Ingevity Enterprise Scope 2 GHG			
LOCATION	2024	2023	2022
Changshu	1,595.8	1,332.9	1,644.3
Childress	87.5	82.5	94.0
Covington	25,120.6	25,828.5	31,990.0
Crossett	2,420.7	2,938.3	3,829.8
Dayton	79.3	141.9	147.9
DeRidder	5,836.5	11,730.7	12,457.8
Greenville	695.6	721.0	808.9
Headquarters Office	391.6	536.5	502.1
ITC/IC Laboratory	1,802.1	1,575.5	1,723.1
Marion	198.1	249.9	294.3
Millen	66.1	58.6	-
North Charleston	9,965.7	22,954.3	40,650.7
Ozark Logistics	-	1,286.0	1,371.0
Shanghai Laboratory	-	59.3	64.4
Shanghai Office	55.1	51.8	52.8
Warrington	33,775.6	33,748.2	41,668.3
Waynesboro	4,345.0	4,222.7	4,677.9
Wickliffe	18,309.0	20,135.5	24,011.0
Zhuhai	14,686.6	14,375.6	15,521.4

WATER

Water	2024	2023	2022
Total water consumption (Million cubic meters)	6.3	7.4	9.1
Total water consumption (megaliters)	6,299.5	7,410.9	9,146.0
Total water consumption (1000 cubic meters)	1,202.3	1,822.3	3,178.6
Water Use - Surface Water (million gals)	349.8	877.0	1,448.4
Water Use - Groundwater (million gals)	994.2	1,189.6	1,335.5
Water Use - Public Water Supply (million gals)	835.1	498.6	359.4
Total Discharge (million gals)	1,346.6	1,476.8	1,576.8
Fresh Water Consumption Intensity (gal/ton production)	3,245.0	2,497.8	2,492.1
Production plants in water-stressed areas (e.g. <1700 m3/(person*year) (%)	8%	0%	0%
Cost of goods sold (COGS) in water-stressed areas (e.g. <1700 m3/(person*year)) (%)	0%	0%	0%
Direct Chemical Oxygen Demand (MT)	997.5	130.0	165.1

Ingevity Enterprise Effluent Flow (gal)			
LOCATION	2024	2023	2022
Changshu	0.0	0.0	0.0
Childress	0.0	0.0	0.0
Covington	296,642,018.0	420,660,415.0	425,389,341.0
Crossett	75,063,437.5	99,961,517.8	106,730,000.0
Dayton	0.0	0.0	0.0
DeRidder	167,389,115.0	156,141,339.0	170,386,500.0
Greenville	0.0	0.0	0.0
Headquarters Office	0.0	0.0	0.0
ITC Laboratory ⁽¹⁾	0.0	0.0	0.0
Marion	0.0	0.0	0.0
North Charleston	520,187,000.0	506,900,000.0	534,790,000.0
Shanghai Laboratory	-	575,893.2	426,900.6
Warrington	48,228,674.6	42,928,080.0	44,625,379.8
Waynesboro	1,251,210.0	1,114,756.0	2,747,769.0
Wickliffe	205,430,000.0	221,666,000.0	254,167,400.0
Zhuhai	32,359,963.9	26,878,448.9	37,583,897.1

Fresh Water Use (gal)			
LOCATION	2024	2023	2022
Changshu	2,463,660.4	2,321,800.5	2,866,521.4
Childress	679,261.0	124,334.0	170,277.1
Covington	358,037,391.0	397,637,811.0	373,777,356.0
Crossett	128,100,000.0	126,000,000.0	127,400,000.0
Dayton	269,405.0	242,802.0	231,437.6
DeRidder	117,344,365.0	195,992,619.0	194,079,276.9
Greenville	403,000.0	537,920.0	469,000.1
Headquarters Office	1,281,300.0	491,093.0	640,288.0
ITC/IC Laboratory	4,601,001.0	3,631,637.0	8,211,775.0
Marion	60,622.1	222,185.7	245,343.6
North Charleston	608,277,451.0	779,790,659.0	1,245,691,116.0
Shanghai Laboratory	-	575,893.2	426,900.6
Warrington	49,919,325.2	43,997,265.2	47,089,568.5
Waynesboro	1,431,601.0	3,000,258.0	4,367,781.0
Wickliffe	335,060,000.0	355,325,000.0	361,367,000.0
Zhuhai	56,228,570.2	47,873,892.7	49,075,343.2

1. ITC wastewater sent to North Charleston Plant

WASTE

Hazardous Waste		2024	2023	2022
Total weight of hazardous waste generated (MT)		3,466.4	3,643.5	4,732.3
Total hazardous waste diverted from disposal [recycled/reused] (MT)		3,420.2	3,569.0	4,608.2
Total hazardous waste directed to disposal (MT)		46.2	74.5	124.1
% Hazardous waste recycled (MT)		98.7%	98.0%	97.4%
Non-Hazardous Waste		2024	2023	2022
Total weight of non-hazardous waste generated (MT)		242,505.9	457,283.0	878,746.2
Total non-hazardous waste directed to disposal (MT)		8,612.5	6,585.8	10,812.5
Total non-hazardous waste diverted from disposal [recycled/reused] (MT)		233,893.4	450,697.3	867,746.2
% Non-hazardous waste recycled (MT)		96.4%	98.5%	98.8%
Solid Waste		2024	2023	2022
Total solid waste generated (MT)		245,972.3	460,926.5	883,478.5
Total solid waste generated (lbs)		542,275,381.5	987,743,353.8	1,930,980,911.7
Total solid waste disposed (MT)		8,658.6	6,660.3	10,936.5
Total solid waste recycled (MT)		237,313.6	454,266.2	872,542.0
Solid waste recycled/resued (%)		96.5%	98.6%	98.8%
Significant or reportable Spills (#)		0	0	0

Hazardous Waste Generation (Disposed) (MT)			
LOCATION	2024	2023	2022
Changshu	0.06	0.30	0.89
Childress	0.00	0.00	0.00
Covington	0.06	0.03	0.00
Crossett	5.86	1.19	7.07
Dayton	0.00	0.00	0.00
DeRidder	31.49	66.21	95.99
Greenville	0.00	0.00	0.00
Marion	0.00	0.00	0.00
North Charleston	1.47	0.84	1.11
Warrington	5.58	4.72	14.30
Waynesboro	0.00	0.00	0.00
Wickliffe	0.00	0.00	0.00
Zhuhai	1.65	1.23	4.71

Waste Recycle (lbs)			
LOCATION	2024	2023	2022
Changshu	498,682.8	405,659.0	494,622.0
Childress	-	-	-
Covington	169,156,945.4	177,629,145.0	167,801,138.0
Crossett	1,450.6	3,620.0	115,880.0
Dayton	-	-	-
DeRidder	992,246.6	1,081,389.0	2,099,462.0
Greenville	-	-	-
Marion	-	-	-
North Charleston	333,770.6	473,168,139.0	1,384,129,140.0
Warrington	12,440,101.9	8,002,528.0	10,237,946.0
Waynesboro	-	-	-
Wickliffe	258,966,248.3	240,472,332.0	253,631,026.0
Zhuhai	73,256,661.0	92,853,383.0	94,954,939.0

AIR EMISSIONS

Criteria/Air Emissions	2024	2023	2022
Direct VOC emissions (MT)	177.0	226.7	269.7
Direct NOx emissions (MT)	240.3	274.0	303.0
Direct SOx emissions (MT)	19.70	21.0	24.8
Particulate matter emissions (MT)	75.6	72.2	83.3
Direct CO emissions (MT)	225.2	242.5	315.2
Total criteria (MT)	737.9	836.3	977.8
Total criteria (lbs)	1,626,705.7	1,845,730.0	2,196,265.2
Total HAPs (lb)	70,941.7	79,079.2	98,148.3
Total HAPs (MT)	32.2	35.8	44.5
Direct NOx emissions (lb)	529,871.2	604,121.4	628,213.0

Ingevity Enterprise VOC (lb)				Ingevity Enterprise NOx (lb)			
LOCATION	2024	2023	2022	LOCATION	2024	2023	2022
Changshu	210.7	188.1	279.5	Changshu	83.8	63.9	105.8
Childress	3,514.2	3,651.7	2,595.0	Childress	-	-	-
Covington	80,362.0	73,977.0	79,336.0	Covington	145,440.0	152,416.0	148,476.0
Crossett	17,060.0	16,893.1	19,080.0	Crossett	103,560.0	91,640.0	116,060.0
Dayton	3,679.8	3,678.8	5,666.5	Dayton	56.2	120.2	68.5
DeRidder	41,650.0	138,870.0	143,931.0	DeRidder	42,502.0	106,560.0	110,444.0
Greenville	8,176.7	8,212.5	10,318.7	Greenville	22.1	15.1	15.7
Marion	3,861.5	3,934.2	4,482.1	Marion	237.9	314.8	364.3
North Charleston	116,954.0	139,898.0	190,948.0	North Charleston	24,656.0	29,493.0	40,255.0
Warrington	2,627.0	2,627.0	2,627.0	Warrington	-	-	-
Waynesboro	11,962.0	11,128.0	21,769.0	Waynesboro	0.1	0.2	0.1
Wickliffe	99,012.0	94,636.0	112,920.0	Wickliffe	210,108.0	221,104.0	250,456.0
Zhuhai	1,122.0	1,944.0	552.0	Zhuhai	3,205.0	2,253.0	1,851.0

AIR EMISSIONS (CONTINUED)

Ingevity Enterprise SO2 (lb)			
LOCATION	2024	2023	2022
Changshu	28.7	22.0	35.3
Childress	-	-	-
Covington	342.0	111.0	119.8
Crossett	620.0	549.8	700.0
Dayton	0.7	1.4	0.8
DeRidder	34,018.0	36,311.0	37,634.0
Greenville	0.3	0.2	0.2
Marion	2.9	3.8	4.4
North Charleston	4,211.0	5,037.0	6,875.0
Warrington	-	-	-
Waynesboro	0.0	0.0	0.0
Wickliffe	844.0	890.0	968.0
Zhuhai	3,366.0	3,471.0	8,263.0

Ingevity Enterprise PM (lb)			
LOCATION	2024	2023	2022
Changshu	2,756.7	2,116.4	1,855.0
Childress	74.8	74.9	540.0
Covington	60,700.0	45,698.0	44,141.0
Crossett	10,880.0	11,695.6	17,640.0
Dayton	86.5	91.6	590.4
DeRidder	16,648.0	25,616.0	26,550.0
Greenville	3,406.2	3,405.2	1,322.4
Marion	184.5	221.1	775.4
North Charleston	12,665.0	15,150.0	20,678.0
Warrington	-	-	-
Waynesboro	962.1	895.0	1,750.8
Wickliffe	55,596.0	53,030.0	63,504.0
Zhuhai	2,724.0	1,092.0	4,274.0

Ingevity Enterprise HAPs (lb)			
LOCATION	2024	2023	2022
Changshu	-	-	-
Childress	2,426.4	2,520.5	2,587.0
Covington	36,313.0	33,226.0	34,430.0
Crossett	4,840.0	4,649.6	5,100.0
Dayton	2,542.3	2,534.3	5,648.0
DeRidder	3,878.0	9,977.0	10,340.0
Greenville	2,781.5	2,818.0	10,292.0
Marion	2,660.6	2,724.8	4,420.0
North Charleston	12,416.0	17,151.0	21,652.0
Warrington	1,102.0	1,102.0	1,102.0
Waynesboro	285.0	265.0	518.6
Wickliffe	1,697.0	2,008.6	2,058.7
Zhuhai	-	-	-

SAFETY

Safety			
	2024	2023	2022
Total Case Incident Rate (TCIR) - Employees	0.28	0.58	0.48
Total Case Incident Rate (TCIR) - Contractors	0.94	0.00	0.00
Process Safety Event Rate - Tier 1	0.00	0.04	0.00
Process Safety Event Rate - Tier 2	0.00	0.00	0.00
Fatalities - Employees	0.00	0.00	0.00
Fatalities - Contractors	0.00	0.00	0.00
Lost time incident rate (LTIR) - Employees	0.22	0.44	0.24
Lost time injury frequency rate (LTIFR) - Employees	1.87	2.22	0.20
PSIC (Process Safety Incident count)	0.00	1.00	0.00
PSTIR (Process Safety Total Incident Rate)	0.00	0.04	0.00
PSISR (Process Safety Incident Severity Rate)	0.00	0.00	0.00

INGEVICARES

IngeviCares			
	2024	2023	2022
Cash contributions (\$) - Employees	\$5,815.02	\$325,950.93	\$492,493.00
Cash contributions (\$) - Total (Employees and Company)	\$193,838.02	\$1,624,080.70	\$1,885,582
Cash contributions (\$) - Company	\$188,023.00	\$1,298,129.77	\$1,393,089.00
Total Employee volunteering	4,993.0 hours	4,199.8 hours	3,700.0 hours

EMPLOYEE DEMOGRAPHICS

Employee Demographics	
	2024
Workers from minority groups and/or vulnerable workers employed in relation to the whole organization (if applicable) (%)	39.4%
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 (% of Organization) Table
Workers <30years old (%)	10.1%
Workers between 30-50 years old (%)	59.4%
Workers >50years old (%)	30.5%
Workers from minority groups and/or vulnerable workers in top executive positions (excluding boards of directors) (%)	50.0%
Share of women in total workforce (%)	24.5%
Share of women in STEM-related positions (% of total STEM positions)	19%
Women in top executive positions (excluding boards of directors) (#)	1
Women within the organization's board (#)	3
Part-time, contract, or temporary workers (#)	3
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	25.1%
Share of women in top management positions, i.e. maximum two levels away from CEO or comparable positions (as % of total top management positions)	24.0%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	29.1%
Race and Ethnicity	
Workforce Demographics*	2024
American Indian or Alaska Native (Not Hispanic or Latino)	0.4%
Asian (Not Hispanic or Latino) (United States of America)	1.6%
Black or African American (Not Hispanic or Latino)	20.2%
Hispanic or Latino	2.9%
Two or More Races (Not Hispanic or Latino) (United States of America)	1.9%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) (United States of America)	0.3%
White (Not Hispanic or Latino)	70.6%
I do not wish to provide this information (United States of America)	1.1%
Blanks	1.0%
Share in all management positions, including junior, middle and senior management (as % of total management workforce)	See Management Positions (% of Organization) Table

*Data represents US employees only

EMPLOYEE DEMOGRAPHICS (CONTINUED)

Employee Demographics		
	Management Positions**	2024
Director	American Indian or Alaska Native (Not Hispanic or Latino)	0.09%
	Asian (Not Hispanic or Latino) (United States of America)	0.09%
	Black or African American (Not Hispanic or Latino)	0.26%
	Hispanic or Latino	0.17%
	White (Not Hispanic or Latino)	3.91%
	I do not wish to provide this information (United States of America)	0.00%
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)	0.09%
	Hispanic or Latino	0.00%
	White (Not Hispanic or Latino)	0.34%
	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)	0.26%
	Asian (Not Hispanic or Latino) (United States of America)	1.28%
	Black or African American (Not Hispanic or Latino)	19.22%
	Hispanic or Latino	2.30%
	White (Not Hispanic or Latino)	54.08%
	I do not wish to provide this information (United States of America)	1.11%
Manager	American Indian or Alaska Native (Not Hispanic or Latino)	0.00%
	Asian (Not Hispanic or Latino) (United States of America)	0.09%
	Black or African American (Not Hispanic or Latino)	0.17%
	Hispanic or Latino	0.09%
	White (Not Hispanic or Latino)	6.12%
	I do not wish to provide this information (United States of America)	0.00%

*Data represents US employees only

EMPLOYEE DEMOGRAPHICS (CONTINUED)

Employee Demographics (continued)		
Management Positions**		2024
Supervisor	American Indian or Alaska Native (Not Hispanic or Latino)	0.09%
	Asian (Not Hispanic or Latino) (United States of America)	0.17%
	Black or African American (Not Hispanic or Latino)	0.51%
	Hispanic or Latino	0.17%
	White (Not Hispanic or Latino)	4.59%
	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	0.09%
	White (Not Hispanic or Latino)	1.53%
	I do not wish to provide this information (United States of America)	0.00%

*Data represents US employees only

TALENT MANAGEMENT

Talent Management	
	2024
Total number of new employee hires (#)	220
Women employees in new hires (#)	47
Total employee turnover rate (breakdown by Age, Gender, Mgmt. level, Race/Ethnicity) (%)*	10.8%
Professional employees receiving annual performance reviews	100%
Employees represented by an independent trade union or covered by collective bargaining agreements (%)	24.5%
Total workforce across all locations who are covered by formal collective agreements concerning working conditions (%)	24.5%
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)	10.6

MANAGEMENT CERTIFICATIONS

Ingevity Management Certificates						
Ingevity Site	Environmental			Quality		Safety
	ISO 14001	RC 14001	RCMS	ISO 9001	IATF 16949	ISO 45001
Changshu	50051491 UM15	Not Required	Not Required	50051491 QM15	50051491 IATF16	Optional
Issue Date	2/12/23	-	-	3/23/2023	3/23/23	-
Expiration Date	2/11/26	-	-	3/22/2026	3/22/26	-
Charleston	Not Required	Not Required	10002286 RCMS19-1	10002286 QM15	Not Required	Optional
Issue Date	-	-	9/27/23	9/27/23	-	-
Expiration Date	-	-	10/15/26	10/15/26	-	-
Covington	10002285 RC15	10002285 RC23	Not Required	10002285 QM15	10002285 IATF16	Optional
Issue Date	5/01/24	5/01/24	-	1/01/24	1/01/24	-
Expiration Date	5/19/27	5/19/27	-	12/31/26	12/31/26	-
Crossett	Not Required	Not Required	10019048 RCMS19-1**	10019048 QM15**	Not Required	Optional
Issue Date	-	-	10/23/22	7/03/2024	-	-
Expiration Date	-	-	10/22/25	7/02/2027	-	-
DeRidder	Not Required	Not Required	10002287 RCMS19-1*	10002287 QM15*	Not Required	Optional
Issue Date	-	-	3/20/23	4/16/21	-	-
Expiration Date	-	-	3/22/26	4/15/24	-	-
Warrington	10000516900-MSC-UKAS-GBR	Not Required	Not Required	284320-2019-AQ-GBR-UKAS	Not Required	10000516901-MSC-UKAS-GBR
Issue Date	5/03/25	-	-	5/03/25	-	5/03/25
Expiration Date	5/03/28	-	-	5/02/28	-	5/03/28
Waynesboro	10000493 UM15	10000493 RC23	Not Required	10000493 QM15	10000493 IATF16	Optional
Issue Date	2/18/25	2/18/25	-	7/16/24	7/16/24	-
Expiration Date	2/28/28	2/28/28	-	7/15/27	7/15/27	-
Wickliffe	10002285 UM15	10002285 RC23	Not Required	10002537 QM15	10002537 IATF16	Optional
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	Not Required	Not Required	50050931 QM15	50050931 IATF16	Optional
Issue Date	1/30/25	-	-	1/15/24	1/15/24	-
Expiration Date	1/29/28	-	-	1/14/27	1/14/27	-
Ozark	Not Required	Not Required	Required	Optional	Not Required	Optional
Issue Date	-	-	Certified by Oct 2025	-	-	-
Expiration Date	-	-		-	-	-
Certifications Required	8			7		0
Certifications Completed	7			7		1
% Completed	87.5%			100%		100%

*Production discontinued March 1, 2024 in DeRidder ** Profuction discontinued July 24, 2024 in Crossett

POLICIES

Ingevity Policies	
Policy Name	Link
Companywide Ingevity Code of Conduct (English)	Code-of-Conduct-2022-with-Links.pdf (ingeivity.com)
Human Rights Policy	Human-Rights-Policy.pdf (ingeivity.com)
Ingevity UK Ltd Tax Strategy	Ingevity-UK-Ltd_tax-update_sustainability-page.pdf
Modern Slavery Act - Transparency Statement 2020	SKM_C30821072911180 (ingeivity.com)
Quality Policy	Quality-Policy-2020.pdf (ingeivity.com)
Responsible Care® Policy	Responsible_Care_Policy_Rev_19_Sept.-28_2020.pdf (ingeivity.com)
Supplier Principles of Conduct	Supplier-Principles-of-Conduct_2022.pdf (ingeivity.com)
Privacy Notice	Privacy Notice Ingevity (ingeivity.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	2
	60 - 69	5
	70 - 79	2
	Average	63.4
Gender	Female	33.3%
	Male	66.7%
Gender/Ethnicity	Diverse	22.2%
	Non-Diverse	77.8%
Tenure (years)	0 - 5	3
	6 to 8	6
	Average	6
Independence	Independent	8
	Non-Independent	1

ETHICS AND COMPLIANCE

Ingevity Ethics and Compliance		
2024		
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

2024

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	1.26%

PRODUCT STEWARDSHIP AND R&D

Ingevity Product Stewardship R&D

2024

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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2024

R&D	Total R&D Spending (\$ in millions)	\$28.1
	R&D Positions (#)	115

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	

ADDITIONAL INFORMATION

All reported values in this index represent the best available data at the time of publication. Third party sources of our data, such as utilities, occasionally update or adjust figures or methodology after our data is published. Our policy is that we will not amend historical data unless such changes or other accuracy improvements are significant.

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, July 1, 2025. 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, 2024, and our subsequently filed reports.