

Sustainability report 2024

Harnessing chemistry - empowering progress



innospec

SUSTAINABILITY

Contents

Our year

- 3 Message from our CEO
- 4 2024 success stories
- 5 Inside Innospec
- 5 Our three business units
- 7 Our worldwide locations and employees
- 8 Financial performance summary for 2024
- 10 Our sustainability structure
- 11 How we engage with our stakeholders
- 12 The issues that matter most to our stakeholders
- 13 United Nations Sustainable Development Goals
- 15 Our sustainability strategy
- 16 Innovation, investment, research and technology
- 18 Performance Chemicals in 2024
- 21 Fuel Specialties in 2024
- 24 Oilfield Services in 2024

Protecting our environment

- 28 Minimizing our environmental impact
- 31 Independent verification

Looking after people and our communities

- 34 Health, safety and well-being
- 35 Process safety
- 35 Journey To Zero Harm
- 37 Safety performance
- 39 Employee well-being
- 40 Global product safety
- 43 Supporting employee development
- 46 Community engagement
- 47 Innospec Cares

Delivering effective governance

- 50 Compliance
- 52 Managing third parties and procurement responsibly
- 54 Advancing our IT capabilities

Looking forward

- 55 Our objectives and targets for 2025 and beyond

Assurance summary statement 2024



Use the arrows and buttons to click through the report. The Stories button will take you back to the 2024 success stories page. You can also use the orange tabs at the top of the page to move to each section of the report.

Message from our CEO

Responding to a changing world

Sustainability report 2024



2024 was another excellent year for Innospec. Our businesses performed well, and this was reflected in a strong set of financial results. We have been consistent in our priorities, investing in our people, infrastructure, processes and communities to ensure our business is operating on a solid foundation. Our strategy is on track, and we are positioned for long-term sustainable growth.

The strength of our balance sheet supports further expansion of our product portfolio and growth in new markets. This financial stability allows us to invest in innovation, research and technology, and respond to changing consumer trends and regulations. We are well positioned to continue delivering value to our customers through excellent services and technical support.

Our products are making a difference

In 2024, our expanding product portfolio delivered measurable benefits to our customers. Many of these innovations have been highlighted in this report. Whether it's helping to reduce CO₂e emissions from the use of fuels, developing more natural-based consumer products or driving efficiency gains in energy and industrial applications, we continue to contribute to a cleaner and more efficient world.

Of significant note, we calculated that our customers' annual CO₂e emissions are reduced by approximately 20,800,000 metric tonnes through the use of our marine, gasoline and diesel fuel additives sold in 2024. This reduction is more than 200 times our total annual emissions from operations at our sites.

People move our business forward

Our people drive these successes, and we recognize the importance that training and career development plays in fostering a relentless commitment to success. We make sure we have the right individuals, in the right roles, to take our business forward.

Governance

Governance and compliance matter and we focus daily on doing what is right by our customers and other stakeholders. This is embedded into everything we do, whether we are talking about the 9,172 compliance training courses taken by our employees, the EcoVadis Gold rating for our commitment to responsible sourcing, or our policies on ethics, environmental performance and human rights.

Building local markets

By focusing on the regional needs of our customers, our businesses are becoming more efficient, agile and responsive. This year we successfully established a blending operation in the Middle East, close to our customer base in Saudi Arabia. This will help us to source raw materials and manufacture locally, reducing the carbon footprint of our operations.

In Latin America our acquisition of QGP Química Geral S.A. (QGP) in Brazil is supporting the expansion of our business in the region. It has added new surfactants and other specialty technologies to our global portfolio. After our first full year, we are pleased to report that the business is operating well and that we have made great progress with integration.

Giving back to the community

We are committed to giving back to the communities where we operate. In 2024, we saw a record number of employees raise funds or give up their time to volunteer for local causes. Over the past decade we have raised US\$1.6 million to support 528 charities through our Innospec Cares program. We have also donated over US\$2.25 million to the PenFed Foundation's Military Heroes Program since 2007, and I am incredibly proud of our track record in this area.

Our businesses have also been involved in social partnerships with global organizations dedicated to improving people's lives in regions and industries in which we operate. In 2024, we announced new partnerships with both the International Justice Mission (IJM) and UNESCO.

Creating a better tomorrow

We continue to build a sustainable business that generates long-term benefits for our customers and other stakeholders. We take this responsibility very seriously. We have been publishing an annual sustainability report since 1999, and we are proud of our company's achievements providing world-class, sustainable technologies and customer service in the global markets we serve.

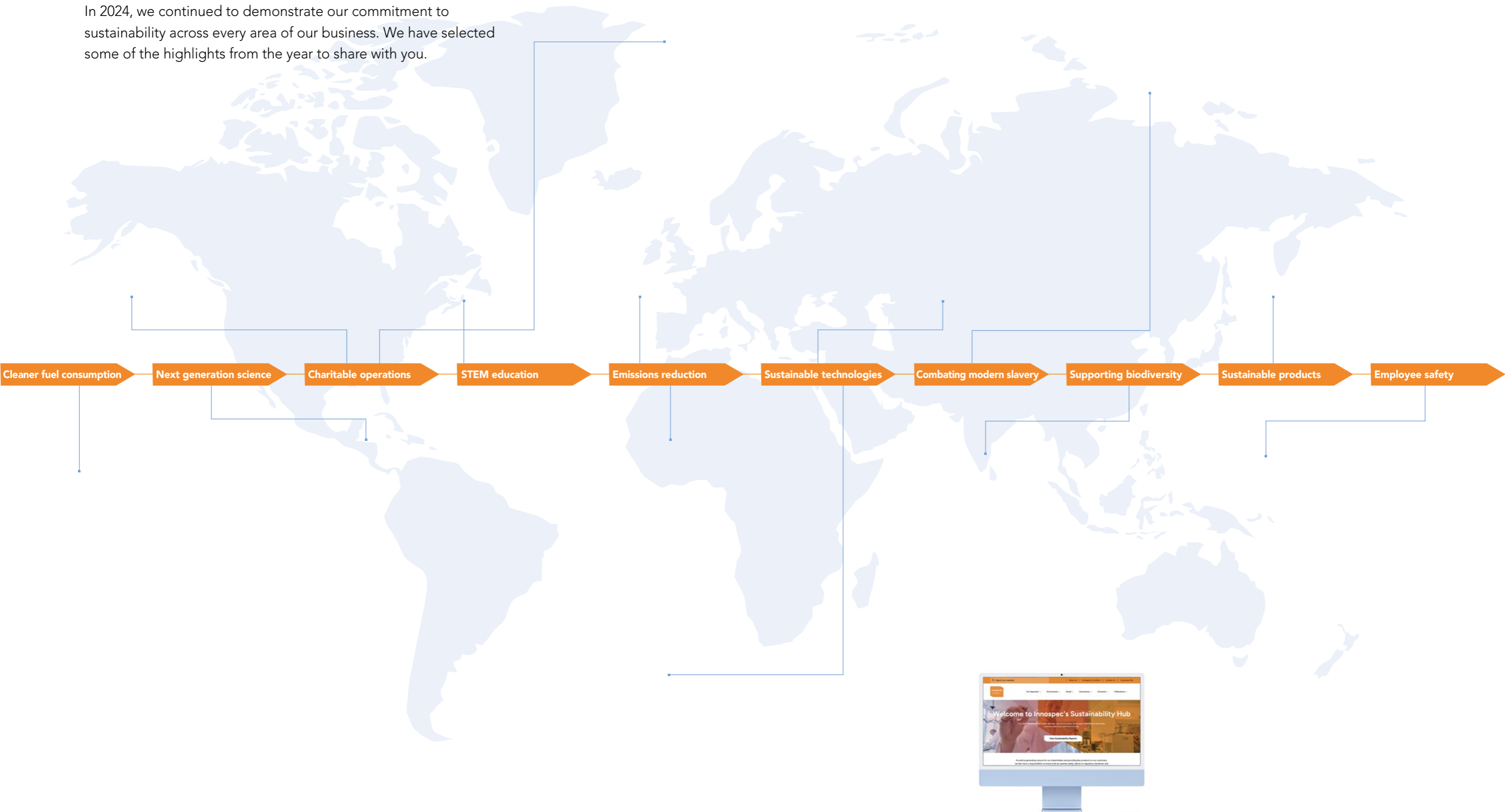
This report highlights the achievements and advances we made in 2024 in our sustainable business priorities.

Patrick S. Williams
President and CEO

2024 success stories

In 2024, we continued to demonstrate our commitment to sustainability across every area of our business. We have selected some of the highlights from the year to share with you.

Sustainability report 2024



For more stories go to innospecsustainability.com

INNOSPEC

Inside Innospec a global business

Innospec is a NASDAQ-listed global specialty chemical company (IOSP) dedicated to delivering innovative technologies to our markets and customers. With a team of 2,477 employees across 22 countries, we develop, manufacture, and supply a diverse range of products through our three core business units: Performance Chemicals, Fuel Specialties, and Oilfield Services. Operating across the Americas, Europe, the Middle East, Africa, and Asia Pacific, we bring cutting-edge solutions to industries worldwide.

We are committed to continuous innovation, developing new and improved products and expanding our global reach through strong partnerships and strategic acquisitions. We focus on opportunities that would extend our technology base, geographical coverage or product portfolio. We pride ourselves on providing exceptional customer service and technical support to a diverse range of markets, including personal care, fuel additives, home care, agrochemicals, mining, industrial applications, and oilfield and midstream chemicals. As a responsible business, we are dedicated to ongoing progress and improvement in pursuit of our sustainability goals.

What you will find in this section of the report

- Innospec
- Our three business units
- Our worldwide locations and employees
- Financial performance summary for 2024
- Our sustainability structure
- How we engage with our stakeholders
- The issues that matter most to our stakeholders
- United Nations Sustainable Development Goals
- Our sustainability strategy
- Innovation, investment, research and technology
- Performance Chemicals in 2024
- Fuel Specialties in 2024
- Oilfield Services in 2024

Our three business units



Performance Chemicals
Performance Chemicals creates innovative technology-based solutions for our customers in personal care, home care, agrochemical, construction, mining and other industrial markets. We focus on developing high performance products by leveraging our technology, intellectual property and patents in these markets. We have grown our business through strategic acquisitions, together with the organic development of innovative products for our end markets.



Fuel Specialties
Fuel Specialties manufactures and supplies technologies that improve fuel efficiency, boost engine performance and reduce emissions. Our products are used in diesel, gasoline, jet fuel, marine fuel, and fuel oil for commercial trucking, marine and aviation, power generation, heating and other industrial applications. We continue to grow our business by developing products that support renewable fuel adoption, higher efficiency engine technologies and regulatory compliance. In addition, our technologies are utilized in an increasing number of non-fuel applications.



Oilfield Services
Oilfield Services supplies production, midstream, completion and drilling chemicals which make oil and gas production more cost-efficient and environmentally friendly. We provide innovative products alongside technical and field operational support to our customers operating around the world. We offer on-site and remote expertise through mobile units, lab testing, remote monitoring and rapid field support. Our technology-led, service-driven strategy ensures we can provide chemical solutions that boost efficiency, reduce costs, and help operators meet environmental and regulatory requirements.


Enabling significant customer emission reductions

At Innospec, we take pride in developing cutting-edge chemistries that promote cleaner, more efficient fuel consumption. Our innovative additives play a key role in reducing emissions by enhancing combustion efficiency, minimizing carbon deposits, and optimizing fuel performance. In 2024, we calculated the total greenhouse gas emissions (GHG) avoided from the use of our marine, gasoline, and diesel fuel additives.

Based on conservative typical fuel economy improvements of between 2.4% - 4.8%, we estimate that over 20,800,000 metric tonnes of CO₂e emissions were avoided, from the use of fuels dosed with our additives, compared to unadditized fuels.

These avoided emissions are more than 200 times the total annual GHG emissions from our site operations. To put this into perspective, that is equivalent to the emissions of 4.5 million gasoline-powered cars on the road for a year or the carbon sequestered by 348 million tree seedlings growing for a decade. The scale of these avoided emissions is significant.

These numbers demonstrate how we are supporting our customers' decarbonization efforts and are contributing towards UN SDG 7. This underscores the essential role of innovation and science in conserving natural resources and minimizing environmental impact.



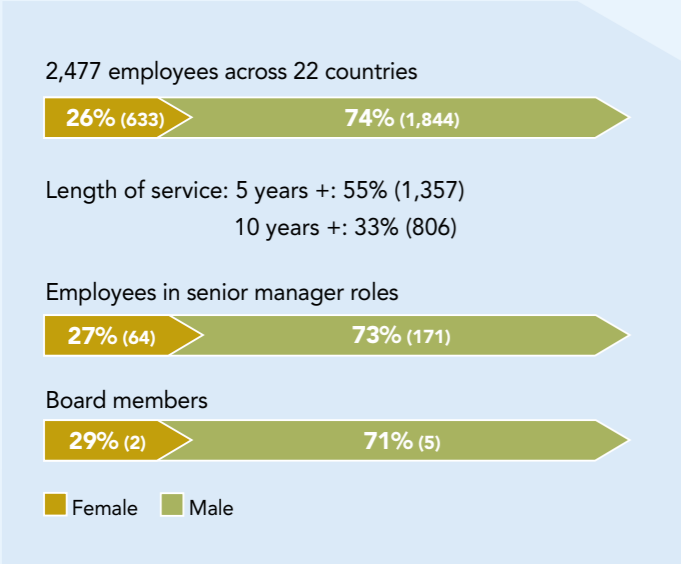
UN SDG 7 - Affordable and Clean Energy
7.3 - By 2030, double the global rate of improvement in energy efficiency.

Our worldwide locations and employees

Innospec employs 2,477 people in 22 countries. Customers benefit from the strength of our global manufacturing capabilities and distribution facilities and our world-class technology centers. We have operational locations in the Americas, Europe, the Middle East, Africa and the Asia Pacific region.

This presence allows us to draw on a diverse range of creative and practical skills, fostering a dynamic and innovative workplace. By investing in our people, we have built an environment where employees are encouraged to reach their full potential and make meaningful contributions to our success. We aim to inspire through strong leadership and by providing opportunities for personal and professional growth. As a result, our workforce is highly engaged and motivated, with over a third having been with us for over a decade.

We are proud of our diverse workforce and are committed to equal opportunities for all. We ensure that current and prospective employees are treated with respect, regardless of gender, sexual orientation, race, ethnicity, nationality, marital status, age, disability, religion, or belief.





Financial performance summary for 2024

Despite the year’s challenges, we delivered a strong financial performance in 2024, once again proving that our market-leading technologies and world-class customer service can deliver sustainable long-term profits. Performance Chemicals finished the year with double-digit operating income growth due to increased sales and higher margins. Fuel Specialties also delivered a strong set of results with all the key financial indicators up on last year.

The recent acquisition of QGP in Brazil is supporting not only Performance Chemicals but also our Fuel Specialties business in the region. Oilfield Services experienced a difficult twelve months following the sharp fall in production chemicals activity in Mexico. The business is actively pursuing opportunities in other oilfield segments.

As a group, we continue to generate cash to fund our capital expenditure, acquisition and shareholder return priorities. Investment in our people, infrastructure and systems continued in 2024. We ended the year with a strong balance sheet and a net cash position of US\$289.2 million.

Overview

Revenue

US\$1.85 billion

Operating income*

US\$177.9 million

Gross profit

US\$542.9 million

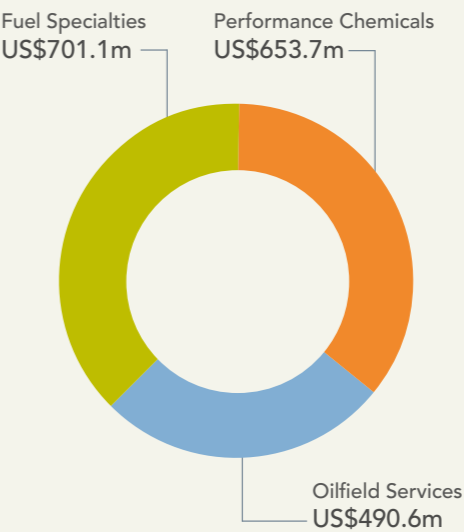
Adjusted EBITDA**

US\$225.2 million

*Income before restructuring and impairment.

**Earnings before income tax, depreciation and amortization.

Net sales revenue



Taking the lead on alternatives to animal testing

In recent years, animal testing has become a growing concern for consumers and businesses. As an active member of the Animal-Free Safety Assessment (AFSA) and the International Collaboration on Cosmetics Safety (ICCS), we are committed to reducing and replacing animal testing by promoting suitable alternative approaches whenever possible.

In 2024, Jay Dawick, our Senior Toxicology and Risk Assessment Manager, developed and led a successful US\$200,000 project proposal for ICCS funding to compare consumer and occupational exposure to cosmetic ingredients, to determine whether animal testing is still justified. The two-year project, which brings together major cosmetic companies, is expected to start in 2025.

The project will use case studies to explore how the latest Next Generation Risk Assessments (NGRAs) and New Approach Methodologies (NAMs) might replace the requirement for animal testing under the EU REACH regulation. This will determine whether these exposure-based alternatives can deliver effective safety assessments for cosmetic ingredients in a way that ensures worker safety.

By driving greater global awareness and confidence in animal-free testing methodologies, it is hoped the work will influence regulatory uptake and acceptance of ethical chemical safety assessments.



Our sustainability structure



“We continued to make excellent progress towards our sustainability targets, in 2024. Across every area of our business, we demonstrated our commitment to corporate responsibility. The success stories highlighted in this year’s report illustrate just how wide-ranging our approach to sustainability is.

We focus on all aspects of what it means to structure a business around protecting our environment, looking after people and communities, delivering effective governance, whilst at the same time achieving great financial results. We have accomplished a great deal since our first sustainability report was published 26 years ago.”

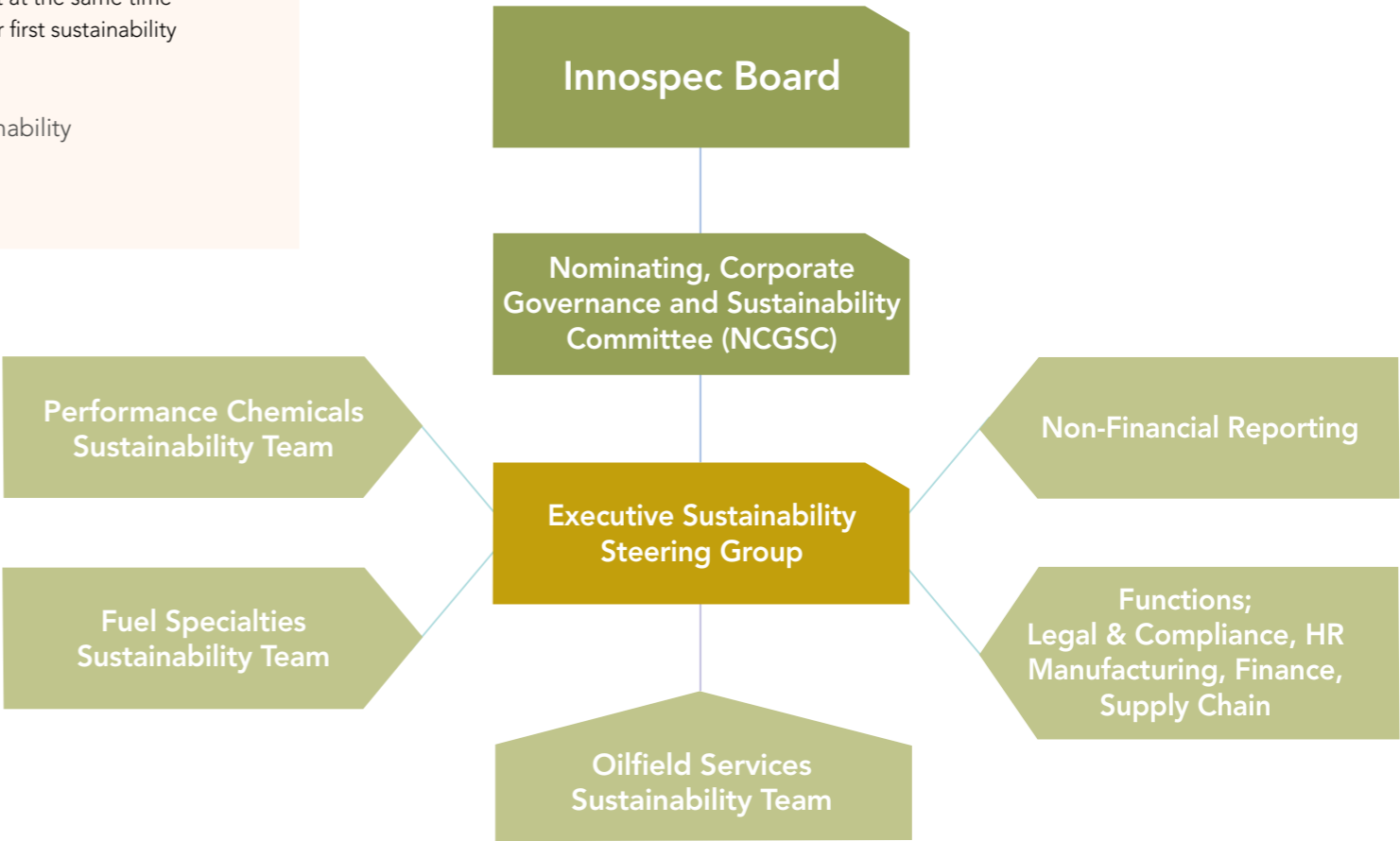
Ian Callan Vice President Global Regulatory Compliance and Sustainability

Since 1999 we have provided detailed and transparent reports on our sustainability efforts, reflecting our deep commitment to responsible business practices. Our robust sustainability structure continues to grow in order to meet our long-term objectives. It is helping us respond to an evolving fuel landscape, create more sustainable end products and deliver process improvements for customers that are safer and better for the environment.

All this has been achieved while reducing the impact of our own manufacturing operations on the environment and making more efficient use of the earth’s resources. Our approach to sustainability has also provided for the social and economic development of our local communities. We are proud of our achievements to date but acknowledge there is always more to do.

Sustainability at Innospec is led by our Executive Sustainability Steering Group, which comprises our CEO and senior business and functional leaders. This group drives our strategy, allocates resources, and sets key sustainability targets. It reports quarterly to our Board’s Nominating, Corporate Governance, and Sustainability Committee, which has full oversight of our progress. Additionally, the full Board receives an annual briefing on our sustainability strategy and overall direction.

Recognizing the unique sustainability challenges within each of our three business units, we have established dedicated sustainability teams focused on their specific markets and customer needs. These teams, comprising senior commercial leaders, report to the Executive Sustainability Steering Group, ensuring each business unit’s sustainability priorities are effectively addressed and integrated into our broader sustainability strategy.



How we engage with our stakeholders

Sustainability report 2024

Our stakeholders include individuals and groups who influence our decisions and those impacted by our actions. We actively engage with them through various channels to foster meaningful collaboration and understanding.

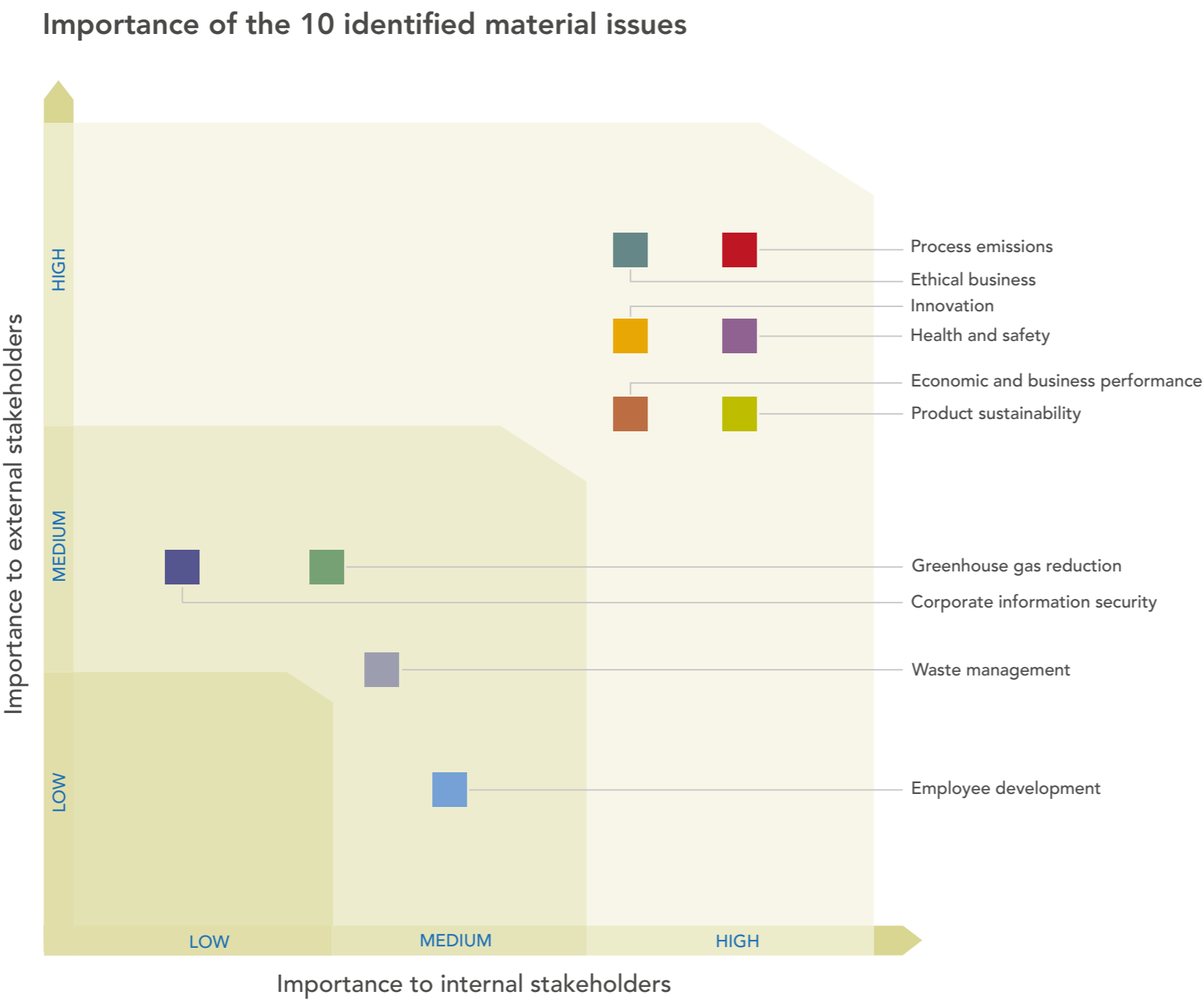
Here is an overview of our stakeholders and our approach to engaging with them.

For details of these activities visit innospecsustainability.com

Investors	Providing clear, transparent information to our investors demonstrates that we are managing a profitable and responsible business.
Customers	Identifying customers' current and future needs helps us to understand where we can add value and guides our innovation and R&D efforts.
Supply chain partners	Working closely with our supply chain partners enables us to manage supply chain risk effectively and to identify opportunities to improve the sustainability and economic efficiency of our products and services.
Governance & regulatory	Proactively engaging and consulting with our regulators enables us to understand and prepare well in advance for any changes that have the potential to impact our business and operations.
Community members	Engaging with our local communities where we operate is essential to maintaining our reputation as a safe and responsible neighbor.
Employees	Engaging regularly with our employees provides valuable feedback and perspective for determining the direction of the business.
Non-governmental organizations (NGOs), sustainability organizations and advisors	Collaborating with these stakeholders helps us to understand both the immediate and wider sustainability issues affecting our products and the markets in which we operate.

The issues that matter most to **our stakeholders**

Sustainability report 2024



Understanding the sustainability topics that matter most to our stakeholders helps shape our actions and reporting. Our last materiality assessment in 2021 identified 10 key issues relevant to both internal and external stakeholders. We continue to use these insights, supplemented by annual interim reviews, to track evolving priorities and concerns. These findings are integrated into periodic reviews of our sustainability strategy to ensure we remain aligned with stakeholder expectations.

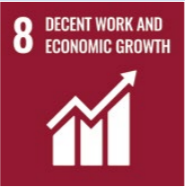
In 2024, we identified an external partner who we will work with to carry out a double materiality assessment in line with the requirements of the EU Corporate Sustainability Reporting Directive (EU CSRD). This assessment, planned for 2025, will provide a deeper understanding of Innospec’s sustainability impact, enabling us to further identify and manage risks, improve transparency, and strengthen stakeholder engagement.

United Nations Sustainable Development Goals

The United Nations first adopted its 17 Sustainable Development Goals (SDGs) in 2015. Ten years on, we remain committed to supporting this framework and its objective of addressing the major global economic, social, and environmental challenges we face.

The SDGs have been instrumental in the development of our sustainability strategy. Each year we review our corporate activities against these goals to find new ways to maximize our contribution and improve our sustainability performance.

In 2024, we re-mapped our activities against the SDG framework and found that the number of goals we now contribute directly towards has increased to 14. Of these, we have identified five that most closely align to our operations. These are set out opposite:



Decent Work and Economic Growth
Promoting inclusive and sustainable economic growth, as well as providing employment opportunities and decent work for all.

See pages
16, 19, 28, 34,
36, 38, 46, 53



Responsible Consumption and Production
Ensuring sustainable consumption and production patterns.

See pages
25, 29, 30, 31, 41



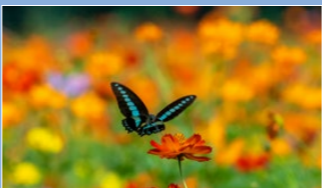
Affordable and Clean Energy
Ensuring access to affordable, reliable, and sustainable energy for all.

See pages
6, 22, 23



Quality Education
Ensuring inclusive quality education and promoting lifelong learning opportunities.

See pages
20, 43, 44, 51



Life on Land
Protecting, restoring, and promoting sustainable use of natural land to prevent biodiversity loss.

See pages
31, 42, 52

This latest assessment highlighted the significant increase in the scope of activities and departments across our company contributing to the SDGs. This reflects the growing integration of sustainable practices throughout all areas of our operations.

[Read more about the UN SDGs](#)



Supporting military veterans

Since 2007, Innospec has proudly contributed over \$2.25 million to the PenFed Foundation Military Heroes Program, reinforcing our commitment to supporting military veterans and their families in the US.

Our president and CEO, Patrick S. Williams, takes a personal interest in the charity. This national non-profit organization provides much needed financial, mental health and medical support to wounded, ill and injured veterans, service members and their families, to help them adapt to life back at home after military service.

The Military Heroes Program provides grants to charities that combat issues like food insecurity, home repairs and suicide prevention among veterans. Our donations go directly to those needing help.

Each year, we host annual charity golf tournaments to raise money for this great cause. In 2024, over 325 golfers took part, raising a total of US\$225,000. Our Fuel Specialties golf day took place in August at the Lone Tree Golf Club in Colorado and our Oilfield Services golf day was hosted at the Woodlands Tournament Country Club in Texas in October. Both events were filled with milestones and memorable moments, including our first-ever Sunday reception live concert, “Par-Tee on the Green”. Employees, customers and suppliers all came together to enjoy the special day.

In addition, this year five members of our team ran the Oklahoma marathon to raise funds for the Gary Sinise Foundation, a charity that creates unique programs designed to entertain, educate, and inspire veterans. The money raised went directly towards supporting some of the charity’s excellent initiatives, such as providing mortgage-free homes to wounded veterans and offering support to their families.

[Learn more about our support for the PenFed Foundation](#)

Our sustainability strategy

Our sustainability strategy is structured around three core pillars:


Protecting our environment



Environmental impact
Measuring and reducing the impact our activities have on the climate and the wider environment. Developing innovative products with an improved environmental profile.

Product sustainability
Supplying safe, sustainable products, designed to meet the needs of society now and in the future, to help customers achieve their sustainability goals while minimizing environmental impact.

Looking after people and our communities

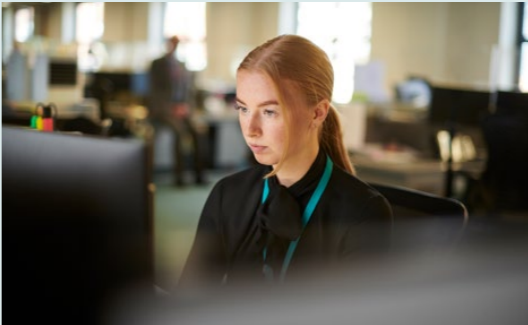


Health, safety and well-being
Nothing is more important to us. We strive to be leaders in health and safety, safeguarding anyone that could be affected by our activities and operations.

Employees
Investing in the growth, diversity and development of our employees helps us to attract talent and achieve long-term success.

Community engagement
Supporting local communities through education, fundraising and sponsorship opportunities.

Delivering effective governance



Legal compliance
Understanding that honest, ethical and transparent conduct is vital to our success and reputation. Every employee plays an essential part in complying with local and national laws, rules and regulations. Implementation of robust operating systems and processes that protect the security of the company and its employees, information and intellectual property.

Third-party management
Verifying our supply chain complies with legal, ethical and social requirements, while also finding opportunities for environmental improvement and economic efficiency.

These are all built on the solid foundation of our economic commitment to responsible growth.

Guided by our materiality assessment and other key factors, we conduct an annual review to refine and enhance our sustainability strategy, ensuring it remains relevant and effective.

Innovation, investment, **research and technology**




“We had an outstanding 2024 for new product development, with the number of patents increasing by over 20% and I am pleased to report that going forward we have yet more game-changing products in the pipeline.

Credit must go to our growing community of scientists around the world. Whether it’s young people starting their careers, senior managers progressing through further training or our seasoned industry experts working at a global industry level, it is wonderful to see the important contribution our scientists are making to our industry.”

Ian MacMillan Senior Vice President, Technology

During the year, our scientists provided critical support for our global businesses. They developed innovative solutions to meet changing consumer demand, helped deliver additives for the next generation of fuels and overcome production challenges faced by our customers in the oil and gas industry. These developments led to a 22% increase in the number of new patents registered compared to 2023.

We continually invest in our infrastructure to ensure we always have the research and technology (R&T) resources needed to maintain our market-leading position and fulfill our customers’ needs. In 2024, we increased our investment in these vital capabilities, spending US\$47.8 million on R&T and employing 354 people in R&T and Technical Support globally.



UN SDG 8 - Decent Work and Economic Growth
8.2 - Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including a focus on high-value added and labor-intensive sectors.

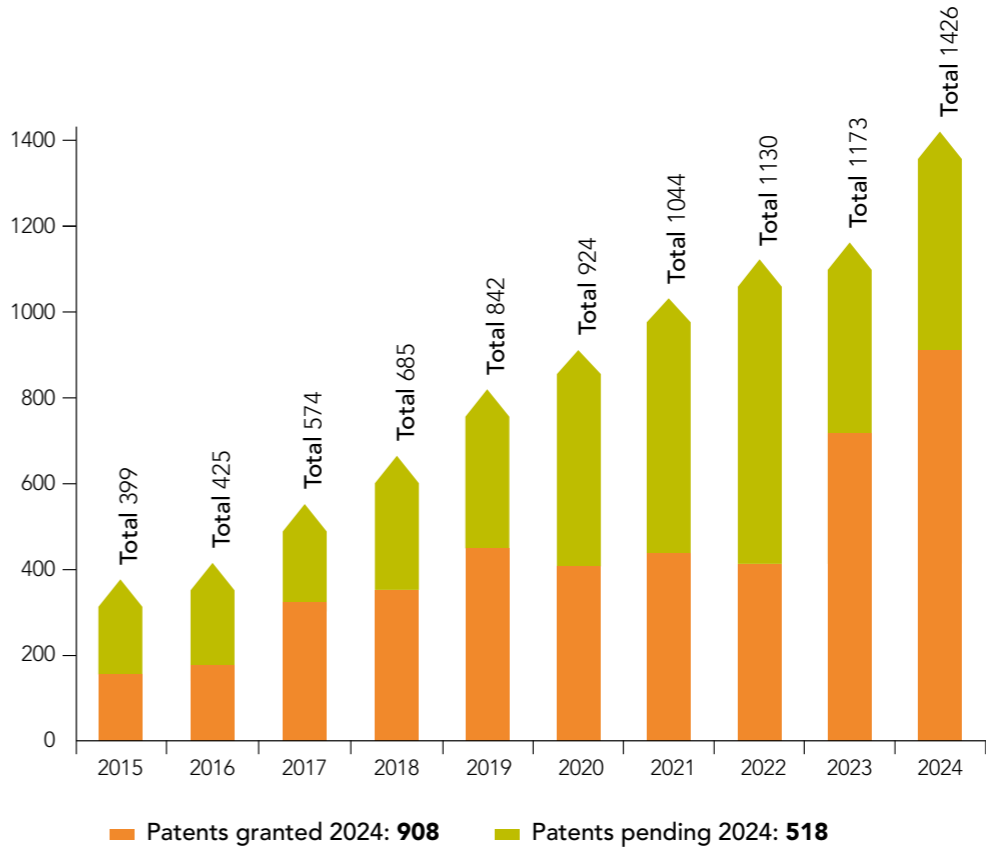
Investment in our infrastructure also continued with improvements and new buildings for both manufacturing and laboratories in Salisbury, US; Herne, Germany; Vernon, France and Ellesmere Port, UK.

We support our scientists at all levels by investing in training and career development. From our senior research scientists to our Customer Technical Services teams, all had opportunities to grow and prosper in 2024 through our training and education programs.

In 2024, two of our senior scientists received recognition from ASTM International, a global technical standard setting organization, for their distinguished service and contribution to the chemical industry, through their involvement with ASTM International sub-committees. Dr James Barker, Senior Research Fellow, was honored with the 2024 ASTM International Award of Merit and Dr Jack Burgazli, Vice President of Innovation, received the prestigious ASTM International EAGLE Award.

Protecting our intellectual property
Our Corporate Technology Intellectual Property (IP) team based in Ellesmere Port, UK is responsible for maintaining our patent and trademark portfolio. The team provides support on all IP matters including patents, trademarks and trade secrets. At the end of 2024, we had 908 patents granted and 518 patents pending, a total of 1426 and a 22% increase on 2023.

- ⬆ **US\$47.8 million** spend in R&T in 2024
- 👥 **354 people** working globally in R&T and Technical Support
- 🌐 **Global R&T Center** Ellesmere Port, UK
- 🌐 **Global Center of Excellence** UTAC Millbrook, UK
- 🌐 **Global network of 10 Technology Centers**
- 🌐 **4 Regional R&T/Technology Centers**



Using powder formulations to create more sustainable products

Our new innovative betaine surfactant Empigen® BS Ultra Flow is providing formulators with numerous opportunities to create more sustainable and eco-friendly home care products. This specially designed, low dust and free-flowing powder, facilitates direct incorporation into powders, compressed tablets and blocks.

To educate formulators about the benefits and potential uses of Empigen® BS Ultra Flow, it was showcased in our BE INSPIRED formulation range. The product was used to create a powdered manual dishwash solution. By simply adding water to the powder in a dispenser bottle, the diluted formulation can be used at home in the same way as a traditional washing liquid. It produces a creamy and stable foam with good soil removal capabilities, that outperforms other powdered product benchmarks.

The powder form of Empigen® BS Ultra Flow enables the production of powdered and compressed tablet consumer products that contain significantly less water than their liquid formulation alternatives. These solid products are lighter and occupy less transport volume, resulting in fewer shipments compared to larger volume liquid products. This reduction in transportation needs, reduces fuel consumption and associated emissions. The powdered formulation can also be packaged in more sustainable materials, such as glass and paper, thereby minimizing dependence on single-use plastics.

Empigen® BS Ultra Flow is naturally derived from vegetable sources, readily biodegradable and 1,4-dioxane free, complying with current legislation. Additionally, RSPO (Round Table on Sustainable Palm Oil) mass balance certified versions are available to formulators.

Read more about our products and our BE INSPIRED range of formulations ►



Performance Chemicals in 2024



“This year will be remembered for the foundations we put in place to strengthen all aspects of our business operations. We continued to innovate and expand our diverse product portfolio. We made great progress integrating the QGP business to ensure they are now firmly part of our wider Innospec family.

We developed our new markets and invested in infrastructure, processes, and, most importantly, our people. I am particularly proud of our new social partnership with the International Justice Mission (IJM). In 2024, I had the opportunity to get personally involved and gain firsthand experience of the incredible work they do to protect people from exploitation.”

Bruce McDonald President Performance Chemicals

It was a good year for Performance Chemicals with our teams delivering a strong financial performance. Our business once again proved its stability in the face of some tough market conditions. In 2024, we continued to add to our technology pipeline across all our end-markets. Innovation is key to our future success and our R&T teams have been hard at work developing dried, natural and biodegradable products based on the latest consumer trends.

Whether it is shampoo or car wash, crop protection or plasterboard, we have developed a truly resilient and diverse portfolio of ingredients that are helping our customers formulate sustainable end products. Our business is well placed for growth in the profitable personal care, home care, agrochemical, construction, mining and industrial markets.

The acquisition of the specialty chemicals company QGP at the end of 2023, has further strengthened our product portfolio for customers in Brazil and globally. The expansion of our manufacturing, customer service and product development base in the country opens up numerous opportunities in Latin America. Over the past year we have made great progress in the integration of this business into our operations, focusing on the implementation of our rigorous compliance codes, harmonization of supply chain standards and the introduction of new operational and functional

procedures. After our first full year following the acquisition, we are pleased to report the operation is running smoothly and as planned.

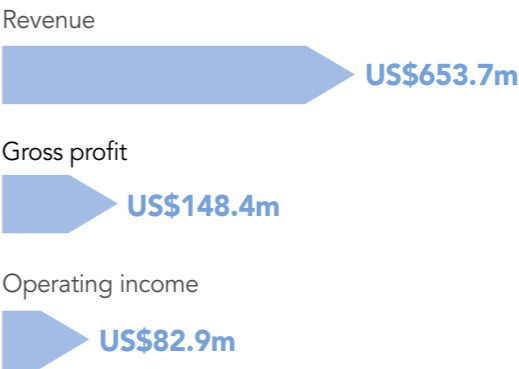
Developing on-trend sustainable solutions

Our customers rely on us to keep one step ahead of the latest market trends and help them create products that satisfy consumer needs. To demonstrate the benefits of our ingredients and how they can be used, we create new inspiring formulations which we showcase at industry events and laboratory seminars.

The Home Care, I&I Center of Excellence team, based in Castiglione, Italy presented our new free flowing Cocamidopropyl Betaine powder form surfactant, EMPIGEN® BS Ultra Flow. Used in a powder-to-foam, vegetable-based, manual dishwash product formulation, it contains significantly less water than liquid alternatives. These solid formulations are lighter and occupy less transport volume, resulting in fewer delivery trucks on the road, which in turn reduces fuel consumption, associated emissions and costs.

During the year, our Personal Care team introduced our new BE UNIQUE portfolio. We demonstrated these formulations at customer training events and at trade shows worldwide, including InCosmetics in Paris, Bangkok and

São Paulo as well as Suppliers’ Day in New York. Tailored to meet the needs of consumers at different times in their life, our formulations are categorized into five age groups, ranging from older Baby Boomers to Generation Alpha. For example, we recognize that sustainability is becoming an increasingly important consideration for Gen Z consumers in their purchasing decisions. To appeal to this demographic, we used our sulfate-free ingredients, Luxuriact® and EMPIGEN® 5151 to create a shampoo-in-a-sheet product that offers gentle and effective cleansing while having less of an environmental impact in its manufacture and transportation.





Inspirational formulations for the personal care and home care markets launched in 2024.

One market with significant potential for expanding sustainable solutions is car care. We have been working with our customers and the industry to create new products that can rival traditional harsher vehicle cleaning formulations. In 2024, we promoted the benefits of our renewable and mild Aquanate series of surfactants. With their low aquatic toxicity and skin irritation potential, these ingredients enable the development of user-friendly products that are comparable to and often outperform standard vehicle washing products. The technical team used these ingredients to formulate a foaming cleanser for vehicle carpets, mats and upholstery called Fabricfizz Car Cleanse.

Promoting new approaches in agriculture

We offer a diverse range of surfactants, emulsifiers, chelating agents, and specialty solvents within the agrochemicals market. During 2024, we developed a new dispersant that is ideal for use with crop protection products. ENVIROMET® DIS 9500 helps farmers reduce their reliance on traditional agrochemical dispersants, which can be hazardous. Our product combines excellent performance with long-term stability, without compromising the sustainability of agricultural land. It breaks down rapidly, leaving no persistent residues in the soil.

Helping our customers meet their sustainability goals

During the year we were delighted to learn that our customer, The Powder Shampoo, won the Most Promising Sustainability Award at the 2024 Emerging Enterprise Awards. The business specializes in eco-friendly, powder-to-foam personal care solutions. Their products

are completely water-free and packaged in lightweight aluminium bottles to minimize environmental impact. For every product sold, The Powder Shampoo, plants a tree to help offset global carbon emissions. We are proud to have supported them in their sustainability journey.

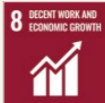
In 2024, we hosted two customer lab days for Home Care and I&I in partnership with our distributor, IMCD Group. Our UK event featured presentations on important topics such as 1,4-dioxane-free and sustainable solutions, followed by hands-on lab sessions. Customers were given the opportunity to explore and utilize our ingredients to develop new formulations that offer more sustainable benefits. In Italy, we presented our latest BE INSPIRED formulation set and introduced our Dried CAPB and 1,4-dioxane-free solutions. Customers were then given the opportunity to visit our labs to create high-performing formulations with surfactants like EMPICOL® XHL 140 and EMPICOL® XHL 151.

Driving positive change

Through our innovative, dry, concentrated and plastic-packaging free formulations, we are committed to helping reduce plastic waste and water usage where we can. The global beauty products industry is estimated to generate 120 billion units of packaging annually. In addition to our innovations, in 2024, our Personal Care team partnered with the Mersey River Trust in the UK to carry out a litter collection, successfully collecting over 140kg of waste. This activity was part of the Plastic Free Mersey initiative which aims to reduce plastic packaging waste in the Mersey catchment area, located close to our Ellesmere Port manufacturing site.

Social partnership update

In 2023, we established a partnership with the International Justice Mission (IJM) to help address the pressing issue of forced labor and labor trafficking in the Indonesian palm oil supply chain. This work continued throughout 2024, focusing on building a trusted relationship with the Indonesian government and local partners, alongside the development of training programs for operators of government shelters for victims of modern slavery. In December, IJM held a two-day event with the Indonesian government, private sector, and community organizations, emphasizing the collective responsibility of addressing human rights issues in business practices.



UN SDG 8 - Decent Work and Economic Growth

8.7 - Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking.




Supporting Indigenous students in Brazil

As a science and innovation focused company, we are committed to promoting access to Science, Technology, Engineering, and Mathematics (STEM) education in communities worldwide, with the goal of inspiring students to pursue STEM careers.

In 2024, we entered into a partnership agreement with UNESCO International Institute for Higher Education in Latin America and the Caribbean (IESALC) to develop a new educational program aimed at improving STEM education for Indigenous students in Brazil. While the number of Indigenous students attending university in Brazil is on the rise, they continue to be underrepresented in the educational system.

The initiative will provide direct training for 40 Indigenous students and indirectly benefit an additional 200 individuals. Our goal is to support local communities in developing their own sustainable solutions by combining traditional knowledge with modern STEM practices.

[Read more about this partnership](#)



UN SDG4 - Quality Education

4.5 - By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous peoples and children in vulnerable situations.



Fuel Specialties in 2024



“It was a strong year for our Fuel Specialties business. Our products are making a real difference to the decarbonization of the transportation sector. The latest analysis shows that using our marine, gasoline and diesel fuel additives delivers customers substantial avoided CO₂ emissions.

The training, development, and promotion opportunities we offer to employees at all stages of their careers plays a key role in our performance. Our capable, talented and motivated team continues to deliver outstanding results.”

Vali Jerome President Fuel Specialties

In 2024, our Fuel Specialties teams delivered record financial results with full year sales revenues, profits, operating income and margins all up on the previous year. Our strategy to deliver best-in-class technical solutions and customer service, while expanding our presence in key high-growth markets around the world, has proven to be effective.

Every day we help customers reduce their carbon footprint, whether in road, rail, marine, aviation, or industrial applications. Our analysis shows that the annual total CO₂e emissions avoided from the use of our marine, gasoline, and diesel fuel additives sold in 2024 is 20,800,000 metric tonnes of CO₂e. This is a significant contribution towards the decarbonization of the transportation sector. We have established market-leading products such as ECOCLEAN™ to improve diesel engine performance, Dynamico® to optimize gasoline engines and Octamar™ to reduce emissions from commercial shipping fleets.

In 2024, we introduced additional products to the market to support emission reduction and the transition to sustainable fuels. For example, we sold record volumes of cold flow improvers,

for higher quantities of bio and renewable feedstocks to be blended into diesel fuel.

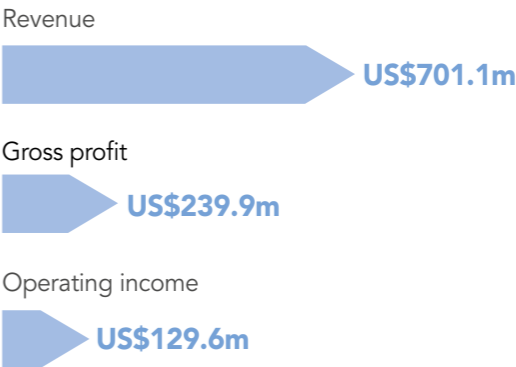
Our future product development pipeline is as strong as ever. This is as a direct result of our investment in R&T, people and state-of-the-art facilities. We are also expanding into new geographies to provide critical knowledge and expertise to customers in traditional fuel applications such as mining, rail, and other heavy-duty sectors, while continuing to develop new opportunities in non-fuel applications in adjacent markets.

Supporting emission reduction

Our efforts to support emission reductions continued in 2024 across many diverse markets. We helped one customer in the oil and gas industry reduce GHG emissions and optimize fuel efficiency by utilizing our ECOCLEAN™ HSDI 650 fuel additive to treat their diesel. After gathering extensive data from a field trial, we were able to demonstrate an improvement of up to 4.2% in Brake Specific Fuel Consumption (BSFC), a measure of the efficiency of an engine in using fuel to produce power. Based on the customer’s

fuel consumption, the result equates to an emissions reduction of 4,353 kg CO₂e per month, or 52,241 kg CO₂e per year.

Our ECOCLEAN™ product range was also used in a trial with a major logistics company in the industrial city of Zhangjiagang, China, who wanted to establish its impact on fuel economy, vehicle power and improved drivability. The trial yielded significant fuel economy improvements in the two test vehicles used, with savings of 10.25% and 18.98%.





UN SDG 7 - Affordable and Clean Energy

7.1 - By 2030, ensure universal access to affordable, reliable and modern energy services.

7.2 - By 2030, increase substantially the share of renewable energy in the global energy mix.

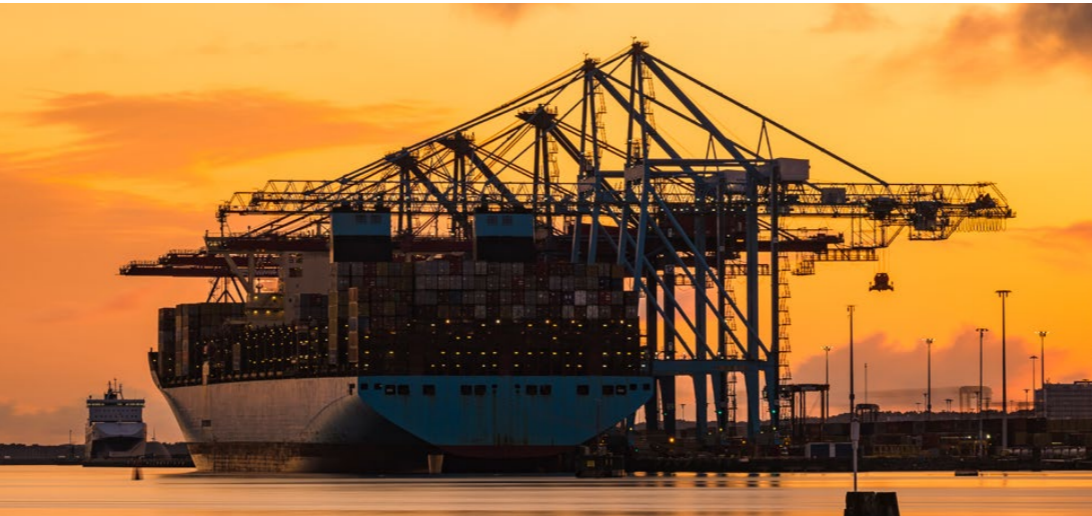
In the marine sector our Octamar™ range of combustion catalysts received recognition from ClassNK, the leading ship classification society, for its effectiveness in improving fuel economy and reducing emissions. In 2024, we sold nearly 800,000 liters of our marine additives. With a conservative estimate of a 2%* reduction in fuel consumption, the use of our products has helped numerous shipping customers across the globe to collectively reduce their annual emissions by approximately 298,944 metric tonnes CO₂e.

Supporting more sustainable fuels

Throughout the year we have helped several customers switch to more sustainable fuel options. A leading fleet operator in Indonesia is now using B30 biodiesel in its diesel engines more efficiently, following our ability to demonstrate how our additives reduce filter blocking and improve the cleanliness of fuel system components.

In Europe we are seeing a marked increase in the use of hydrotreated vegetable oil (HVO), a type of renewable diesel. HVO is an advanced biofuel derived from vegetable oils and other natural oil sources. Depending on the feedstock source and the processing methods used to convert them into renewable fuel, HVO can deliver GHG emission reductions of up to 90%. However, HVO fuel typically has very poor lubricity characteristics. To combat this issue, we have specifically designed, developed and patented a synthetic ester lubricity improver that successfully treats these “difficult to treat” paraffinic HVO fuels.

In the US, we have also been focused on improving the cold flow performance of renewable fuels. Managing renewable diesel fuels in cold weather poses significant challenges. No two renewable diesel fuels are the same, so the temperature at



which a fuel starts to gel can vary significantly. Renewable diesel can be used successfully throughout the winter, provided its properties are suitable for the climate. Our additives are designed to lower the temperature at which renewable diesel solidifies, allowing the fuel to flow when it is cold.

Supporting Indigenous communities

Many of our Fuel Specialties customers around the world operate near Indigenous land, prompting us to seek new ways to support these communities. We believe that education is essential for fostering equity, innovation and sustainability, which is why we are helping increase access to Science, Technology, Engineering, and Mathematics (STEM) education programs for Indigenous communities.

In Brazil, we have partnered with UNESCO International Institute for Higher Education in Latin America and the Caribbean (IESALC) to launch an educational program aimed at improving access to the STEM disciplines at university for Indigenous students. The initiative will provide direct training for 40 Indigenous students and indirectly benefit an additional 200 individuals. Our goal is to support local communities, empowering them

to develop their own sustainable solutions by integrating traditional knowledge with modern STEM practices.

In Canada, we continue to foster positive and respectful long-term relationships with the country’s Indigenous peoples and communities. We uphold the United Nations Declaration on the Rights of Indigenous Peoples as a framework for reconciliation, launching our new Indigenous Peoples Relations Policy in 2024. All our Canadian employees have now participated in Indigenous Awareness and Indigenous Relations professional development training.

As part of our commitment to STEM we partner with Indspire, a national Indigenous registered charity that invests in the education of First Nations, Inuit, and Métis people in Canada. Additionally, we are working directly with an Indigenous company to help meet the fuel needs of their local communities. Our new gasoline detergent technology is now being used by an Indigenous energy company. We are helping several Indigenous communities benefit from the positive environmental impacts of improved fuel economy and reduced associated carbon emissions.



*based on ClassNK endorsement

Developing technology for renewable fuels


The use of renewable fuels is rapidly increasing as we strive to reduce greenhouse gas (GHG) emissions and transition to a more sustainable future. These fuels, derived from plants, vegetables, and animal fats, can be blended with petroleum fuels or used as direct replacements, playing a vital role in decarbonizing transportation to meet global environmental regulations.

Terminology varies globally, but terms such as Biodiesel, FAME, R100 Renewable Diesel, Green Diesel, HVO, HDRD, or HEFA, all refer to some form of renewable fuel derived from a clean, fossil-free energy source. In response to this evolving fuel landscape, we have developed specific fuel treatments for renewable fuels.

In the US, renewable diesel is overtaking biodiesel use due to its chemical similarity to petroleum diesel. Various regulations at federal, state, and local levels are further driving adoption through incentives and mandates.

To achieve climate targets and comply with directives in Europe, there is a significant increase in the use of hydrotreated vegetable oil (HVO). Depending on the feedstock source and processing used to convert it into liquid renewable fuel, HVO can deliver a GHG emissions reduction of up to 90%.

While each type of renewable fuel presents unique challenges, when treated with additives, these fuels can match or even surpass the efficiency of petroleum diesel, paving the way for a cleaner and more sustainable future for the transport sector.



7 AFFORDABLE AND CLEAN ENERGY

UN SDG 7 - Affordable and Clean Energy

7.2 - By 2030, increase substantially the share of renewable energy in the global energy mix.



Oilfield Services in 2024



“Despite this being a challenging year, we are proud of the innovative changes and efforts implemented by our teams across the business. Their dedication continues to strengthen our foundation for future success.

Going forward we remain focused on developing multi-functional products that improve performance and application for our customers while also prioritizing safety and process improvements. In addition, we remain committed to giving back to our communities by contributing to local charities and good causes, whether through volunteering, fundraising or direct financial donations.”

Thomas C. Entwistle President Oilfield Services

In 2024, despite a challenging environment for our sales in Latin America, we achieved several key business successes. This included expanding business into Canada, renewing our focus on new lubricants and drill-out applications, and achieving record sales of Drag Reducing Agents (DRA). We also introduced fuel additives and oilfield intermediates to our customers, delivered unparalleled customer service in production, and successfully implemented in-kingdom blending. All these accomplishments helped us increase market share across all product segments.

Engaging with our customers

Talking to customers and engaging with them at industry events helps raise awareness of our company and the extensive range of specialized products we offer. In 2024, we sponsored or participated in seven events across the US, Europe, and the Middle East. Many challenges faced by our customers are complex and off-the-shelf solutions are often not available. However, through close collaboration, whether in the field

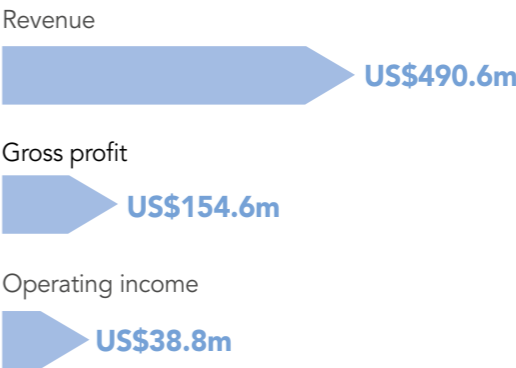
or at our regional labs, we can develop customized solutions. This collaborative approach sets us apart from our competitors.

On the frontline of our customer service are our regional labs, Customer Technical Services (CTS), and operations personnel. These seasoned technical professionals perform troubleshooting and product performance testing to keep wells online and deliver tailored treatment plans with an expedient turnaround time.

A diverse range of compliant products

We help our customers achieve their sustainability goals by providing a diverse range of industry-compliant products. As a business we have long specialized in the design and manufacture of multi-functional chemistries, and our flexible synthesis and plant capabilities enable us to customize surfactants and solvents for specific applications. We have worked closely with many chemical trade associations to ensure our products remain compliant with both national and regional regulations.

As a result, our products are now used in a variety of applications throughout the oil production process. Our six key oilfield base surfactants have UK Centre for Environment, Fisheries and Aquaculture Science (CEFAS) registration and one of our imidazoline products has EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) registration.



Training is key to running a safe and efficient business

Safety is our number one priority. Regular training is crucial in keeping our people and business running safely and efficiently. A good example is safe driving. With over 300 company vehicles in use every day, safe driving is critical, so we provide comprehensive training to all our drivers. Spearheaded by Colten Presgrove, Director of SHE, Sustainability, and Fleet for Oilfield Services, the initiative has been a great success. Since the program started, Oilfield Services employees have accumulated over 2,300 hours of training. In 2024, we reported a 47% reduction in vehicle accidents within our business unit compared to the previous year.

During the year, we also launched a series of internal technical training sessions aimed at equipping our sales and account managers with additional application knowledge to support our customers. These four-day training sessions were held to update our teams on the technical challenges we have encountered in regions where we operate.

Integrating circularity through recycling

Recycling materials, such as pallets, totes, water, plastics, cardboard, scrap metal and e-waste, helps reduce the pressure on natural resources and minimizes waste sent to landfill. Over the past year, we successfully recycled over 900 tons of materials which represented a 20% increase on 2023. Several activities contributed to this success including the introduction of new plastic bottle recycling bins and a new recycling dumpster in Oklahoma, and the introduction of scrap metal collections. On Earth Day 2024, all our Oilfield Services sites participated in an e-waste recycling collection drive. This initiative collected over 1.3 tons of electronic waste, including 68 laptops, 30 mobile phones and two car batteries, while raising awareness about the importance of recycling to protect our planet.



UN SDG 12 - Responsible consumption and production
12.5 - By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.



Solar-powered pumps initiative

We initiated the development of solar-powered pumps to facilitate the transfer of chemicals from delivery trucks directly to our customers' storage tanks. This has eliminated the need for fuel-operated pumps, resulting in a saving of 1,560 gallons of fuel per pump annually. The solar pumps are equipped with a quiet enclosed engine which also creates a safer working environment.

Supporting our local communities

In 2024, we were involved in various projects and initiatives to support the communities where we live and work. This ranged from tree planting events to organized employee blood drives to support local blood banks. We were involved with charities such as Meals on Wheels to provide food at weekends for seniors, when the organization's regular meal service is unavailable. In October, we celebrated hosting our tenth anniversary golf tournament with a record participation of 165 golfers. The event successfully raised US\$125,000 for the Military Heroes Program managed by the PenFed Foundation.



Providing safe, reliable solutions for deepwater markets

In late 2024, Oilfield Services strategically expanded into the offshore production chemical market. Backed by decades of combined technical expertise, our team understands the complexities and sensitivities of the deepwater environment where extreme conditions in temperature, pressure, and logistics demand thoughtful, resilient and safe solutions.

Every product introduced into our offshore portfolio has undergone a rigorous and comprehensive testing protocol that exceeds industry standards. This includes extensive ultra-high pressure and temperature testing using advanced equipment designed to simulate the most demanding subsea conditions. Our testing is grounded in recognized best practices and standards, including API 17TR5 (Avoidance of Blockages in Subsea Production Control and Chemical Injection Systems) and API 17TR6 (Attributes of Production Chemicals in Subsea Production Systems), ensuring compatibility, longevity, and minimized risk in subsea operations.

LaZuli HIW 6910

This umbilical-approved, low-dose hydrate inhibitor (LDHI) anti-agglomerant (AA) is designed to prevent gas-hydrate-related flow blockages and optimize field or subsea tie-back (SSTB) flow assurance strategies. Formulated for effectiveness across a wide range of water cuts, LaZuli HIW 6910 maintains efficiency even at high water cuts with a diverse range of different black oils and gas-condensate fluid compositions.

LaZuli ACO-5910

This multifunctional asphaltene formulation is proven effective in treating various asphaltene and other organic deposits. LaZuli ACO-5910 is formulated for safe deployment in deepwater umbilical applications. Effective across a wide range of asphaltenic and paraffinic depositional challenges, both subsea and topside, LaZuli ACO-5910 addresses the risks posed by crude oils with a high CII (Chemical Instability Index).

LaZuli ACO-5920

This umbilical-approved asphaltene inhibitor is designed to stabilize soluble asphaltenes and prevent flocculation. Like natural resins and maltenes, LaZuli ACO-5920 associates with asphaltenes, stabilizing them through changes in pressure, temperature, and shear.

[Read more about our new products here](#)

Protecting our environment

Our focus areas for the environment are:

Environmental impact

We want to measure and reduce the impact our activities have on the climate and the wider environment. We will develop innovative products that have an improved environmental profile.

Product sustainability

We want to supply safe, sustainable products, designed to meet the needs of society both now and in the future. We are committed to helping customers achieve their sustainability goals and minimizing environmental impact.

What you will find in this section 

- Minimizing our environmental impact
- Independent verification

Minimizing our environmental impact

As a responsible business we have been monitoring and publicly reporting on our environmental impact since 2006. Specifically, we have been providing annual data across the four areas of greenhouse gas (GHG) emissions, energy use, water use and waste generation.

In 2023, we reset our baseline reporting year to 2014 to better reflect our operations today. We also calculated our scope 3 emissions for the first time. This data now provides a more accurate understanding of the global carbon footprint of the company, helping us to identify and target areas for improvement.

Following the acquisition or divestment of facilities, it is established practice to reset the baseline year data. The new figures are calculated by adding or removing any contributions made from the acquired or divested activities respectively from the baseline year onwards.

At the end of 2023, we acquired QGP and have incorporated their environmental data from 2017 to 2024 into our report, impacting the overall trends previously reported. Although Innospec had no influence over QGP's performance before 2023, this data provides a more accurate understanding of the company's global carbon footprint, helping us to identify and target areas for improvement.



UN SDG 8 - Decent Work and Economic Growth

8.4 - Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation.

Energy use and greenhouse gas emissions

Lowering the energy demand at our manufacturing facilities to enhance efficiency and reduce associated GHG emissions has been a long-standing principle for the company. In 2020, we announced our target to procure renewable electricity at all our manufacturing sites by 2030. We also set an interim target to achieve a 10% reduction in scope 1 emissions, based on a 2020 baseline, by the end of 2030.

In 2024, our total absolute scope 1 and 2 GHG emissions have decreased by 23% since 2014, despite the 3% increase from 2023. Our total reported intensity scope 1 and 2 GHG emissions per metric tonne of products decreased by 6% since 2023 and 23% since 2014.

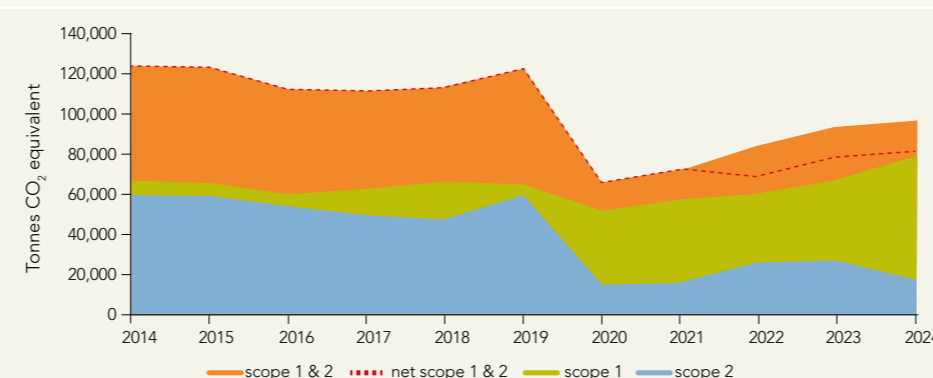
Absolute GHG emissions (scope 1 & 2 - market-based)

95,798 metric tonnes CO₂ equivalent (scope 1 & 2*)

3% increase since 2023

23% decrease since 2014**

81,762 metric tonnes CO₂ equivalent (net scope 1 & 2)



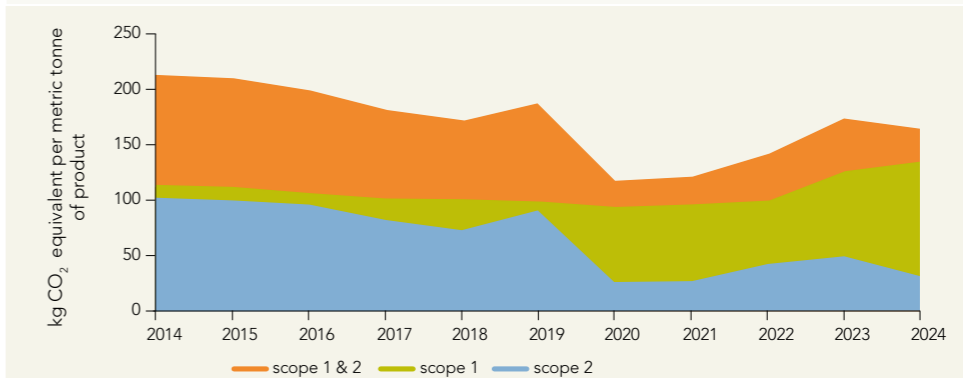
The new combined heat and power (CHP) plant installed at our Ellesmere Port, UK, site operated for the full year compared to only the final quarter of 2023. During the commissioning period, the plant was only producing electricity and a small amount of steam. This meant that steam and hot water required by the site was generated by the concurrent operation of the site's existing natural gas fed boiler. As expected, this dual operation resulted in an increase in natural gas consumption for the site, resulting in an 18% increase in absolute scope 1 GHG emissions from 2023. Although initially powered by natural gas, the new CHP plant has been constructed so that it can be operated on a 20% hydrogen blend in the medium term and eventually 100% hydrogen, as soon as it becomes available. In 2025, we expect the CHP boiler to be fully operational, allowing us to decommission the natural gas fed boiler, reducing scope 1 emissions for the site.

GHG emissions (scope 1 & 2 - market-based)

163 kg CO₂ equivalent per metric tonne of product (scope 1 & 2*)

6% decrease since 2023

23% decrease since 2014**



*Emissions are calculated using the 2024 UK DEFRA and IEA emission conversion factors for GHG reporting. Reporting of scope 1 and 2 emissions is in line with the GHG Protocol Standard including the use of scope 2 emission factors for market-based reporting.

Scope 2 emissions include procured electricity and steam generated on site by third party owned assets. ** Baseline reporting year.

In 2024, for the first time, all 14 of our manufacturing facilities procured 100% renewable electricity, resulting in zero associated scope 2 emissions. We are pleased to have achieved this goal six years ahead of our 2030 target.

At our Ellesmere Port, UK site a small solar and wind energy station generated 7,959 KWh of physical renewable electricity. This renewable energy is used for charging our electric vehicles and powering our illuminated signage. Use of procured and physical renewable electricity now accounts for 19% (93,549 MWh) of our total energy mix.

The remaining scope 2 emissions are associated with the use of procured steam at two of our manufacturing locations. Overall, our absolute scope 2 market-based GHG emissions have decreased by 35% compared to 2023 and 71% since 2014.

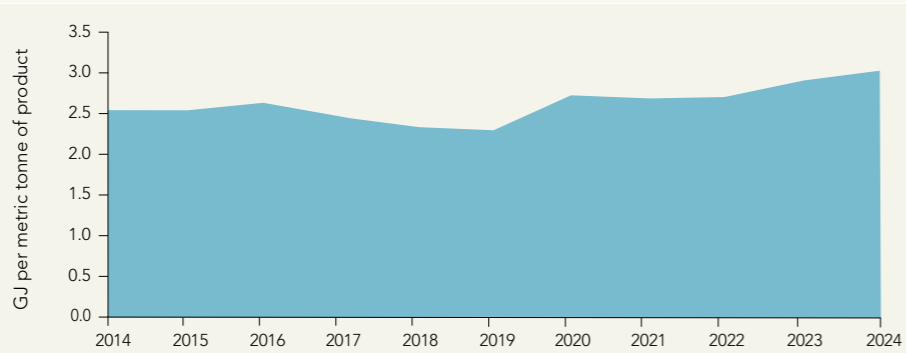
Our production plants aim to use energy as efficiently as possible. In 2024, energy usage (GJ) per tonne of product increased by 4% compared to 2023 and 18% since 2014. These increases are a direct result of the short-term increased gas consumption of the new CHP facility in Ellesmere Port, UK and increased production to meet customer demand.

Energy use

3.03 GJ per metric tonne of product

4% increase since 2023

18% increase since 2014**



UN SDG 12 - Responsible consumption and production
12.2 - By 2030, achieve sustainable management and efficient use of natural resources.

** Baseline reporting year.

Resource Reduction Group

Established in 2016, our global Resource Reduction Group (RRG) drives best practices across our 14 manufacturing sites. Its remit includes large capital investments, company-wide initiatives, and local projects, supported by a dedicated energy reduction fund, that will deliver economic rates of return consistent with other organic capital investments, alongside environmental benefits.

The group continued to deliver a pipeline of energy reduction projects in 2024. Moving forward, these initiatives are expected to cut annual energy consumption by 2,289 MWh and reduce total scope 1 and 2 emissions by 367 metric tonnes CO₂ equivalent.

[Click here for details on our energy reduction projects and activities introduced in 2024](#)

Carbon offsetting

Our manufacturing facility in Herne, Germany, maintained its carbon neutral status through the purchase of 2,159 Verified Carbon Units (VCUs) to offset their 2024 energy usage. The purchased VCUs are supporting a renewable energy biomass project in China.

In Italy, our Castiglione site also secured a green gas contract which included the purchase of 14,036 VCUs to offset their 2024 gas usage and support a wind farm project in Kazakhstan.

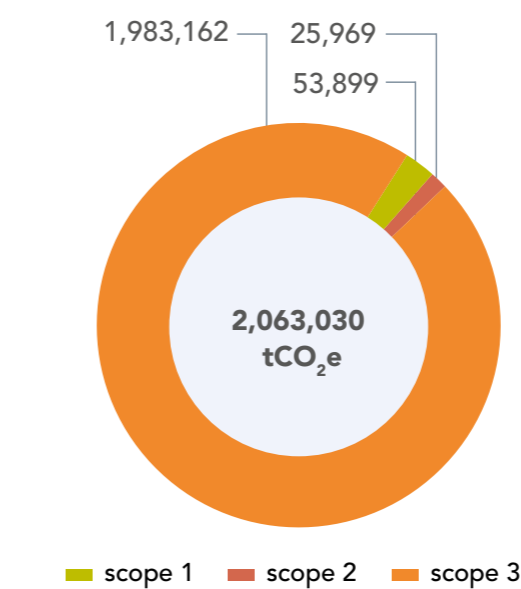
Global carbon footprint

As a large manufacturing company, we recognize the important contribution we can make to cutting global GHG emissions and have made significant reductions in our carbon emissions since our 2014 baseline year.

In 2024, we carried out our second global scope 3 assessment to establish a GHG inventory for our 2023 reporting period. The assessment included 10 applicable scope 3 categories and was in line with the World Resources Institute GHG Protocol and industry best practice. The remaining five categories were excluded on the basis that they were either not applicable or not required. We improved our calculation methodology and output by acquiring consumption data for all global reporting units and refining the accuracy of emission factors used for raw materials, product use and disposal calculations, while using primary data where available.

For our 2023 reporting period, our combined GHG emissions were 2,063,030 tCO₂e, which represents a 17% reduction on 2022. Scope 3 emissions accounted for 96.1%, scope 1 for 2.6% and scope 2 for 1.3% of our total emissions.

2023 total GHG emissions breakdown by scope (tCO₂e)



Decarbonization pathway

In 2024, we reviewed viable options and timeframes to develop a credible decarbonization pathway. We looked at process optimization, energy reduction and recovery programs, alongside assessments of renewable sources of energy including biomass, hydrogen and photovoltaic (PV) solar panels. We also considered logistics optimization improvements and increased supplier engagement.

Following this review we have committed to setting new targets. By 2034 we will target a 50% reduction in our scope 1 and 2 emissions compared to a 2014 baseline and a 28% reduction in scope 3 emissions from a 2022 baseline.

[Click here to view our Climate Change Position Statement](#)

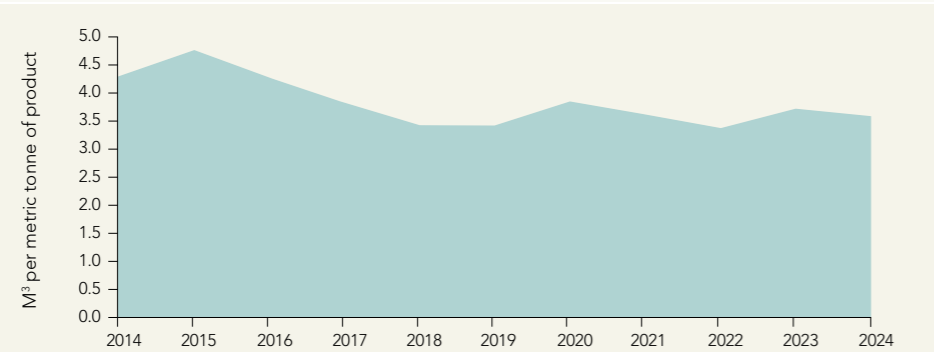
Saving water

Water is a vital resource and we are committed to using it responsibly. No Innospec manufacturing site is in a region classified as having very high overall water risk+. However, three sites, accounting for 2% of our total annual water extraction, are in areas with high overall water risk. One of these sites does not use water in its manufacturing process but actively minimizes non-manufacturing water usage during the summer months. The other two sites, located in Texas, reuse all flush and cooling water in subsequent blending and mixing (where compatible), significantly reducing freshwater demand.

In 2024, we are using 4% less water per metric tonne of product in our manufacturing processes compared to 2023 and 16% from our 2014 baseline. Each year, our sites set objectives to identify projects that reduce water consumption and improve wastewater discharge quality.

Water use

3.58 m³ per metric tonne of product
4% decrease since 2023
16% decrease since 2014**



Click for details on our water reduction projects and activities ➡



UN SDG 12 - Responsible consumption and production
12.5 - By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

** Baseline reporting year.

+As defined by the Water Resources Institute (WRI) Aqueduct Water Risk Atlas. Go to Aqueduct Water Risk Atlas World Resources Institute (wri.org) for more information.

† Innospec do not directly disturb land or generate tailing waste.

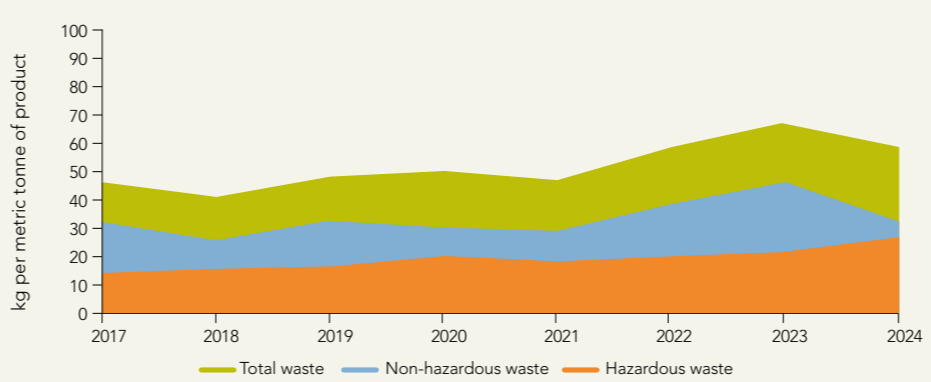
Waste Management

In 2024, we continued to look for new ways to improve our waste handling, and the impact of our operations on the environment. We apply the waste management hierarchy when dealing with the production waste that we generate. Our priority is to avoid or minimize the waste in the first instance. Where this is not possible, we look to recycle, recover or reuse the waste. As a last resort we opt for disposal by incineration without energy recovery or landfill.

Compared to 2023, we saw a 13% overall decrease in total waste intensity, a 25% increase in hazardous waste intensity and a 30% decrease in non-hazardous waste intensity as measured per tonne of product produced.

Total waste

58 kg per metric tonne of product
13% decrease since 2023
28% increase since 2017**

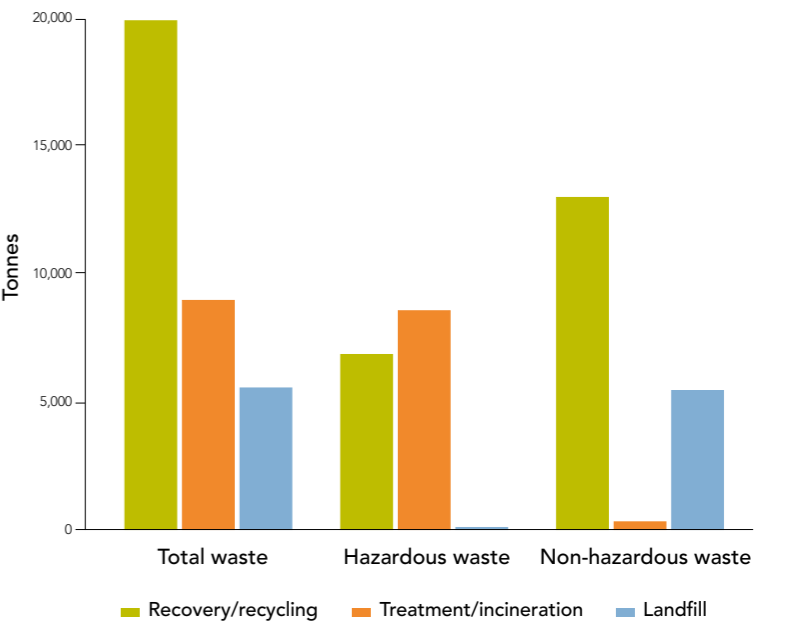
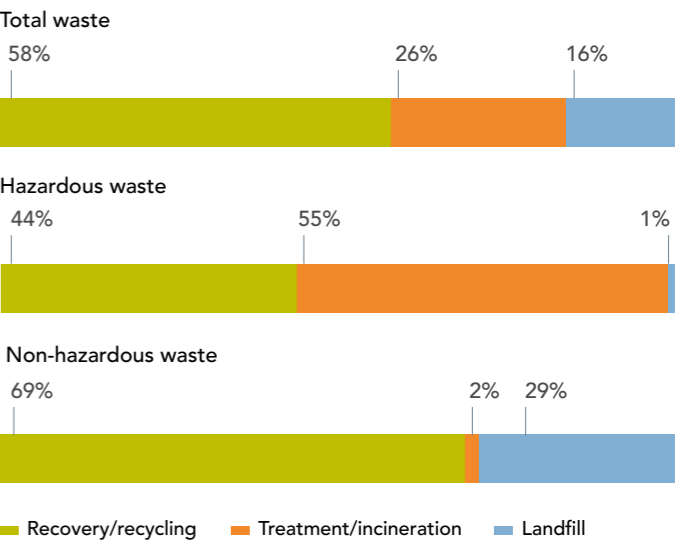


Waste data reported includes routine production waste in addition to ad hoc removal of aging stock, construction and demolition waste streams. As such reported data varies year to year. In 2023, several sites completed one-off construction projects and removal of aging stock programs that did not take place in 2024. Switching some Oilfield Services customers to bulk deliveries in 2024 reduced the use of totes and the subsequent need to recover returned totes. This reduction in waste was partially offset by waste generated as a result of increased production to meet customer demand.

In 2024, 58% of all waste generated was sent for recovery, recycling or reuse, 26% for other treatment or incineration (no energy recovery) and 16% to landfill†.

Click for details on our waste reduction projects and activities ➡

2024 Waste handling routes



Supporting biodiversity

Biodiversity is vital for sustaining the ecosystems that provide food, fuel, health, and other essential services. As part of our broader environmental commitment, we actively support biodiversity both on our sites and within our local communities.

We have several programs in place dedicated to protecting and enhancing biodiversity, ensuring we contribute to a healthier, more resilient natural environment. For example, our Midland and Oklahoma US manufacturing sites continue to support the community tree-planting organizations Keep Midland Beautiful and Oklahoma Beautiful. For the 11th consecutive year our site in Vernon, France, supported the TOGO program, a tree-planting initiative in West Africa, to help restore areas affected by deforestation. In Italy, our team in Castiglione remains committed to helping protect local biodiversity by supporting the Association TSDC - Valle Farmhouse, which works to support the bee population. In 2024, our Ellesmere Port, UK site partnered with the Cheshire Wildlife Trust to create a wildflower meadow on an unused area on the site, allowing it to act as a ‘biodiversity corridor’ to connect local green spaces.



UN SDG 15 - Life on Land
15.5 -Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.



Independent verification

Our sites are independently certified to a range of national and international standards on quality, safety, the environment, energy, good manufacturing practice and sustainable sourcing. Eight of our 14 manufacturing facilities are now ISO 14001 certified.

For further information on certifications click here ➡

EcoVadis

EcoVadis is a Corporate Social Responsibility (CSR) platform for supply chain sustainability. It independently evaluates and benchmarks the sustainability performance of over 150,000 companies in over 185 countries. The platform assesses a company's environmental, labor, ethical business and sustainable procurement activities.

In 2024, Innospec was awarded an EcoVadis Gold Rating in sustainability performance for the fourth year running. This puts Innospec in the top 5% of all companies rated globally in our sector.



For more information on EcoVadis and how the assessment is carried out click here ➡

CDP Supply Chain Disclosure Program

Each year, we voluntarily participate in the CDP Supply Chain Disclosure Program, the world's largest repository of self-reported climate change and water risk data. This initiative enables customers and investors to assess risks and make informed decisions that contribute to a more sustainable future.

CDP assessment	Innospec score
Climate	B Management level
Water Security	B Management level

We are proud to report a CDP score of B for both Climate and Water Security, placing us at ‘Management’ level for both assessments. This reflects our commitment to strong environmental practices across our global operations and highlights the year-on-year targeted actions we take to manage climate and water-related challenges. These assessments benchmark Innospec above sector, regional and global average levels.

For Climate, we were pleased to score an ‘A: Leadership’ for our governance, risk and opportunity disclosure, scope 3 emissions and emission reduction initiatives subcategory scores. We also scored ‘A: Leadership’ for governance, risk and opportunity disclosure and water pollution management procedures, in the Water Security assessment subcategory scores.

For more details on CDP click here ➡



UN SDG 12 - Responsible consumption and production
12.6 - Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

Delivering emission reductions in the shipping industry

As the world's largest supplier of marine fuel additives, we have been working in partnership with shipowners, operators, charterers and bunker fuel companies for over 70 years. Our team of experts continuously develops innovative fuel additive technologies to support compliance with evolving regulations, enhancing fleet performance across all residual fuel types including bio-blended fuels.

Marine fuel is a significant source of global CO₂ emissions, predicted to increase by up to 40% by 2050. To curb emissions, shipowners are turning to low-carbon fuels, energy-efficient engines, and advanced fuel solutions.

Our Octamar™ range of combustion catalysts has been recognized by the leading ship classification society ClassNK for improving fuel economy and reducing emissions. Long standing customers regularly report the benefits of reduced soot, a cleaner combustion chamber and improved waste heat recovery efficiency using our products.

In 2024, we sold sufficient quantities of our Octamar™ additives to treat 4,800,000 metric tonnes of fuel. Based on a conservative fuel consumption reduction of 2% (endorsed by ClassNK), the use of our products has helped numerous shipping customers across the globe reduce their total emissions by approximately 298,944 metric tonnes of CO₂e.

By combining science with sustainability, we are leading the way in marine decarbonization while ensuring optimal performance at sea.

To understand more about our marine fuel additives click here ►

Looking after people and our communities

Our focus areas for social are:

Health, safety and well-being

We strive to be leaders in health and safety, safeguarding anyone that could be affected by our activities and operations. This is our top priority.

Employees

We invest in the growth, diversity and development of our employees to help us attract and retain talent to achieve long-term success.

Community engagement

We support local communities through education, fundraising and sponsorship opportunities.

What you will find in this section

- Health, safety and well-being
- Process safety
- Occupational safety and our Journey To Zero Harm
- Safety performance
- Employee well-being
- Global product safety
- Supporting employee development
- Community engagement
- Innospec Cares

Health, safety and well-being

We are committed to looking after the health, safety and well-being of our employees, communities and everyone involved in the manufacture, use or disposal of our products. Our guiding principles are that no one gets hurt, we foster good relationships with our neighbors, and we minimize our impact on the environment. Our network of Safety, Health and Environment (SHE) professionals around the world are responsible for implementing our SHE Policy and maintaining our high safety standards.

RESPECT Committee

Our Responsible Care Executive Committee (RESPECT) comprises senior Innospec leadership team members and is led by our President and CEO, Patrick S. Williams. The committee is responsible for reviewing our global SHE strategy, setting objectives and monitoring our day-to-day performance.



UN SDG 8 - Decent work and economic growth

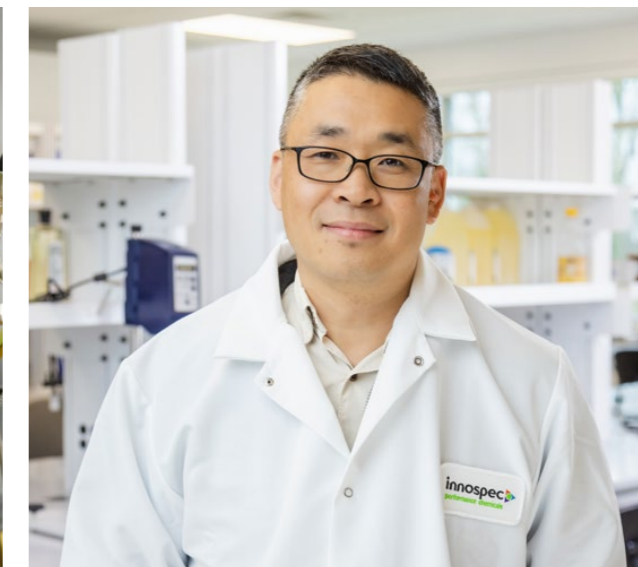
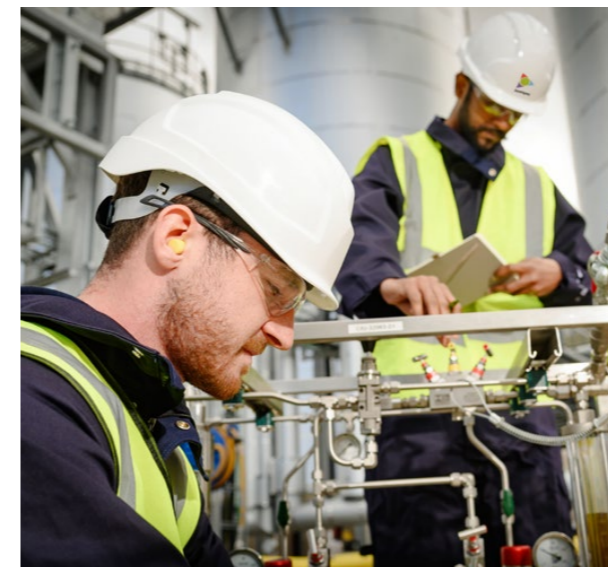
8.8 - Protect labor rights and promote safe and secure working environments for all workers.



Health, safety and well-being highlights

- ↓ **4%** decrease in total employee and contractor accidents.
- ↓ **24%** reduction in total employee accident rate per 100,000 hours.
- ↑ **2%** increase in near misses* raised.
- ↓ **26%** reduction in total number of Loss of Containment (LOC) events.
- 🧑‍🔬 **92%** of our sites achieved UK Chemical Industry Association's (CIA) Health Metrics Indicator 'Best Practice' rating and 8% reached 'Advanced' rating.

*Near miss, defined as a learning event that did not cause harm but had the potential to cause injury or loss. The more near misses reported and addressed, the lower the risk of a future accident or incident.



Process safety

A robust process safety management system has been developed and implemented to control our process hazards and minimize the risk of a catastrophic process safety incident. It comprises:

Process safety leadership	Process safety focused visits by our executive team at manufacturing sites.
Process safety standards	Covering; ‘risk assessment’, ‘safe operation’, ‘management of change’, ‘safe maintenance’, ‘accident, incident, near miss investigation’, ‘emergency response’, ‘competency’ and ‘management of contractors’.
Process safety audits	Measure a manufacturing site’s compliance against the process safety standards and employee awareness.
Process safety performance indicators	Determine the effectiveness of programs and activities targeted at reducing process safety incidents.
Start-up authorization	Central collation, review and approval of new products, processes or major modifications at corporate level prior to plant and process commissioning.

For more details on our process safety management system and actions ➡

Preparing for emergencies

Potential emergency scenarios have been identified and documented site emergency response plans are established for all our manufacturing sites. Employees are trained and take part in practical exercises on-site relevant to their role. Periodically, this training also involves the local emergency services. In 2024, our site in Pleasanton, US, conducted on-site emergency response training with the local fire department. In Salisbury, US, our team met with multiple members of the emergency response community to hold a communications exercise and site tour. Local fire departments, emergency services, rescue squads and state highway patrol all participated. Exercises like these enhance coordination and communication between us, the emergency services, and the communities in which we work and live.

We partner with Chemtrec in the US and Canada and Carechem 24 for all other global locations, to provide initial 24/7 emergency response support in the event of an incident involving one of our products during transportation to or at our customers’ premises.

Health, safety and environmental training

Our ongoing training programs demonstrate our commitment to targeting zero accidents and minimizing the risk of accident or injury. Every year we deliver a range of training courses covering topics including risk assessment, first aid, manual handling, fall protection, environmental awareness and waste management. In 2024, we introduced a number of new courses including ‘ISO 50001 Internal Auditor Training’, ‘Accident and Incident Investigation’, ‘JTZH Pressure of Work’, ‘Stress Management’ and ‘Safety with Explosives and Nitrocellulose’. Altogether we logged over 33,000 hours of internal and external training.

Click for the full list of courses completed in 2024 ➡

Journey To Zero Harm

2024 highlights

- 🔧 12,570 safety interactions completed
- 🔧 147,769 60-second checks completed

Now in its eighth year, our company-wide Journey To Zero Harm (JTZH) program remains our key strategic tool to help reduce accidents. It encourages everyone to take responsibility for carrying out a personal safety risk assessment before starting an activity. We design JTZH training modules to target the most common causes of accidents with modules translated into five core languages. These are supported with a range of materials to aid on-site communication.

Our Managers Team Review program in Europe enhances safety leadership skills by increasing the number of safety interactions taking place among our site management teams. It aims to build ownership of safety issues at all levels and cascade responsibility down to our managers, teams and supervisor leads.

Site initiatives to support behavioral safety

Each year our sites maintain their existing behavioral safety programs. When necessary, targeted initiatives are also introduced to help improve safety at the local level. In 2024, our Leuna team in Germany collaborated with an external consultant to help increase employee safety awareness and identify areas for improvement. Following two employee safety workshops, participants highlighted the need to place greater emphasis on contractor safety and to further develop the format of safety communications used on-site. Going forward, plant managers will share more safety information digitally with employees to improve engagement and efficiency. Additionally, ‘safety’ is now a permanent topic of discussion during shift meetings.



Several of our locations operate a ‘near miss of the month, quarter or year’ scheme to encourage employees to report near misses. Our Midland, Oklahoma and Pleasanton sites in the US reward individuals for ‘near miss of the month’ and ‘near miss of the year’. They also choose a ‘safe employee of the year’ for each US region, recognizing those who have excelled in SHE functions, and present regional and departmental awards for achieving zero recordable accidents, no vehicle incidents and no lost time accidents, within the year.

[Stories](#)



[Contents](#)

Ensuring employee safety through driver training

We are committed to keeping our employees safe both on site and while driving. Our Oilfield Services business operates a large fleet of over 300 company vehicles and many employees also drive their own cars as part of their daily work-related activities. Collectively, we estimate our people cover nearly 10 million miles every year on company business.

To keep everyone safe and minimize the risk of accidents, we invest in safe driver training for employees using company vehicles or driving on behalf of the company. Since the program was launched in 2023 our Oilfield Services employees have completed more than 2,300 hours of safe driver training, and in 2024, we recorded a 47% reduction in vehicle accidents compared to the previous year.

Course participants study classroom materials before taking part in hands-on driver training delivered by safe driving instructors. We have set up a refresher training schedule, so employees are retrained every two years.

When an employee is involved in a road incident, or their driving does not meet our expected standards, they are required to attend additional support training. This provides a timely reminder of how to drive safely and ensures any poor driving habits are quickly remedied. Through our commitment to driver training, we aim to foster a culture of responsible driving that protects our employees and the communities we operate in.



UN SDG 8 - Decent work and economic growth

8.8 - Protect labour rights and promote safe and secure working environments for all workers.



Safety performance

Safety KPI	2024 target	2024 metric
Number of fatalities		
- Employee	0	0
- Contractor	0	0
Number of major accident injuries		
- Employee	0	0
- Contractor	0	0
Number of lost time accidents (absent >3 days)		
- Employee	-	15
- Contractor	-	2
Innospec employee reportable lost time accident rate per 100,000 worked	>0.13	0.32
DART (cases of days away from work/restriction/transfer) rate	-	0.92
CDAW (cases of days away from work) rate	-	0.756
TRC (total recordable incidents) rate	-	1.05
Near Miss Frequency rate	-	572.6

In 2024, we reached our group safety target of achieving zero fatalities or major work-related injuries to employees or third parties. We also set a group safety target of achieving a zero Innospec employee reportable lost time accident (IRLTA) frequency rate. As a minimum acceptable standard, we expect to perform better than the industry average for the UK chemical sector. Unfortunately, in 2024 there were fifteen employee IRLTAs. Each accident has been investigated and measures put in place to prevent similar accidents from happening in the future. The learnings from these events have been shared across all sites. As a result of these accidents our IRLTA frequency rate for the period was 0.32 per 100,000 hours, higher than in previous years.

Addressing Loss of Containment (LOC)/ chemical releases and spills

Process materials handled at our manufacturing facilities must always be safely contained. All unintentional chemical releases and spills, no matter the quantity involved, are reported, tracked, and investigated to identify and address any underlying cause.

All manufacturing facilities are required to implement an LOC reduction program. Performance across the group is reviewed quarterly during RESPECT meetings, with regional teams and site-specific LOC improvement teams identifying trends, addressing challenges, and sharing best practices for LOC prevention.

In 2024, we achieved a 26% reduction in the total number of ‘more than minor’ LOC events with 129 metric tonnes in quantity lost.

During the year we carried out monthly plant tours to identify potential areas of risk for LOC events. We also used drone technology for the first time to support our storage tank inspection program. LOC communications were enhanced through the introduction of face-to-face briefings, displaying performance indicators and event posters in control rooms, conducting spot audits, and discussing LOC events during quarterly safety meetings.



“Safety has been the highest priority at the Herne site for decades, and the responsibility of each individual employee is regularly communicated to everyone by the management team.

The last reportable accident of an employee is more than 21 years ago. For us, the award is further proof that it is possible to work accident-free over an increasingly longer period of time. In recognition of this achievement, we presented our award donation of US\$5,000 to Cafe Pluto, a local charity who support training and work experience for unemployed young people.”

Frank Eilers Senior Manufacturing Manager, Herne, Germany

Internal safety performance recognition

We recognize the good safety performance of our employees through our corporate safety awards and certificate programs. Our corporate safety awards recognize manufacturing sites and associated operations that reach a calendar year or more without an IRLTA. Each site achieving a milestone period is presented with a plaque and donation to a charity of their choice. Sites that go without an IRLTA for over five years receive a gold award, over three years a silver award and one year a bronze award.

In 2024, our Herne site in Germany, along with our Oklahoma, Chemsil and Midland sites in the US, all achieved gold awards. For the team in Herne, it was their eleventh year running receiving a gold award. Our Salisbury, US, site received a bronze award.

Our corporate safety certificate program recognizes key milestones of employee-hours worked without an IRLTA. In 2024, St Mihiel in France reached 0.5 million hours, Castiglione in Italy reached 1 million hours and Midland in the US reached 2 million hours.

External safety performance recognition

Our Ellesmere Port site received its eighth Order of Distinction Award from the Royal Society for the Prevention of Accidents (RoSPA) for its excellent safety performance in 2024. For 23 consecutive years the site has achieved the RoSPA Gold Award.

In the US, we received our third consecutive Cigna Healthy Workforce Designation™ Award. This award recognizes our commitment to a workplace wellness program improving the health and well-being of employees.



“We’re immensely proud to receive our 23rd RoSPA Gold Award for accident prevention.

This achievement is a result of the collective effort and dedication of our amazing team to creating a culture that prioritizes health and safety above all else.”

Everton Dantas Site Director, Ellesmere Port, UK

Click for more information on our safety programs

Introducing a new biodegradable dispersant for crop protection

Innospec is a global supplier of specialty chemicals to the agrochemical market. Our range of adjuvants, emulsifiers, dispersants, specialty solvents, wetting and chelating agents are used widely in agrochemical formulations. These time-tested, high-quality components ensure active ingredients can be formulated into stable products that effectively spread on, adhere to, wet, penetrate and protect crops in the most efficacious way.

In 2024, we developed a new dispersant called Enviomet® DIS 9500, that is ideal for use with crop protection sprays. The product is based on a polycondensed naturally derived fatty acid and is biodegradable. Insoluble in water, Enviomet® DIS 9500 has excellent properties for adhering to a crop when it is sprayed.

In use, Enviomet® DIS 9500 can benefit farmers in several ways. It reduces spray application problems, improves coverage, and enhances the effectiveness of a pesticide by ensuring active ingredients dissolve more easily in any given solution.

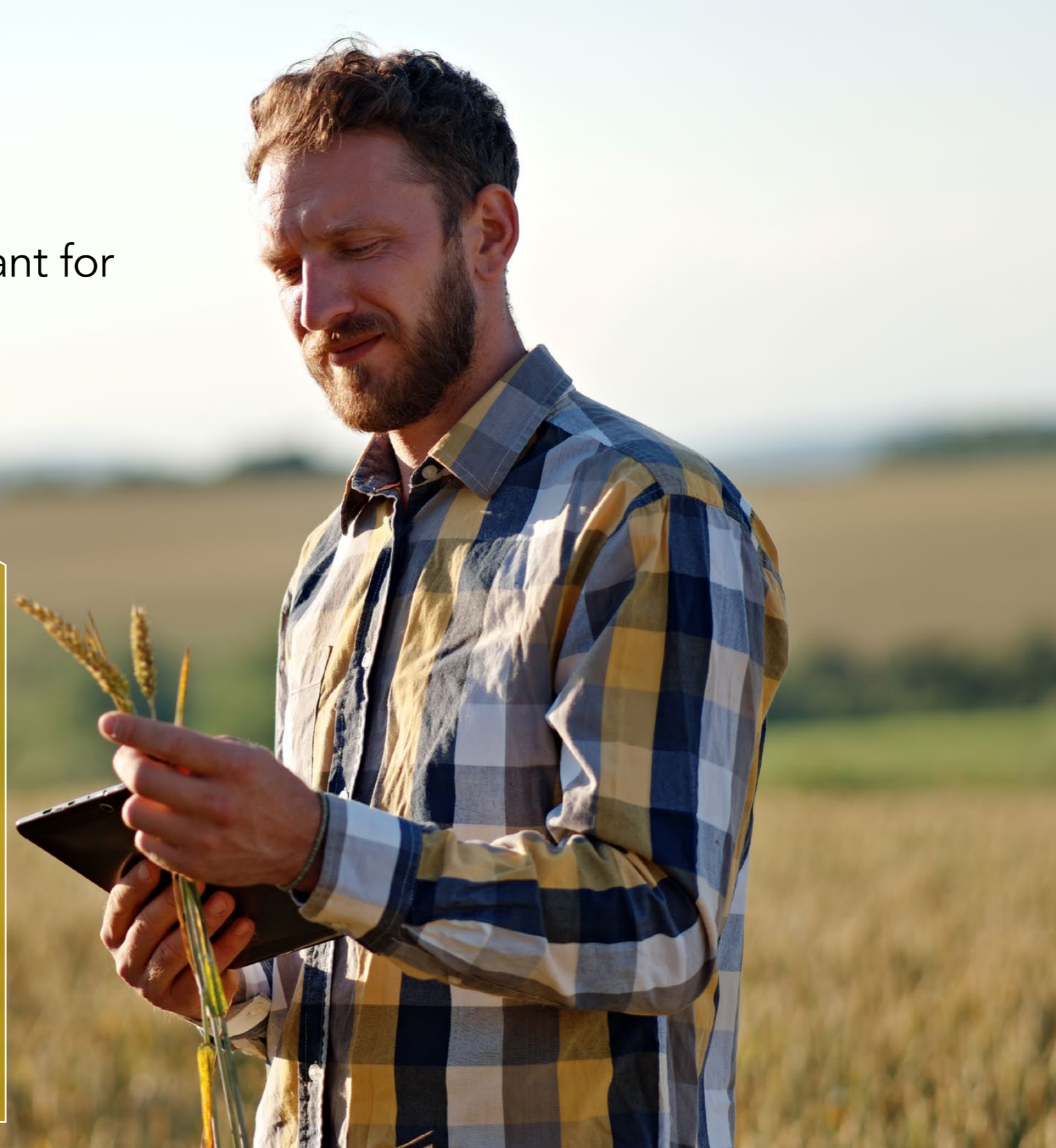
Enviomet® DIS 9500 also delivers excellent performance without compromising the sustainability of agricultural land. It breaks down quickly and easily within a short period, leaving no persistent residues in the soil. This reduces the farmer's dependency on traditional agrochemical dispersants which can be hazardous to use and adversely affect soil quality.

This exciting new technology will have a positive environmental impact on the agricultural industry and ultimately contribute to more sustainable food production.



UN SDG 8 - Decent Work and Economic Growth

8.2 - Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.



Employee well-being

Providing ongoing support to improve employee well-being is important to us. It not only fosters a positive workplace culture but also drives employee engagement, productivity, and retention.

We offer free annual health checks, vaccinations and eyesight and hearing tests. Employees can also benefit from discounted gym memberships, mental health programs and opportunities to join running and walking clubs. Based on employee feedback, we aim to find solutions to match our employee needs, such as offering financial awareness webinars in 2024.

During the year, over 100 US employees signed up for a 'Mental Health Awareness Challenge' as part of the Cigna Healthy Workforce program. Individuals were encouraged to become more self-aware of their mental well-being and learn effective ways to manage stress. Each participant received an Innospec wellness journal to keep track of their wellbeing.

Later in 2024, 108 US employees took part in a 'Hydrate for Health' initiative aimed at encouraging people to drink more water. The 'Fall Fitness Challenge' involved 116 people in 15 teams logging their active fitness minutes. Prizes were awarded to the winning teams of both programs.

In Ellesmere Port, UK, we organized a wide range of activities including webinars on prostate, cardiovascular and mental health. We supported Mental Health Awareness Week in May and promoted World Mental Health Day in October. We also provided refresher training for our 17 Mental Health First Aiders and CPR and Defibrillator training for 70 employees based at the site.

UK Chemistry Industry Association (CIA) employee health metrics tool

Each year, we utilize the CIA Health Metrics Indicator tool to assess and benchmark our health programs against industry best practices. This tool assesses our performance across key areas, including health leadership, policies, audits, hazard control, monitoring, wellness support, rehabilitation programs, health promotion, and education. In 2024, 92% of our programs achieved a 'Best Practice' B rating, while 8% were rated as 'Advanced' A.

For further information on our well-being activities click here ►



Global product safety

Innospec maintains high standards of product safety and transparency, safeguarding the well-being of humans, animals, and the environment. This is achieved through the breadth and depth of expertise underpinning product safety at Innospec and the increasingly innovative methods and processes we use. Our global regulatory compliance team strives for excellence and works closely with internal and external stakeholders, customers and suppliers to monitor and manage any changes in the hazardous properties or exposure to our products. The multi-disciplinary team comprises regulatory affairs professionals, experts in human health and environmental toxicology, and specialists in hazard communication and regulatory systems software.

In addition to supporting our core business units and R&D function on molecular innovations, the team also works collaboratively with a wide range of external industry bodies, trade associations and research groups. Our active participation and engagement enable a valuable exchange of scientific and regulatory information, benefiting Innospec, our counterparts, customers and the end-users of our products.

Our global regulatory team

- Four dedicated experts in toxicology
- Four experts in global food contact regulations
- Four experts on global biocide regulations
- 10 dedicated experts in global chemical compliance and regulatory affairs
- Two dedicated experts in SDS and regulatory systems
- 50+ years of experience in chemical legislation
- 208 submitted registrations covering 165 substances

We are fortunate to employ thought leaders who are helping to drive meaningful change and solutions in our industry. Jay Dawick, our Senior Toxicology and Risk Assessment Manager, is leading the Innospec (eco)toxicology team that is pioneering alternatives to animal testing. In October, he participated in a thought-provoking discussion at the International Collaboration on Cosmetics Safety (ICCS) Inaugural Meeting. Jay shared

valuable insights into our innovative and sustainable testing alternatives which are not only improving the safety and efficacy of our products but also reducing the industry's reliance on animal testing.

With thorough processes around safety data, we interface and support our customers and communicate with clarity throughout the supply chain. Our regulatory and toxicology team partners with customers and brand owners to understand and assess safety and regulatory data effectively.

The evolving landscape of global chemical regulations

The global regulatory landscape is constantly evolving, and we are committed to staying ahead of any changes to ensure our products remain fully compliant.

In 2024, our US regulatory team worked diligently to gather the required data for compliance with the Chemical Data Reporting (CDR) rule under the Toxic Substances Control Act (TSCA). The CDR rule mandates that manufacturers and importers report data on the production, import, processing, and use of chemicals listed in the TSCA inventory every four years. The resulting database helps the Environmental Protection Agency (EPA), communities, researchers, and other stakeholders understand chemical use and assess potential health and environmental risks. Our team successfully met all obligations ahead of the November deadline.

In Europe, the EU's Chemicals Strategy for Sustainability (CSS) aims to create a 'toxic-free' environment by restricting hazardous chemicals and encouraging safer alternatives. A key component of this is the upcoming



"The CDR rule under the Toxic Substances Control Act requires a thorough understanding of how the regulation relates to the chemistries in our product portfolio.

Our team must determine which of the 'substances' that we manufacture are applicable and report this data for each US production site. Great teamwork helps us navigate all the different requirements. It is critical we accurately report volumes, processing and use information, while making sure we protect confidential information about our business operations."

Crystal Cheely Senior Regulatory Compliance Manager, US

revision of the EU REACH Regulation. Now expected in 2025, the revision will introduce a new integrated regulatory approach, the direction of which can already be seen in other EU legislation such as the new 'safe

and sustainable design' criteria and recent updates on sector-specific legislation. This legislative framework aims to drive sustainable innovation by reducing the health and environmental impacts of products.

We are proud to work with

- **ACC** (American Chemistry Council)
- **ATC** (Technical Committee of Petroleum Additive Manufacturers in Europe)
- **AFSA** (Animal Free Safety Assessment Collaboration)
- **BCA** (British Chemicals Association)
- **CEFIC** (European Chemical Industry Council)
- **CESIO** (European Committee of Organic Surfactants and their Intermediates)
- **CIA** (UK's Chemical Industries Association)
- **CTPA** (Cosmetic, Toiletry and Perfumery Association)
- **EFfCI** (European Federation for Cosmetic Ingredient Manufacturers)
- **EOSCA** (European Oilfield Specialty Chemicals Association)
- **ERASM** (Environmental and Health Risk Assessment Management of Surfactants)
- **ICCS** (International Collaboration on Cosmetics Safety)

Product stewardship

Customers must be provided with the information required to ensure safe handling, use and disposal of our products. We use Sphera Intelligent Authoring® software to support our regulatory function. It facilitates the publishing of safety data sheets (SDS) in over 40 languages for 4,500+ products and can cross-check global chemical inventory compliance, such as the TSCA inventory in the US. Importantly, it holds the physical chemical (eco)toxicology, environmental-fate and hazard classification data for over 20,000 individual substances that we continually use and/or monitor. Following the acquisition of QGP, our regulatory team spent a significant amount of time in 2024 integrating over 670 of their products into our regulatory software systems.

Responsible Care®

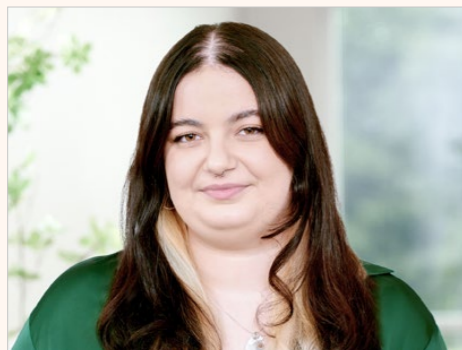
Responsible Care® is a global voluntary initiative aimed at continuously improving environmental, health, and safety performance in the chemical industry. Adopted by national chemical associations in nearly 70 countries, it is supported by many of the world's leading chemical producers. We have been a long-standing participant and signatory of the

International Council of Chemical Associations (ICCA) Responsible Care® Global Charter and have been part of the UK Responsible Care® program since its launch in 1988. Additionally, Innospec Fuel Specialties LLC has maintained Responsible Care® management system certification since 2007.

[Click here for more information](#) ►

Product carbon footprint assessment

One of the ways we measure the environmental impact of our products is through product carbon footprint (PCF) assessments.* In 2024, we continued to calculate PCFs for a number of materials across our Performance Chemicals and Fuel Specialties businesses. A total of 93 products have now been evaluated regarding their global warming potential. These 'cradle-to-gate' PCF calculations are conducted by our internal Life Cycle Assessment Engineer and consider the greenhouse gas (GHG) emissions associated with everything from raw material extraction and transportation to the manufacturing process of our final products, until they leave our Innospec facility gates.



"Understanding the source of emissions at each life cycle stage helps us to identify opportunities to further reduce our own, as well as our customers', carbon footprints."

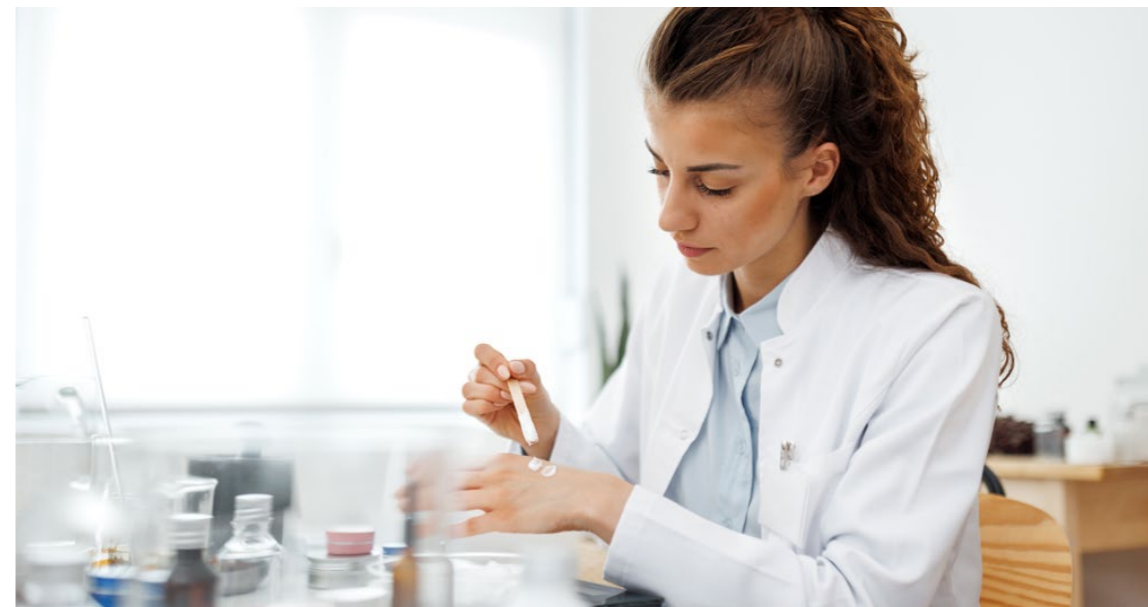
Changes to raw materials, using circular or biogenic feedstocks and sourcing local materials to minimize transportation emissions, all help to reduce product carbon footprints. We see PCFs as a vital tool and an exciting step forward in better understanding both the environmental impact of our products and their benefits."

Darcy Kelly Life Cycle Assessment Engineer



UN SDG 12 - Responsible consumption and production

12.4 - By 2030, achieve the environmentally sound management of chemicals and all waste throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.



During the year we also reviewed our internal calculation methodology to align with the latest standards and guidelines to ensure our PCF calculations meet the required standard. To demonstrate our commitment to best practices, our internal methodology is currently being validated by an independent third party and is expected to be completed in early 2025.

Animal testing

Many regulatory authorities still mandate animal testing to evaluate the (eco)toxicological properties of new and existing products. As members of the Animal-Free Safety Assessment (AFSA) collaboration and the International Collaboration on Cosmetics Safety (ICCS), we are dedicated to reducing and replacing animal testing by promoting suitable alternative methods whenever possible.

In response to ongoing compliance checks by the European Chemicals Agency (ECHA), in 2024 we refreshed our animal testing policy and pushed ahead with replacing animal testing on more of our existing commercial product lines including, NANSAs® LSS, EMPIGEN® BB and SUNSOLV BOS. We continue to work closely with external stakeholders and service providers to use and apply new approach methods for early product safety screening of molecules and products across all three of our business units.

During the year, we partnered with major cosmetic companies and applied to the International Collaboration on Cosmetics Safety (ICCS) to fund a two-year project commencing in 2025. The project will compare worker and consumer exposure to cosmetic ingredients, with the goal of supporting 'exposure-based' alternatives to animal testing under regulations such as REACH.

For more information on the ICCS initiative, [click here](#) ►

*Our internal methodology is based on ISO 14040, ISO 14044 and ISO 14067 and is aligned to the TFS PCF Guideline for the Chemical Industry and the PACT Guidance for the Accounting and Exchange of Product Life Cycle Emissions.

Protecting and enhancing biodiversity

Biodiversity is essential for maintaining healthy ecosystems that provide us with food, fuel, and other vital resources. We are committed to protecting and enhancing biodiversity, contributing to a healthier planet and supporting local communities.

In 2024, we supported a wide range of biodiversity initiatives. For example, our Oilfield Services Midland and Oklahoma manufacturing sites in the US continued their support of Keep Midland Beautiful and Oklahoma Beautiful. This involved making donations to purchase trees for local green spaces, and our employees participating in tree planting activities.

Some organizations have received our support for over a decade. This year marked the eleventh year of our Vernon site in France donating to the TOGO tree-planting program in West Africa, which helps to offset CO₂ emissions, restore forests, and provide clean water, food programs, and jobs to local communities.

Protecting local bee populations and enhancing pollination is critical to promoting biodiversity all over the world. In Vernon, France we sponsor individual beehives while in Italy, our Castiglione team supports a local organization dedicated to protecting local bee populations.

Wildflower meadows offer numerous benefits, including supporting biodiversity by providing food and habitat for pollinators and other wildlife. In the UK, our Ellesmere Port site partnered with the Cheshire Wildlife Trust to create a new on-site wildflower meadow, introducing native plant species and developing a green wellbeing space with a nature pathway and bench for employees to enjoy.

Through these initiatives, our commitment to biodiversity is helping to create a more sustainable world for future generations.



UN SDG 15 - Life on Land

15.5 - Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and prevent the extinction of threatened species.

Supporting employee development

We want all our employees to have the skills, commitment, and enthusiasm to grow our business and help us achieve long-term success. At every stage of an employee’s professional journey, we support career development and continued education.

This commitment makes Innospec an attractive place to work for both new recruits and long-term employees, and we are proud of our high levels of employee retention. In 2024, we achieved our lowest annual turnover rate since 2019, at 5.3%. 55% of our employees have been with us for over five years and 33% have worked with us for over ten years.

Investing in training and development

We offer both internal and external training across our business to support the continual development of our employees and foster a sustainable global business.

In 2024, our investment in training and development enabled us to deliver presentation skills courses to 43 employees based in the UK, Germany and Singapore. Additionally, over 20 employees participated in PRINCE2® Project Management training, enhancing their skills to become more effective project managers.

A key initiative launched during the year was Percipio, our new global e-learning platform. Designed to support employees in achieving their personal and professional development goals, Percipio offers a wide range of courses covering technical, soft skills, leadership, and functional training. In the six months following its launch in summer 2024, 901 employees had used the platform, accumulating 4,046 hours of learning. Several employees were selected to take part in our Senior Leadership Development program and Key Management Skills course.



Katie Le Manquais, Technology Platform Leader, participated in the program and found the coaching on building high-performing teams particularly beneficial.

“I recently had the privilege of attending a global gathering with peers from diverse roles across our business for the Leadership Development course. This experience provided me with the chance to interact closely with inspirational leaders and build a strong network of colleagues, one that I know I can turn to for insights and support in the future.”



Eric Flanagan, Director of Strategic Sourcing, attended our Key Management Skills course, helping him to better understand what makes a great leader and how to put this into practice.

“It was an honor to be selected for the course. I’ve been with Innospec for many years, and I am recently in a new role, so meeting people from different divisions within the business was a great experience. Back in the office, I feel this training has been very useful, particularly when it comes to collaborating with others. I now feel I can truly support my team and help them to grow and develop as individuals at work.”

The course involved instructor-led sessions and post-training coaching specifically tailored to upskill our senior managers.

In 2024

- We delivered over 19,000 hours of career and skills training.
- Employees completed an average of 13.3 hours of training.
- 90% of employees (2,228) received career and skills training.

Succession planning

We are committed to developing future leaders for our business by equipping them with the knowledge and skills they need to drive our organization forward. Our succession planning program for strategic roles ensures business continuity and long-term sustainability, as individuals transition into new positions. Identifying the right talent for key roles is a priority, and we actively nurture potential within our existing workforce. Through ongoing education and support, we empower our employees to grow, develop, and excel within Innospec.

Georgina Daigle has developed her career with Innospec significantly over the last decade. Starting as an undergraduate finance student, she is now a Financial Controller for Oilfield Services. After completing our graduate scheme in the UK, which provided experience and exposure to different aspects of the business, she qualified as a Chartered Accountant. Subsequently, she was offered the opportunity to work in the Oilfield Services business in Woodlands, Texas, taking on her new role in 2019. As our business expands into Saudi Arabia, she has been central to setting up and supporting this new venture.



“Initially, I spent 18 months in the US getting to know the Oilfield Services business so I could be sure the move was what I wanted. I then returned to the UK to wait for a permanent work visa.

During this time, I worked in Group Finance, picking up even more skills. I finally made the move to Texas in 2019. I’ve thoroughly enjoyed the challenge and being part of a small dynamic team.”

Georgina Daigle Financial Controller
Oilfield Services, US



UN SDG 4 - Quality Education

4.4 - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.



Our science ladder

The success of our business relies on attracting, developing, and retaining top-tier scientists and technical professionals. Our Science Ladder program enables employees in technical roles to advance their careers in science while driving innovation in new technologies. This initiative encourages outstanding scientists to continue their research, providing opportunities for personal growth, recognition, and professional advancement, thereby benefiting both the individual and our business.







In 2024, two of our senior world class scientists, Dr James Barker, Senior Research Fellow and Dr Jack Burgazli, Corporate Vice President of Innovation, were each acknowledged by ASTM International for their distinguished service and contribution to the chemical industry.

Supporting a sustainable workforce in 2024

We believe lifelong learning and practical experience are essential to an individual's success. Our business is proud to put a great deal of effort into supporting people early in their personal journey to realize their potential.

We are proud to have offered

-  **33 paid internships**
-  **40 apprenticeships**
-  **26 student placements**
-  **30 work experience openings**



UN SDG 4 - Quality Education

4.4 - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills for employment.

Sharesave Program

Our global Sharesave Program is open to all employees. Participants save a set amount of money over a fixed period and at the end they can choose to either buy Innospec stock at a discounted price or receive the money saved. In 2024, our 2022 Sharesave Program in the US matured with participants executing their options in November and December. Our EMEA and Asia Pacific Sharesave Program will mature in 2025. The scheme has proved to be an excellent way for employees to participate in the success of our business.

Diversity

We celebrate the diversity of our workforce, recognizing that the global reach of our operations brings a wealth of creative, scientific and practical skills. Employment at Innospec is based entirely on merit and ability, and we are committed to fostering an inclusive workplace where everyone is treated with dignity and respect.

We provide equal opportunities to all current and prospective employees, regardless of gender, marital status, sexual orientation, race, ethnicity, national origin, age, disability, religion, or belief.

In 2024, we worked with a 3rd party specialist consultant to conduct a global anonymous and confidential Diversity and Inclusion survey, to better understand the views of our people and how we can continue to create a more inclusive workplace. The output of the survey will be used in 2025 to identify any broader trends and shape future actions in this area.



Human rights

Our Human Rights Policy reaffirms Innospec's commitment to upholding internationally recognized human rights standards, including the United Nations' Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labor Organization (ILO) Principles, and the UN Global Compact. This policy outlines the key human rights most relevant to our operations, detailing how we implement our commitment and expectations from employees, business partners, and other stakeholders.

To view our Human Rights Policy click here 

Providing community support through Meals on Wheels

Meals on Wheels has grown into one of the largest charitable operations in the US. What started as a compassionate idea is currently helping more than two million seniors annually by helping extend independence and health into old age.

In Montgomery County, over 20 employees from our Delaware office used their Innospec Cares volunteering hours to help assemble breakfast bags providing food for homebound seniors over the weekends, when the organization's regular meal service is not available.

Through our Innospec Cares program we have been supporting Meals on Wheels for four years. In 2024, eight volunteers from our Salisbury, US, site volunteered for over 50 hours, delivering meals to the elderly in Rowan County, North Carolina. We also made a financial donation to Meals on Wheels in Montgomery County, Maryland, US.

Support was provided to those who could not afford regular meals and those who struggle to cook for themselves. As well as providing nutritious food, our volunteers were able to check in on people who live by themselves. Sometimes, this is the only contact a person might have with another human all day.

In addition to these regular visits, our volunteers also deliver an annual Christmas gift to seniors in Rowan County. This year it comprised a blanket, warm socks, a lamp and a night light to use in case of a power cut during the severe storms the region had recently experienced.

To learn more about our Innospec Cares program click here ►



Community engagement

Education, volunteering, fundraising and sponsorship opportunities all form part of the support we provide for the social and economic development of our local communities.

In 2024 we contributed

US\$791,059
total social value.*

1,558
volunteering hours worked
by our employees for good causes.

US\$709,086
direct monetary contributions
donated by Innospec.

210
organizations supported globally through
our social value activities.

*Social value captures the value and impact of our global community contribution. This includes monetary donations, volunteer time and in-kind donations.

Business contributions to charity

Our Fuel Specialties business embarked on a social partnership with UNESCO to improve access to STEM education for Indigenous students in Brazil. Meanwhile, Performance Chemicals supported a project led by the International Justice Mission (IJM) to tackle modern slavery in the palm industry in Indonesia. As in previous years, our Fuel Specialties and Oilfield Services businesses held their annual charity golf tournaments to support the PenFed Foundation. The total collected by both golfing events this year was US\$225,000. Since 2007 we have raised over \$2.25 million.

Every liter of ecotherm® futur sold by our Fuel Specialties business contributes to Schutzgemeinschaft Deutscher Wald e.V. (SDW), the German Association for the Protection of Forests and Woodlands. These donations help support free educational programs for schools and communities and forest conservation, protection and reforestation projects. Since the partnership began in 2008, total donations have exceeded €379,000.

Social sourcing

Our manufacturing locations in Herne, Germany; Vernon, France; and Castiglione, Italy; all work with organizations that provide employment opportunities for disabled and disadvantaged individuals. The services they provide these sites include grounds maintenance, workwear laundry and office cleaning services. These partnerships reflect our ongoing commitment to supporting inclusive employment opportunities within our local communities.



UN SDG 8 - Decent Work and Economic Growth

8.5 - By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities.

Education for our local community

Engaging with students through school visits is an impactful way to foster interest in Science, Technology, Engineering, and Mathematics (STEM) careers. These hands-on experiences allow students to step beyond the classroom and explore the real world of the chemical industry. In 2024, we provided children from schools located close to our sites with the opportunity to learn about the innovative processes involved in creating products in a professional lab setting. Pupils were given tours of our Research & Technology Center and manufacturing facility at Ellesmere Port to help inspire and highlight potential career opportunities in the chemical industry.

We are also committed to enhancing access to STEM education for historically marginalized Indigenous communities. In 2024, we established partnerships with Indspire, a national Indigenous charity that supports the education of First Nations, Inuit, and Métis people in Canada.

Community outreach and open days

As well as welcoming students from local schools to our sites, we also went out into the community to offer support and promote STEM education. We took part in job fairs and interactive workshops to explain the science behind our products. We sponsored a chemistry award, participated in graduation ceremonies and supported chemistry-focused events at schools located near our sites. Public open days and site tours also provide opportunities for us to explain how our products and plant operations work, helping to build positive relationships within the communities in which we operate. In 2024, we held a public event for International Day for Disaster Risk at our site in Vernon, France to give our neighbors a better understanding of what we do and how we proactively prepare for potential natural disasters or industrial accidents.

For more information on our community outreach programs click here ►



[Stories](#)

[Contents](#)

Making a valued impact in communities worldwide

We take great pride in our Innospec Cares program and the meaningful impact it has on both our local communities and the employees who participate. Now in its ninth year, the program continues to make a real difference to community groups and charities around the world. Once again, our dedicated employees have raised essential funds and volunteered their time and skills to provide hands-on support. Since its launch in 2016, we have raised over US\$1.6 million, benefiting 529 diverse community groups and charities, helping to sustain the vital services they offer.

In 2024, we received 126 charitable giving applications from a record 27 Innospec locations helping to raise US\$204,000. A record 254 employees took part in a range of volunteering activities providing 1,298 hours of practical support to the communities in which we operate. We are pleased to report that we were able to support 145 good causes and charities during the year.

In the nine years since Innospec Cares started

US\$1.6 million+ raised

3,889 volunteering hours

1,042 charitable giving applications approved

529* communities and charities helped

*Some charities are supported multiple times a year, each year, by employees; these charities are only counted once in this number.



Around the world in a year of activity

Our employees had a busy year in 2024 supporting many different sponsorship and fundraising activities all around the world.



Food for Thought Denver

Nine employees in Englewood, US helped to pack bags containing enough food to feed families of four for a week to help those facing financial difficulty.



Help & Hope Center

Nine employees in Englewood, US helped to prep bags with food to be distributed locally to those in need.



Houston Food Bank

An employee in Houston, US received match funding for their donation to the local food bank to help provide nourishing food to those in need of support.



Oklahoma Beautiful

22 employee from Oklahoma, US used their volunteering day to restore vegetation in the local area by planting trees.



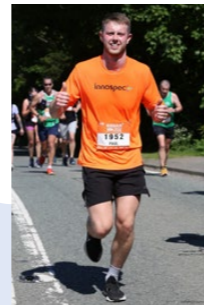
Pleasanton Elementary School

46 employees in Pleasanton, US collected and donated school supplies to ensure all children have access to the essentials when starting school.



Parachutes for Pets

Seven employees based in Calgary, Canada volunteered at a charity that supports pet owners facing financial hardship.



When You Wish Upon A Star

20 employees in Ellesmere Port, UK ran in the Chester half marathon, also sponsored by Innospec, to raise funds to grant the wishes of children living with life threatening illnesses.



Wirral Hospice St Johns

Employees from our site in Ellesmere Port, UK participated in their annual excursion to collect and recycle Christmas trees to raise money for local hospices.



Elton Parish Council

Five employees from Ellesmere Port, UK carried out work to help improve the appearance and safety of a local green space near to the Ellesmere Port site.



Hospice of the Good Shepherd and Countess of Chester

Employees from Ellesmere Port, UK organize a Santa Dash, running 5k dressed as Santa to raise money for two local hospices.



Wondream

Employees in Herne, Germany, fundraised for a charity that brings together children from diverse social and ethnic backgrounds through contemporary dance.



ASD Judo

Innospec Cares made a direct donation to a charity local to our Castiglione, Italy site that offers judo lessons to children with cognitive-related disabilities.



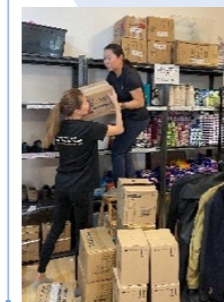
Croix Rouge Française

In St Mihiel, France an Innospec employee volunteered to collect food at a supermarket for families experiencing financial difficulty.



Beijing Sanzhi Difficulty Children Rescue Service Center

Our team based in Beijing, China made a donation to a local library that support children from families facing financial difficulties.



Its Raining Raincoats

Seven employees in Singapore helped out at a charity store for an organization that provides essential items to migrant workers free of charge.



Fundacio Espigoladors

Five employees from our site in Barcelona harvested broad beans for distribution to vulnerable people within the community to ensure their access to nutritious food and reduce food waste.



Meals on Wheels Rowan

Eight employees based in Salisbury, US were involved in weekly trips to deliver meals to the elderly and disabled citizens in the local community.



Helping Hands Ministry

Nine employees in High Point, US packed food in bags and handed them out to vulnerable people in the local community.



São Vicente de Paulo

Employees based in São Paulo, Brazil fundraised for a charity that provides social assistance to children struggling with the traditional school curriculum. The team also donated and distributed chocolate treats to the children.

Englewood US

Oklahoma US

Houston US

Pleasanton US

High Point US

Salisbury US

Ellesmere Port UK

St Mihiel France

Barcelona Spain

Herne Germany

Castiglione Italy

Beijing China

Singapore

São Paulo Brazil

Delivering effective governance

Our focus areas for governance are:

Compliance

We understand that honest, ethical and transparent conduct is vital to our success and reputation. Every employee plays an essential part in complying with local and national laws, rules and regulations. We are committed to implementing robust operating systems and processes that protect the security of the company, its employees, information and intellectual property.

Third-party management

We verify that our supply chain complies with legal, ethical and social requirements, while also finding opportunities for environmental improvement and economic efficiency.

What you will find in this section

- Compliance
- Managing third parties responsibly
- Advancing our IT capabilities

Compliance



“Governance is non-negotiable and critical to the success of our business. It falls on every employee to act ethically and responsibly at all times. Given the uncertainties facing our world and challenging trading conditions in the wake of the conflict in Ukraine, our business teams are extremely aware of the need for vigilance when it comes to compliance with international sanctions.

We hold daily conversations with all parts of the business to avoid unauthorized diversion of our products. Training is critical to making sure everyone understands our policies and acts accordingly.”

David Jones General Counsel

Compliance sits at the heart of our business, and we take it very seriously. It flows from the top of our organization down to every employee. We have robust systems and procedures in place to ensure our employees, third-party representatives, suppliers and other stakeholders act legally, responsibly and ethically. Compliance is non-negotiable.

An effective governance structure

We have a clear governance structure in place to ensure effective legal oversight, monitoring and reporting across the company. Our dedicated compliance team, which reports to the company’s General Counsel and Chief Compliance Officer, is responsible for managing and implementing Innospec’s global compliance program. The team is comprised of attorneys and compliance professionals with experience and expertise in a wide range of key compliance areas, including anti-corruption, export controls and trade sanctions, data privacy, competition law, and fraud. External advisors provide additional support on specific issues when required.

A permanent Board committee, the Nominating, Corporate Governance and Sustainability Committee (NCGSC), oversees the work of the Legal Compliance team and the global compliance program. The NCGSC receives quarterly and ad hoc compliance reports from the Legal Compliance team and meets at least quarterly to assess and respond to evolving compliance risks and evaluate the performance of the compliance program.

The Legal Compliance team also provides quarterly updates to the Compliance Steering Group (CSG), which comprises senior business and functional leaders. The CSG meets quarterly to discuss key compliance issues and ensures compliance updates are fed back into the business.

Policies and procedures

We regularly review our compliance policies and procedures to ensure they continue to support our corporate governance needs. In 2024, we updated several key compliance policies and procedures to address evolving compliance risks and changes in regulations, including compliance

with new US, EU and UK sanctions and export controls imposed on Russia.

To view our key policies and procedures click here ➡

Compliance assessments

The Legal Compliance team conducts several audits every year of selected regions or business units to assess compliance with our policies and procedures. This is in addition to rigorous external and internal business assurance audits.

Compliance training for employees

Our core employee compliance courses

- Code of Conduct
- Anti-corruption and Anti-bribery
- Competition Law/Anti-trust
- Export Controls and Effective Trade Compliance
- Preventing Modern Slavery
- Data Protection
- Gifts and Hospitality

Four new employee courses introduced in 2024

- Data Protection (refresher)
- Export Controls and Effective Trade Compliance (refresher)
- Records Management
- Gifts and Hospitality - Giving and Receiving Gifts with Integrity

We provide training on various compliance topics to ensure employees understand and comply with our policies and procedures. Online training is delivered by SAI Global, a recognized leading provider of integrated risk management solutions. In 2024, we delivered 9,172 compliance courses to 2,437 employees. The completion rate for our Employee Annual Compliance Certification, covering code of conduct, anti-corruption, export controls and trade sanctions, was 100%.



UN SDG 4 - Quality Education

4.7 - By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development.



Treating everyone with dignity and respect

We value dignity and respect as fundamental principles and are dedicated to maintaining a workplace where every employee is treated fairly. We do not tolerate disrespectful or inappropriate behavior, unfair treatment, discrimination, harassment, or retaliation in any form. Any reports of physical, sexual, psychological, or verbal harassment, abuse, discrimination, bullying, or intimidation are taken seriously, promptly investigated, and addressed appropriately.

Whistleblowing procedure

Employees who have concerns about illegal, fraudulent, or unethical behavior are encouraged to report them to any manager or to our Legal Compliance, HR, or Business Assurance teams. They may also use our confidential reporting hotline, EthicsPoint, which is available 24/7. Where permitted by local laws, reports can be made anonymously. Operated by an independent third party, the service provides local call numbers and online access. Third-party stakeholders can also access EthicsPoint through Innospec's corporate website.





Managing third parties and procurement responsibly

Third-Party compliance

To build a sustainable business, our supply chain must adhere to legal, ethical, environmental, and social standards. We screen all potential customers and suppliers to ensure they are not subject to any applicable export controls, trade sanctions or debarment lists. We also carry out compliance due diligence on our sales agents, distributors, and certain customer-facing consultants (Third-Party Representatives).

Certain Third-Party Representatives are required to complete an online anti-bribery training course prior to their appointment and upon renewal of their contract with Innospec. These Third-Party Representatives are also required to complete an annual certification confirming their compliance with Innospec’s Anti-corruption Policy and Code of Conduct and disclosing any compliance issues. In 2024, no compliance disclosures were made by our Third-Party Representatives. If a Third Party does not complete the annual certification within the specified timeframe, the account will be put on hold, preventing sales orders or commissioned work. If these requirements remain unmet after a reasonable extension, we terminate the relationship.

Supplier Code of Conduct

Our supplier code of conduct covers the key areas of legal compliance, business integrity, human rights and safety, health and the environment. As well as outlining how we expect business to be conducted, it explains clearly what management controls and procedures should be in place, how we expect suppliers to treat employees and the types of record keeping required to provide total transparency. Our standard terms and conditions of purchase for suppliers include mandatory compliance with our Supplier Code of Conduct.

To view our Supplier Code of Conduct click here ➡

Conflict minerals

We are committed to the responsible sourcing of materials, which includes any conflict minerals that are ‘necessary to the functionality or production’ of our products, as defined under Section 1502 of the Dodd Frank Wall Street Reform and Consumer Protection Act and according to the requirements of the EU Conflict Minerals regulation.

Our Conflict Minerals Disclosure for the calendar year ending 31 December 2024 is published here ➡

Supplier assessment

Since 2016, we have used the supplier sustainability evaluation rating platform EcoVadis to assess our key global suppliers. The platform enables us to assess the relative risk of suppliers against their databases of over 150,000 global companies in over 185 countries. Our supplier evaluation process incorporates EcoVadis assessment scores into the procurement process and it is a requirement for all suppliers meeting specified spending thresholds.

Throughout 2024, we have continued to promote the EcoVadis platform within our supply base. Over the course of the year, an additional 70 of our suppliers were assessed or joined the onboarding process, bringing the total to 356, representing 48% of our global spend.

While we continue to add new accounts that meet our criteria, we are also targeting our lowest scoring/ higher risk suppliers. We liaise with both EcoVadis and the supplier to understand poor performance areas and develop an action plan to help them improve. As a result, our average supplier score has now increased to 66.2. This is significantly higher than the EcoVadis average of 46.7.

In 2024, 83% of our buyers completed introductory sustainable procurement training, enhancing their

understanding of the steps they should take to advance sustainability within our supply chain. In 2025, all buyers will complete more comprehensive training to further embed sustainability into the procurement process.

Sourcing sustainable palm oil

Relatively small volumes of palm oil and palm kernel oil derivatives are used in the manufacture of some of our Performance Chemicals products. Although palm oil is a valuable and natural resource, increasing demand has led to the rapid expansion of palm oil plantations, adversely affecting the environment and local communities living in these areas. We remain committed to sourcing all palm-based raw materials from sustainable sources that comply with NDPE (no Deforestation, no Peat, no Exploitation) principles and the upcoming EU Deforestation Regulation. We have been a member of the Roundtable on Sustainable Palm Oil (RSPO) since 2013 and all our facilities that handle palm products carry RSPO Supply Chain certification.

For more details on our Sustainable Palm Sourcing Policy, palm grievance procedure and action plan click here ➡

Palm supply transparency

To help us identify and mitigate NDPE risks, we conduct an annual palm supply chain transparency and risk mapping exercise. Covering 99.9% of our 2023 palm volumes, the 2024 exercise identified that we had reached 97% transparency at mill level, 97% at refinery level and 70% at plantation level. An update was also made to our risk assessment at the geographical level.



UN SDG 15 - Life on Land
15.2 - By 2030, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.

Combating modern slavery

The International Justice Mission (IJM) is a global nonprofit organization working with local authorities in 33 communities to combat modern slavery through the prevention of worker exploitation. The organization works to create systemic change by strengthening local public justice systems.

In 2024, we entered into a social partnership with IJM to address the pressing issue of forced labor and labor trafficking in the Southeast Asian palm oil supply chain. As a global specialty chemical company that uses palm-based raw materials in our products, we recognize the important role we must play in driving the protection of workers in this industry.

By addressing the root causes of modern slavery and empowering key stakeholders, IJM hopes to strengthen protection for palm oil workers. As part of this initiative, trauma-sensitive training has been provided to operators of government shelters so they can provide the highest level of support to victims. The initiative has also supported the aftercare and repatriation of survivors of modern slavery, helping them move forward with their lives.

We have been members of the Roundtable on Sustainable Palm Oil (RSPO) since 2013 and Action for Sustainable Derivatives (ASD) since 2020. The IJM partnership helps further our commitment to sourcing palm-based raw materials that comply with our NDPE (no Deforestation, no Peat, no Exploitation) policy.

For more information click here ▶



UN SDG 8 - Decent Work and Economic Growth

8.8 - Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.



Advancing our IT Capabilities



“It’s been a very busy year for us with the launch of phase one of the SAP project, Optimus, in Europe. For many people, this has meant adapting to a great deal of change, but our dedicated team of SAP consultants has been there to offer support services throughout.

We are also proud of the work we have done to integrate our new colleagues at QGP into our corporate IT control environment. Cyber security and training remain a high priority across our company and we are pleased to have launched our new 24/7 Security Operations Center to strengthen this commitment.”

Paul Roberts Global IT Director



We make extensive use of the latest information technology to optimize our global business operations. To ensure these tools are managed securely and avoid loss or corruption of data, we maintain strict security standards. As a member of BCS, The Chartered Institute for IT (Information Technology), we uphold its Code of Conduct on competence, integrity, professional responsibilities and the public interest. We also align and measure our performance against the USA National Institute of Standards and Technology (NIST) Cyber Security Framework.

Our Board oversees the governance of our information security while our IT Steering group sets the direction for policy actions. It reviews our objectives, strategy and key performance indicators and agrees on our standards and processes.

Reporting into the IT Steering group is our IT Leadership team, who are responsible for proposing strategy, implementing information security systems, managing training and upholding standards. The team also oversees our information security incident management process.

Our Legal Compliance team provides additional insight into our global information security policies and procedures, ensuring they are aligned with international data protection requirements.

Digital transformation

The implementation of our Optimus program has progressed well throughout 2024. Targeting its completion in 2026, the new system will bring all our enterprise resource planning (ERP), customer relationship management (CRM), planning, analytics, and governance risk and compliance (GRC) capabilities, into one ecosystem for the first time in our corporate history.

In 2024, we successfully launched phase one of the program in Europe, the US and Brazil, with a phase two launch planned for early 2025. We also ran thousands of test scripts and migrated large quantities of data to test our SAP solution across all our global operations.

Following the acquisition of QGP in Brazil, we have successfully completed the IT integration process. This has resulted in the alignment of QGP's IT operations with our corporate IT control environment and ensures adherence to our IT security and risk management framework.

Cyber security

Every day we are exposed to new threats to our IT systems and electronic information. We combat this by creating a risk-aware culture and putting appropriate protections in place to manage this risk. Our alignment with the NIST Cyber Security Framework has continued to mature in 2024 through the completion of a third-party

assessment and improvements to our Third-Party Cyber Security Risk Assessment for IT suppliers.

Throughout the year, we improved security around how our IT systems can be accessed and defended. Our new 24/7 Security Operations Centre provides us with increased reach and response capability across the business. We have improved capabilities around unsanctioned IT and are assessing the maturity levels of cloud applications used by the enterprise. We have also made progress in increasing data security through enhanced information protection and compliance.

We continue to take a pragmatic approach to the emerging technologies around Artificial Intelligence (AI). Our business teams are actively identifying current and future opportunities where it can add value to our organization. These are presented to the IT Steering Group who direct our strategy to ensure we take advantage of these opportunities, while protecting our Intellectual Property.

Information security training

Cyber security is everyone's responsibility, and our communications reinforce messages on how to stay safe online, protect against fraudsters and prevent organized cyber attacks on our business. Regular employee training is provided on cyber security related topics through our global training

platform. This is compulsory for everyone and tracked on an individual basis. In 2024, we ran 46 training and awareness campaigns for employees and four phishing campaigns, running to over 6,000 tests. We also developed a leadership level incident response training program which will be rolled out in 2025.

Audit and risk assessment

In 2024, we continued to develop our risk assessment program with ongoing checks and assessments to validate the security of our network, applications and data. In Europe, we are assessing our compliance with external standards such as TISAX and NIS2[‡]. Our journey to ISO27001[‡] accreditation has gathered pace and we are targeting securing accreditation by 2026. During the year, we established an integrated IT Governance, Risk and Compliance (GRC) platform to ensure our risk management process is efficient and aligned to our wider strategy on compliance.

[‡]TISAX is a cyber security standard for the automotive industry- Network and Information Security Directive (NIS2). The NIS2 Directive is a set of cyber security regulations that apply to organizations in the EU.

[‡]ISO 27001 – the international standard for information security management.

Looking forward

Our objectives for 2025 and beyond

Protecting our environment



Conserving and protecting

- Reduce group scope 1 and scope 2 absolute GHG emissions by 50%, by 2034 from a 2014 baseline.
- Reduce group scope 3 absolute GHG emissions by 28%, by 2034 from a 2022 baseline.
- All manufacturing sites to either procure renewable electricity or offset their electricity by 2030.
- All manufacturing sites to identify viable options for projects that reduce energy consumption and water usage, enhance wastewater quality, increase waste recycling and reduce waste sent to landfill.

Looking after people and our communities



Caring for people

- Target zero fatalities or major, work-related injury accidents to employees or third parties in 2025.
- Target a zero 2025 global LTAFR but, as a minimum always exceed the industry average performance.
- Target the reduction of serious and very serious loss of containment/chemical spillage events by at least 5% from 2024.
- Continue to implement and comply with the corporate process safety standards, aiming for greater than 95% compliance by the end of 2025.
- Develop an action plan to support the learnings from the 2024 DEI survey and focus group workshops.
- Complete a living wage gap baseline assessment across our global locations.
- All locations to take part in the Innospec Cares volunteering and charitable giving program.

Delivering effective governance



Leading by example

- Deliver further interactions with Third Party Compliance Training to employees.
- Engage with EcoVadis low-scoring suppliers to develop corrective actions plans that will raise their scores.
- Target 100% transparency at mill level in our annual transparency and risk mapping exercise for palm volumes sourced, by the end of 2025.
- Develop and implement the requirements of the EU Deforestation Regulation for all applicable commodities by the end of 2025.
- Implement the new global non-financial and environmental data collection and disclosure platform by the end of 2025 to support sustainability reporting.
- Identify the actions needed for a high-level overview of nature-related activities, risks and opportunities in our operations and value chain for future sustainability reporting.



Innospec Inc.

8310 South Valley Highway,
Suite 350, Englewood,
Colorado, 80112, USA

TEL: +1 303 792 5554

Innospec Manufacturing Park,
Oil Sites Road, Ellesmere Port,
Cheshire, CH65 4EY, United Kingdom

TEL: +44 (0)151 355 3611

www.innospec.com

If you would like to provide feedback on any aspect of this report, please contact the Ellesmere Port site using the details above or email us at sustainability@innospecinc.com

Further details on Innospec, our products and services can be found on our website above.

Jacobs

Assurance Summary Statement 2024

Jacobs U.K. Limited was engaged to provide independent assurance of Innospec's 2024 Sustainability Report. The assurance was undertaken in accordance with AccountAbility's AA1000 Assurance Standard v3. The assurance consisted of an evaluation of Innospec's activities against the criteria of the four AA1000 AccountAbility Principles (2018) of Inclusivity, Materiality, Responsiveness, and Impact, and an evaluation of the reliability and quality of the content of the 2024 Sustainability Report.

The assurance opinion is provided to a 'moderate' assurance level; the methodology reflected a review of the materiality and risk of the report content and, where relevant, a sample approach was used.

The statement details the assurance scope and methodology in full, as well as key findings and conclusions. Our Assurance Statement can be found on Innospec's sustainability website: <https://innospecsustainability.com>.

JACOBS, MANCHESTER, JUNE 2025