



## INGEVITY CORPORATION

### LEADERSHIP DEVELOPMENT AND COMPENSATION COMMITTEE CHARTER

(As adopted by the Board of Directors effective as of July 22, 2021)

#### I. Purpose

The Leadership Development and Compensation Committee (the “**Committee**”) shall assist the Board of Directors (the “**Board**”) of Ingevity Corporation (the “**Company**”) with respect to the Board’s responsibilities regarding:

- compensation of the Company’s executives and non-employee directors,
- oversight of the Company’s compensation and employee benefits plans and programs, and
- oversight of matters relating to the attraction, development and retention of the Company’s leadership.

#### II. Membership and Meetings

##### A. Membership

1. The Committee shall consist of three or more directors appointed by the Board, each of whom shall be a Qualified Compensation Committee Member under the Company’s Corporate Governance Guidelines (the “**Guidelines**”).
2. Members of the Committee may be replaced or removed by the Board at any time, with or without cause. Resignation or removal of a director from the Board, for whatever reason, shall automatically constitute resignation or removal from the Committee.
3. The Board shall further designate one member of the Committee to act as its chairperson (the “**Committee Chair**”).
4. The Committee shall meet the size, independence, experience and other requirements of applicable statutes, rules and regulations, including those issued by the Securities and Exchange Commission and New York Stock Exchange.

##### B. Meetings

1. The Committee shall meet as scheduled by the Committee Chair or the Chair of the Board, but not less frequently than three times each year.
2. The Committee shall keep written minutes of its proceedings, which shall be filed with Board meeting minutes.
3. A majority of the members of the Committee shall constitute a quorum for doing business. All actions shall be taken by a majority vote of the members of the Committee present at a



meeting at which a quorum is present or by unanimous written consent. All other matters regarding Committee governance shall be administered in the same manner as provided with respect to governance of the Board or its committees in the Company's organizational documents and applicable law.

4. The Committee shall regularly report its actions to the Board together with such recommendations as the Committee may deem appropriate.

### **III. Duties and Responsibilities**

The following shall be the principal duties and responsibilities of the Committee:

#### **A. Executive and Director Compensation**

1. Review and approve corporate goals and objectives relating to compensation of the Company's Chief Executive Officer ("CEO"), evaluate the CEO's performance in light of any such goals and objectives, and determine and approve the CEO's compensation level based on any such evaluation. In determining the appropriateness of any element of the CEO's compensation, the Committee shall consider the CEO's total compensation, including realized and unrealized gains on prior equity awards, the size of any prior equity awards, the value of any perquisites, the actuarial value of pension or retirement plans, and the value of any potential severance or change in control payments. The Committee shall also consider, in determining the long-term incentive component of CEO compensation, the Company's performance and relative stockholder return, the value of similar incentive awards to CEOs at comparable companies, and the awards given to the CEO in past years.
2. Except to the extent that the Committee elects to seek the approval of the Board with respect thereto, (a) review and approve goals, objectives and recommendations relating to compensation of Senior Executives (other than the CEO), and (b) approve the compensation for Senior Executives (other than the CEO). For such purposes, Senior Executives shall include all executive officers and other executives designated by the Committee.
3. Except to the extent that the Committee delegates such responsibility to the CEO or elects to seek the approval of the Board with respect thereto, review and approve goals, objectives and recommendations relating to compensation of executives (other than the CEO or Senior Executives) submitted to the Committee by the CEO.
4. Make recommendations to the Board with respect to compensation of the Company's non-employee directors.

#### **B. Compensation Plans**

1. Except to the extent that the Committee elects to delegate such authority with respect thereto to the CEO and other Senior Executives in a manner that is consistent with the terms of such plans and applicable law, adopt, amend and administer the Company's equity plans, cash based long term incentive compensation plans and non-qualified deferred compensation plans, participants in which deferred compensation plan may include the CEO, other Senior Executives and directors.



2. Set the overall compensation strategy and compensation policies for the Company's executives and non-employee directors. The Committee shall have the authority to determine the forms and amount of compensation appropriate to achieve the Committee's strategic objectives, including salary, bonus, incentive or performance-based compensation, and equity awards. The Committee shall review its compensation strategy at least annually to assure that it supports the Company's objectives and stockholders' interests and that executives are being rewarded in a manner that is consistent with the Committee's strategy. Such review shall include a review of the Company's incentive compensation arrangements to confirm that incentive pay does not encourage inappropriate risk taking and periodic consideration of the relationship between risk management and incentive compensation. Also, the Committee shall consider whether the design of the executive compensation program facilitates the Company's ability to attract and retain high quality employees.
3. Oversee the Company's compliance with the rules of the Securities and Exchange Commission regarding stockholder approval of certain executive compensation matters.

#### **C. Leadership Development**

The Committee shall periodically review, and when appropriate make recommendations to the Board, regarding the Company's: (1) talent development and succession planning; (2) Inclusion and Diversity policies and programs; and (3) employee engagement initiatives.

#### **D. Reporting and Compliance**

1. Prepare the report from the Committee required by applicable law to be included in the Company's annual proxy statement, including the disclosure required by Item 407(e)(5) of Regulation S-K.
2. Review and discuss with management the Company's Compensation Discussion and Analysis ("CD&A") prepared in accordance with applicable rules and regulations of the Securities Exchange Commission and recommend to the Board whether the CD&A should be included in the Company's proxy statement and annual report on Form 10-K.
3. Review and recommend to the Board for approval the frequency with which the Company will conduct a stockholder advisory vote to approve the compensation of the Company's named executive officers ("**Say on Pay Vote**"), taking into account the results of the most recent stockholder vote on the frequency of Say on Pay Votes required by Section 14A of the Securities Exchange Act of 1934, as amended, and review and approve the proposals regarding the Say on Pay Vote to be included in the Company's proxy statement.

#### **E. General**

1. Periodically, but no less than annually, review and reassess the adequacy of this Charter, and recommend to the Board amendments to this Charter as the Committee deems appropriate.



2. Perform any other duties or responsibilities delegated to the Committee by the Board from time to time.

#### IV. Resources

1. The Committee shall have the power to conduct or authorize examinations into any matters within the Committee's scope of responsibilities with full access to all books, records, facilities, and personnel of the Company as well as the Company's internal accountants, lawyers and other staff and outside accountants, lawyers and other advisers (collectively, "**Corporate Records**"). Information obtained during the course of a Committee member's review of Corporate Records is considered confidential information and shall not be disclosed, shared or otherwise communicated to any person outside the Company (other than the Company's accountants, lawyers or other outside advisers) without the prior approval of the Board. The Committee shall also have the authority to engage, terminate and compensate such independent counsel, compensation consultants and other advisers, as the Committee deems necessary to carry out its duties and responsibilities. No Board approval shall be required for any Committee expenditure associated with the Committee discharging its duties and responsibilities. Further, the Company shall provide for appropriate funding, as determined by the Committee, for payment of (a) compensation to any advisers employed by the Committee in accordance with this Charter and/or (b) the ordinary administrative expenses of the Committee that are necessary or appropriate to carry out its duties.
2. The Committee may select a compensation consultant, legal counsel or other adviser to the Committee only after taking into consideration all factors relevant to that person's independence from the Company's management, including the following: (a) the provision of other services to the Company by the person that employs the compensation consultant, legal counsel or other adviser; (b) the amount of fees received from the Company by the person that employs the compensation consultant, legal counsel or other adviser, as a percentage of the total revenue of the person that employs the compensation consultant, legal counsel or other adviser; (c) the policies and procedures of the person that employs the compensation consultant, legal counsel or other adviser that are designed to prevent conflicts of interest; (d) any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee; (e) any stock of the Company owned by the compensation consultant, legal counsel or other adviser; and (f) any business or personal relationship of the compensation consultant, legal counsel, other adviser or the person employing the adviser with an executive officer of the Company.
3. The Committee is not required to conduct the independence assessment outlined in paragraph 2 above with respect to: (a) the Company's in-house legal counsel; and (b) any compensation consultant, legal counsel or other adviser whose role is limited to (i) consulting on any broad-based plan that does not discriminate in scope, terms, or operation, in favor of the Company's executive officers or directors and that is available generally to all salaried employees of the Company; or (ii) providing information that either is not customized for a particular company or that is customized based on parameters that are not developed by the compensation consultant, and about which the compensation consultant does not provide advice.



## **V. Annual Performance Evaluation**

The Committee shall conduct an annual evaluation (in accordance with the Guidelines and applicable law) of its duties under this Charter and shall present the results of the evaluation to the Board. The Committee shall conduct this evaluation in such manner as it deems appropriate.