

**INNOSPEC, INC. REPORTING CORPORATE GOVERNANCE CONCERNS  
THIRD PARTY NOTICE**

An integral part of Innospec’s culture is the creation of an environment in which concerns regarding unlawful, fraudulent or unethical matters may be raised without fear of retaliation.

Innospec’s employees, customers, suppliers and other stakeholders may report such concerns by emailing [Legal.Compliance@Innospecinc.com](mailto:Legal.Compliance@Innospecinc.com) or by making a report through our whistleblowing hotline, **EthicsPoint** (see below). Innospec employees may also consult the **Reporting Corporate Governance Concerns Policy** (available on the company intranet) for details of the other reporting mechanisms that are available to them.

Employees, customers, suppliers and other stakeholders may also have rights, under applicable whistleblowing laws (such as the EU Whistleblowing Directive 2019/1937), to report breaches of law to government-designated authorities, including law enforcement and other government, regulatory and self-regulatory agencies (see the Annex for more (EU) information). If the national laws of countries where Innospec operates differ to this Notice, they will be complied with in the relevant countries and will take precedence over the conflicting parts of this Notice.

**The reporting mechanisms described in this Notice are not for general enquiries or complaints that do not involve concerns about unlawful, fraudulent or unethical matters. Such general enquiries and complaints should be directed to your Innospec manager / regular contact or local Innospec office.**

**Situations that pose an immediate threat to life or risk of personal injury should be reported according to local emergency procedures in the first instance. None of the reporting mechanisms described in this Notice are designed to invoke an emergency response.**

Reports are referred to Innospec’s Legal Compliance department for investigation by members of Legal Compliance and/or other relevant departments. Where necessary, outside experts may be engaged to assist.

Reports are investigated, actioned and reported in confidence to the greatest extent practicable, with information being shared amongst authorized individuals on a ‘need to know’ basis. The identity of a person making a report will be kept confidential so far as practicable but may be disclosed to third parties to the extent required by law, or within Innospec as necessary, e.g., to enable a thorough investigation. Innospec may notify concerns to relevant law enforcement and other government, regulatory and self-regulatory agencies.

**EthicsPoint**

EthicsPoint is a whistleblowing hotline that is operated for Innospec by an independent third party. It is available 24/7/365, for the reporting of concerns in multiple languages by telephone (see numbers overleaf), online (see <http://innospec.ethicspoint.com/>) or by mobile device:



There is the option (if local laws permit) to report a concern anonymously. (In some parts of the world, laws restrict what information must be accepted and investigated if reported anonymously.) Individuals who make a report to EthicsPoint are provided with a report number and pin code so they can call back or access their report on-line to check for updates and to provide additional information. Reports to EthicsPoint are investigated as described above.

If you have a question about this Notice, please contact [legal.compliance@innospecinc.com](mailto:legal.compliance@innospecinc.com).

## ETHICSPPOINT TELEPHONE NUMBERS

<b>Location</b>	<b>Telephone No.</b>	<b>Location</b>	<b>Telephone No.</b>
Argentina	0800-345-8189	Korea, Republic of South	080-870-1610
Australia	1800 183 870	Latvia	80 205 316
Austria	0800 068706	Lithuania	8 800 00 336
		Luxembourg	800 26 360
Belgium	0800 74 528	Malaysia	1-800-81-9659
Brazil	0800 724 8676	Malta	8006 2069
Bulgaria	0800 46 006	Mexico	800 099 1732
Canada	(844) 919-1922	Netherlands	0800 0225466
Chile	(844) 919-1922	New Zealand	0800 854 836
China	400 120 4161	Norway	800 62 308
Columbia	01-800-5185293	Philippines	1800 1 322 0300
Costa Rica	(844) 919-1922	Poland	0-0-800-4912005
Croatia	0800 203 322	Portugal	800 181 724
Cyprus	80 077114	Puerto Rico	(844) 919-1922
Czech Republic	800 142 859	Romania	0800 360 165
Denmark	80 25 40 03	Russia	8 (800) 301-37-93
Egypt	0800 006 0107	Saudi Arabia	800 850 0720
Estonia	8000 100 846	Singapore	658004922438
Finland	0800 412890		
France	0 800 90 36 76	Slovenia	080 488856
Germany	0800 1833176	South Africa	080 099 1370
Greece	800 848 1547	Spain	900 997 982
Hawaii	(844) 919-1922	Sri Lanka	2 029 138
Hong Kong	800 961 726	Sweden	020-10 93 90
Hungary	(80) 088 202	Switzerland	0800 894 146
Iceland	800 4312	Taiwan	886801491217
India	000 800 0501 531	Thailand	1800014519
Indonesia	007-803-321-2319	Turkey	(844) 919-1922
Ireland	1800 901 756	UK	0800 069 8202
Israel	1-809-349-276	United Arab Emirates	800 0320134
Italy	800-194-759	USA	(844) 919-1922
Japan	0800-222-0339	Venezuela	0800-1009225

### Annex – External Reporting Authorities in the EU (Non-Exhaustive List)

<u>Country</u>	<u>Entity providing for external whistleblowing channel</u>	<u>Website</u>
<b>Austria</b>	Bundewettbewerbsbehörde ( <i>Federal Competition Authority</i> )	<a href="https://www.bwb.gv.at/die-bwb">https://www.bwb.gv.at/die-bwb</a>
<b>Belgium</b>	Federaalombudsman ( <i>Federal Public Service</i> )	<a href="https://www.federaalombudsman.be/en/homepage">https://www.federaalombudsman.be/en/homepage</a>
<b>Bulgaria</b>	Комисия за защита на личните данни ( <i>Commission for Personal Data Protection</i> )	<a href="https://www.cdpd.bg/en/index.php?p=rubric&amp;aid=69">https://www.cdpd.bg/en/index.php?p=rubric&amp;aid=69</a>
<b>Croatia</b>	Ombudsman ( <i>Commissioner of the Croatian Parliament</i> )	<a href="https://www.ombudsman.hr/en/">https://www.ombudsman.hr/en/</a>
<b>Cyprus</b>	Επιτροπή Κεφαλαιαγοράς Κύπρου ( <i>Cyprus Securities and Exchange Commission</i> )	<a href="https://www.cysec.gov.cy/home/">https://www.cysec.gov.cy/home/</a>
<b>Czechia</b>	An external reporting channel is supposed to be established under the Ministry of Justice.	<a href="https://portal.justice.cz/Justice2/Uvod/uvod.aspx">https://portal.justice.cz/Justice2/Uvod/uvod.aspx</a>
<b>Denmark</b>	Den Nationale Whistleblowerordning ( <i>National Whistleblower Scheme</i> )	<a href="https://whistleblower.dk/english">https://whistleblower.dk/english</a>
<b>Estonia</b>	EU Directive has not yet been implemented	
<b>Finland</b>	Valtioneuvoston oikeuskansleri ( <i>Chancellor of Justice</i> )	<a href="https://oikeuskansleri.fi/en/about-whistleblower-protection">https://oikeuskansleri.fi/en/about-whistleblower-protection</a>
<b>France</b>	Défenseur des Droits ( <i>Defender of Rights</i> ). The Défenseur des Droits directs the report to the competent body. Reports can also directly be filed to the respective judicial authorities, administrative authorities or professional bodies dealing with the respective topic which is subject of the report.	<a href="https://www.defenseurdesdroits.fr/">https://www.defenseurdesdroits.fr/</a>
<b>Germany</b>	Reports can be submitted to different competent authorities: <ul style="list-style-type: none"> <li>• Bundesamt für Justiz (<i>Federal Office of Justice</i>)</li> <li>• Bundesanstalt für Finanzdienstleistungsaufsicht (<i>Federal Financial Supervisory Authority</i>) (for potential violations of supervisory law)</li> <li>• Bundeskartellamt (<i>Federal Antitrust Office</i>) (for potential violations of antitrust law)</li> </ul> Additionally, individual external whistleblowing channels can be set up by each federal state (no channel has been set up individually yet).	<a href="https://www.bundesjustizamt.de/DE/Meldestelle/Bundes/Meldestelle/Bundes.html">https://www.bundesjustizamt.de/DE/Meldestelle/Bundes/Meldestelle/Bundes.html</a> <a href="https://www.bafin.de/DE/DieBaFin/Hinweisgeberstelle/hinweisgeberstelle_node.html">https://www.bafin.de/DE/DieBaFin/Hinweisgeberstelle/hinweisgeberstelle_node.html</a> <a href="https://www.bundeskartellamt.de/DE/Hinweise_auf_Verstoesse/Hinweise_node.html">https://www.bundeskartellamt.de/DE/Hinweise_auf_Verstoesse/Hinweise_node.html</a>

<b>Greece</b>	Εθνική Αρχή Διαφάνειας ( <i>National Transparency Authority</i> )	<a href="https://aead.gr/en/">https://aead.gr/en/</a>
<b>Hungary</b>	No information available.	
<b>Ireland</b>	Protected Disclosures Commissioner	<a href="https://www.opdc.ie/about-us/what-we-do/">https://www.opdc.ie/about-us/what-we-do/</a>
<b>Latvia</b>	Ministru kabinets ( <i>Cabinet of Ministers</i> )	<a href="https://www.mk.gov.lv/en/whistleblowers">https://www.mk.gov.lv/en/whistleblowers</a>
<b>Lithuania</b>	Lietuvos Respublikos generalinė prokuratūra ( <i>Prosecutor General's Office</i> )	<a href="https://www.prokuraturos.lt/lt">https://www.prokuraturos.lt/lt</a>
<b>Luxembourg</b>	<p>Reports have to be submitted to the external whistleblowing channel of the competent authority dealing with the respective topic which is subject of the report. Examples:</p> <ul style="list-style-type: none"> <li>• <a href="#">Commission de Surveillance du Secteur Financier</a> (CSSF) (<i>The Luxembourg Financial Services Authority</i>)</li> <li>• <a href="#">Commissariat aux Assurances</a> (CAA) (<i>The Luxembourg Insurance Commission</i>)</li> <li>• <a href="#">Autorité de la concurrence</a> (<i>The Luxembourg competition authority</i>)</li> </ul> <p>The comprehensive list of competent authorities can be retrieved on the website <a href="https://gouvernement.lu/">https://gouvernement.lu/</a>.</p>	<a href="https://gouvernement.lu/">https://gouvernement.lu/</a>
<b>Malta</b>	Financial Intelligence Analysis Unit (FIAU)	<a href="https://fiaumalta.org/">https://fiaumalta.org/</a>
<b>Poland</b>	EU Directive has not yet been implemented	
<b>Italy</b>	Autorità nazionale anticorruzione (ANAC) ( <i>National Anti-corruption Authority</i> )	<a href="https://www.anticorruzione.it/">https://www.anticorruzione.it/</a>
<b>Portugal</b>	Mecanismo Nacional Anticorrupção (MENAC) ( <i>National Anti-Corruption Mechanism</i> )	<a href="https://mec-anticorruptcao.pt/">https://mec-anticorruptcao.pt/</a>
<b>Romania</b>	Agencia Națională de Integritate (ANI) ( <i>National Integrity Agency</i> ). Reports can also be submitted to other authorities and institutions if they relate to the respective area of responsibility of the respective authorities/institutions.	<a href="https://www.integritate.eu/">https://www.integritate.eu/</a>
<b>Slovakia</b>	<p>Reports can in particular be submitted to</p> <ul style="list-style-type: none"> <li>• <a href="#">Whistleblower Protection Office (WPO)</a></li> <li>• the Public Prosecutor's Office</li> <li>• Administrative authority</li> </ul>	

<b>Slovenia</b>	<p>22 different public entities are responsible for receiving and handling reports. Examples:</p> <ul style="list-style-type: none"> <li>• <a href="#">Commission for the Prevention of Corruption (CPC)</a></li> <li>• <a href="#">the Slovenian Securities Market Agency (ATVP)</a></li> <li>• <a href="#">the Slovenian Competition Protection Agency (AVK)</a></li> <li>• <a href="#">the Slovenian Insurance Supervision Agency (AZN)</a></li> <li>• <a href="#">the Bank of Slovenia</a></li> <li>• <a href="#">the Agency for Medicinal Products and Medical Devices of the Republic of Slovenia (JAZMP)</a></li> <li>• <a href="#">the Financial Administration of the Republic of Slovenia (FURS)</a></li> <li>• Inspectorates, etc.</li> </ul>	
<b>Spain</b>	<p>Autoridad Independiente de Protección del Informante (AII) (<i>Independent Whistleblower Protection Authority</i>)</p>	<a href="https://www.defensa.gob.es/ministerio/canal-interno/">https://www.defensa.gob.es/ministerio/canal-interno/</a>
<b>Sweden</b>	<p>Reports have to be directly submitted to the external whistleblowing channel of the competent authority dealing with the respective topic which is subject of the report. Examples:</p> <ul style="list-style-type: none"> <li>• <a href="#">Finansinspektionen</a> (FI) (<i>Swedish Financial Supervisory Authority</i>)</li> <li>• <a href="#">Arbetsmiljöverket</a> (<i>Swedish Work Environment Authority</i>)</li> <li>• <a href="#">Försvarets materielverk</a> (FMW) (<i>The Swedish Defense Materiel Administration</i>)</li> </ul> <p>A full list of competent authorities can be found in the <a href="#">Decree on the Protection of Persons Reporting Wrongdoing</a>.</p>	<a href="https://svenskforfattningssamling.se/doc/2021949.html">https://svenskforfattningssamling.se/doc/2021949.html</a>
<b>The Netherlands</b>	<p>Reports have to be directly submitted to the external whistleblowing channel of the competent authority dealing with the respective topic which is subject of the report. Examples:</p> <ul style="list-style-type: none"> <li>• <a href="#">Autoriteit Consument &amp; Markt</a> (<i>The Consumer and Markets Authority</i>)</li> <li>• <a href="#">Autoriteit Financiële Markten</a> (AFM) (<i>The Netherlands Authority for the Financial Markets</i>)</li> <li>• <a href="#">Autoriteit Persoonsgegevens</a> (<i>The Dutch Data Protection Authority</i>)</li> </ul> <p>A full list of competent authorities can be found in the <a href="#">Dutch Whistleblower Protection Act</a>.</p>	<a href="https://www.wetbeschermingklokkenluiders.nl/english">https://www.wetbeschermingklokkenluiders.nl/english</a>