

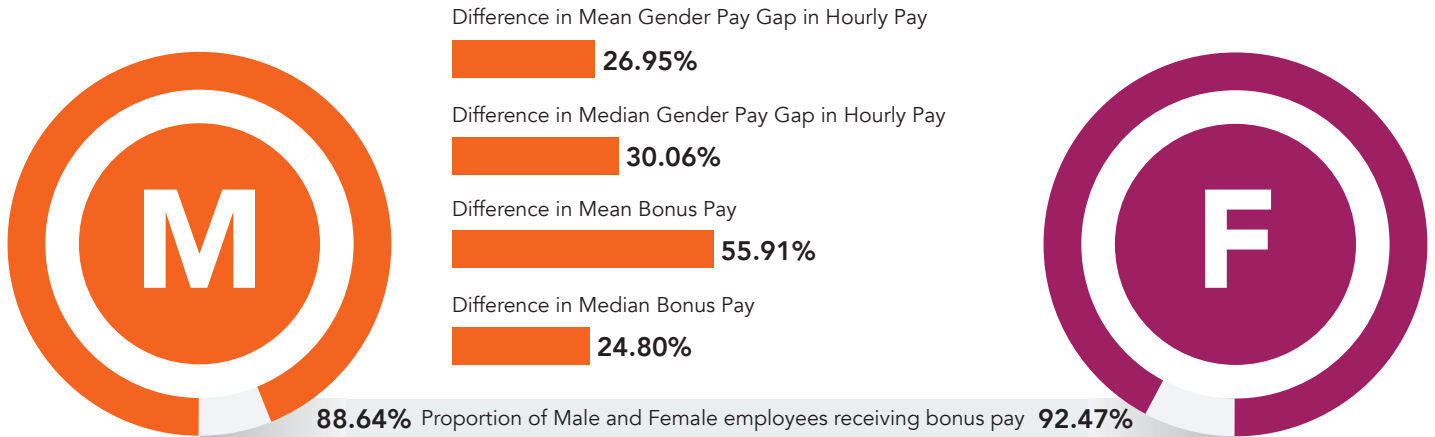
2022 UK Gender Pay Gap Report

Since 2017, employers with 250 or more employees have been required to publish calculations each year showing the pay gap between their male and female employees.

This report shows the difference between the average earnings of men and women who work for Innospec Limited in the UK. The six calculations shown in this report relate to payroll data in the 12 months prior to 'the snapshot date', 5th April 2022. On the snapshot date we had 463 employees of which 68.46% are male (317 men and 146 women).

463
employees

68.46% male **31.54% female**

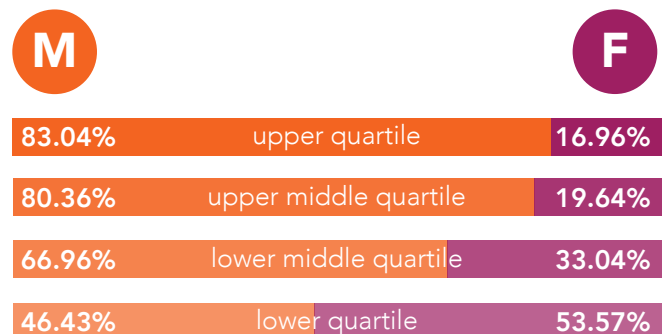


At Innospec, we externally benchmark salaries for new recruits, meaning that salaries are determined by the requirements of a role and not the gender of the person who occupies the position. We also have a comprehensive annual salary review process to ensure salaries are reviewed against market standards and that employees occupying the same or similar roles are paid at a fair and comparable rate regardless of gender. The data shows a 1.35% improvement in our median hourly gender pay gap from 2021 and 4.16% improvement from 2020.

The Innospec bonus scheme is a benefit that is available to all employees with the qualifying length of service. The bonus scheme is designed to reward performance and does not discriminate based on gender or any other characteristic. In 2022, 92.47% of women received a bonus compared to 88.64% of men.

Whilst our mean bonus pay gap suggests the bonus pay gap has increased since the 2021 data was published, a mean calculation is distorted by extremes within the data set. The median bonus pay gap figure is less sensitive to extremes and is a more representative measure of our bonus pay gap. The median bonus pay gap is 24.8% which is a 1.13% improvement on the median pay gap we reported in 2021.

Whilst the data does show a median hourly gender pay gap of 30.06%, and we do accept that our figures show a gender pay gap above the national average, we firmly believe that this does not represent an equal pay issue at Innospec. We pay fairly for the same or similar roles and the pay gap we are reporting for 2022 is reflective of our workforce demographic whereby 68.46% of our employees are men. This demographic split is typical of the manufacturing environment in which we operate. At Innospec we pride ourselves on appointing the best person for the role and not making hiring or promotion decisions on the basis of gender or any other protected characteristic. Innospec has committed from board level down to build on ED&I principles that will underpin our processes and practices. Change is not quick or easy and requires a shift in social and cultural norms within the wider manufacturing environment.



Proportion of male and female employees according to quartile pay bands.

Ian Cleminson
Executive Vice President
and Chief Financial Officer

Jo Catleugh
Head of HR

For and on behalf of Innospec Limited.