

GRI Content Index

Statement of Use	Cabot Corporation has reported with reference to the GRI Standards for the period January 1, 2022 to December 31, 2022.
GRI 1 Used	GRI 1: Foundation 2021
GRI 2: General Disclosures 2021	

Disclosure Number	Disclosure Title	Page Number / Response
2-1	Organizational details	Name: Cabot Corporation Headquarters: 2 Seaport Lane, Suite 1400, Boston MA 02210 USA Locations: p. 6 Legal form: Cabot Corporation is a publicly traded corporation (NYSE: CBT)
2-2	Entities included in the organization's sustainability reporting	pp. 7, 37 Refer to Cabot's Form 10-K , filed November 23, 2022, Part I, Item 1, Business, for a description of our operations and entities in which Cabot has an ownership interest, and Exhibit 21 to Cabot's Form 10-K for a list of Cabot's subsidiaries.
2-3	Reporting period, frequency, and contact point	p. 37 Inquiries or comments concerning the content of this report may be directed to sustainability@cabotcorp.com .
2-4	Restatements of information	pp. 24, 26, 37, 46
2-5	External assurance	p. 37 Cabot's selection of external assurance providers is conducted in accordance with our Code of Business Ethics to ensure there are no conflicts of interest. Results of external assurance are reviewed within the Environment Committee reporting to the ESG Steering Committee.
2-6	Activities, value chain and other business relationships	See p. 7 for an overview of our business segments, services, and markets served. Net revenue can be found in Cabot's Form 10-K , filed November 23, 2022, Part II, Item 8, Financial Statements and Supplementary Data. See pp. 23, 43 for a description of our supply chain. Significant changes are noted on p. 37.

2-7	Employees	<p>p. 31</p> <p>Global Workforce by Contract and by Gender</p> <table border="1"> <thead> <tr> <th rowspan="2">Gender</th> <th colspan="2">Male</th> <th colspan="2">Female</th> </tr> <tr> <th>Count</th> <th>Percentage</th> <th>Count</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Permanent</td> <td>3,248</td> <td>77%</td> <td>983</td> <td>23%</td> </tr> <tr> <td>Temporary</td> <td>50</td> <td>51%</td> <td>48</td> <td>49%</td> </tr> <tr> <td>Full Time</td> <td>3,268</td> <td>77%</td> <td>980</td> <td>23%</td> </tr> <tr> <td>Part Time</td> <td>30</td> <td>37%</td> <td>51</td> <td>63%</td> </tr> </tbody> </table> <p>Global Workforce by Contract and by Region</p> <table border="1"> <thead> <tr> <th rowspan="2">Region</th> <th colspan="2">Americas</th> <th colspan="2">EMEA</th> <th colspan="2">APAC</th> </tr> <tr> <th>Count</th> <th>Percentage</th> <th>Count</th> <th>Percentage</th> <th>Count</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Permanent</td> <td>1,692</td> <td>40%</td> <td>1,116</td> <td>26%</td> <td>1,423</td> <td>29%</td> </tr> <tr> <td>Temporary</td> <td>11</td> <td>11%</td> <td>63</td> <td>64%</td> <td>24</td> <td>0%</td> </tr> <tr> <td>Full Time</td> <td>1,688</td> <td>40%</td> <td>1,115</td> <td>26%</td> <td>1,445</td> <td>29%</td> </tr> <tr> <td>Part Time</td> <td>15</td> <td>19%</td> <td>64</td> <td>79%</td> <td>2</td> <td>0%</td> </tr> </tbody> </table>	Gender	Male		Female		Count	Percentage	Count	Percentage	Permanent	3,248	77%	983	23%	Temporary	50	51%	48	49%	Full Time	3,268	77%	980	23%	Part Time	30	37%	51	63%	Region	Americas		EMEA		APAC		Count	Percentage	Count	Percentage	Count	Percentage	Permanent	1,692	40%	1,116	26%	1,423	29%	Temporary	11	11%	63	64%	24	0%	Full Time	1,688	40%	1,115	26%	1,445	29%	Part Time	15	19%	64	79%	2	0%
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2-8	Workers who are not employees	In addition to our employees, we regularly engage contractors, typically hired for specific project-based work or discrete periods of time. These workers represent approximately 27% of Cabot's workforce and are included in our occupational health and safety management program.
2-9	Governance structure and composition	See p. 10 for an overview and GRI Disclosure 405-1 on p. 61 for diversity metrics. For additional details, refer to the Cabot 2023 Proxy Statement , pp. 6-16.
2-10	Nomination and selection of the highest governance body	p. 10 See also the Cabot 2023 Proxy Statement , pp. 6-7, 14, 16-17.
2-11	Chair of the highest governance body	p. 10
2-12	Role of the highest governance body in overseeing the management of impacts	p. 15 For additional details, see the Cabot 2023 Proxy Statement , p. 9-10.
2-13	Delegation of responsibility for managing impacts	pp. 10, 15 For additional details, see the Cabot 2023 Proxy Statement , p. 9-10.
2-14	Role of the highest governance body in sustainability reporting	p. 15
2-15	Conflicts of interest	pp. 10-11 See also the Cabot 2023 Proxy Statement , pp. 16, 25
2-16	Communication of critical concerns	pp. 12, 15, 38 See the Cabot 2023 Proxy Statement , p. 26.
2-17	Collective knowledge of the highest governance body	p. 10 See the Cabot 2023 Proxy Statement , pp. 8-10
2-18	Evaluation of the performance of the highest governance body	p. 10 See also the Cabot 2023 Proxy Statement , pp. 16, 32-51
2-19	Remuneration policies	p. 50 See also the Cabot 2023 Proxy Statement , pp. 13-14, 32-65
2-20	Process to determine remuneration	See the Cabot 2023 Proxy Statement , pp. 13-14, 32-65
2-21	Annual total compensation ratio	See the Cabot 2023 Proxy Statement , p. 65.
2-22	Statement on sustainable development strategy	pp. 3-4
2-23	Policy commitments	pp. 10-12, 43, 49-50 See also Cabot's Code of Business Ethics; Human Rights Policy; Safety, Health, Environment & Sustainability Commitment; and Supplier Code of Conduct
2-24	Embedding policy commitments	pp. 11-12, 15 See also the Cabot 2023 Proxy Statement , p. 9-10, 26.
2-25	Processes to remediate negative impacts	pp. 11-12, 15, 38
2-26	Mechanisms for seeking advice and raising concerns	pp. 12, 38
2-27	Compliance with laws and regulations	pp. 12, 24, 27 and SASB RT-CH-140a.2 on p. 62 In addition to the compliance information reported above, there was one set of environmental fines for \$2,250 and there were no safety fines incurred in 2022. The environmental fines were associated with the management of hazardous waste not in accordance with the applicable regulation and corrective actions have since been taken.

2-28	Membership associations	<p>p. 43</p> <p>Cabot is an active member of the following national and international industry/advocacy groups and associations:</p> <ul style="list-style-type: none"> ◆ American Chemistry Council (ACC) ◆ Association of Synthetic Amorphous Silica Producers (ASASP) ◆ China Petroleum & Chemical Industry Federation (CPCIF) ◆ Corporate Environmental Enforcement Council (CEEC) ◆ CEO Action for Diversity & Inclusion™ ◆ Decarb Connect ◆ Ellen MacArthur Foundation's New Plastics Economy Global Commitment ◆ Environmental Law Institute ◆ European Chemical Industry Association (CEFIC) ◆ European Masterbatchers and Compounders (EuMBC) ◆ International Carbon Black Association (ICBA) ◆ Manufacturers Alliance for Productivity & Innovation (MAPI) ◆ NAATBatt International ◆ Nanotechnology Industry Association (NIA) ◆ Society of Toxicology ◆ Synthetic Amorphous Silica and Silicate Industry Association (SASSI) ◆ United Nations Global Compact (UNGC)
2-29	Approach to stakeholder engagement	p. 38
2-30	Collective bargaining agreements	<p>p. 12</p> <p>The terms of collective bargaining agreements are fully aligned with Cabot's Code of Business Ethics and Human Rights Policy. Due to data privacy laws, several of our EMEA locations cannot track union membership.</p>

GRI 3. Material Topics 2021

3-1	Process to determine material topics	p. 37
3-2	List of material topics	p. 19

BUILDING A BETTER FUTURE TOGETHER

Economic Performance

Disclosure Number	Disclosure Title	Page Number / Response
GRI 3: Material Topics 2021		
3-3	Management of material topics	p. 42
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	<p>p. 20</p> <p>For additional information, refer to Cabot's 2022 Annual Report and Form 10-K.</p>
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	<p>p. 11</p> <p>For additional information, refer to Cabot's 2023 Proxy Statement, p.9-10 and Cabot's 2022 Annual Report and Form 10-K, Part 1, pp. 13-15, 18.</p>

Product Sustainability

Disclosure Number	Disclosure Title	Page Number / Response
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GRI 3: Material Topics 2021

3-3	Management of material topics	p. 43
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GRI 416: Customer Health and Safety 2016

416-1	Assessment of the health and safety impacts of product and service categories	p. 21 100% of significant product categories are assessed for health and safety impacts using the best available information.
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Suppliers' Sustainability

Disclosure Number	Disclosure Title	Page Number / Response
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GRI 3: Material Topics 2021

3-3	Management of material topics	p. 43
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GRI 308: Supplier Environmental Assessment 2016

308-2	Negative environmental impacts in the supply chain and actions taken	pp. 16, 23
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GRI 414: Supplier Social Assessment 2016

414-2	Negative social impacts in the supply chain and actions taken	p. 23
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ACTING RESPONSIBLY FOR THE PLANET

Environmental Compliance

Disclosure Number	Disclosure Title	Page Number / Response
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GRI 3: Material Topics 2021

3-3	Management of material topics	p. 44
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GRI 307: Environmental Compliance 2016

N/A	Sites with certified environmental management systems	See p. 24, Cabot's 2025 sustainability goals include tracking an internal metric for the percent of sites with certified environmental management systems.
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2-27	Compliance with laws and regulations	See GRI Disclosure 27 on page 53 for details.
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Energy															
Disclosure Number	Disclosure Title	Page Number / Response													
GRI 3: Material Topics 2021															
3-3	Management of material topics	pp. 45-46													
GRI 307: Environmental Compliance 2016															
302-1	Energy consumption within the organization	p. 25 For more information about our energy and fuel sources, refer to Cabot's CDP Climate Change 2022 Response .													
Air Pollutants / GHG															
Disclosure Number	Disclosure Title	Page Number / Response													
GRI 3: Material Topics 2021															
3-3	Management of material topics	pp. 45, 46													
GRI 305: Emissions 2016															
305-1	Direct (Scope 1) GHG Emissions	<p>In addition to the total Scope 1 and Scope 2 (market-based) emissions reported on p. 26, Cabot's total Scope 1 and Scope 2 (location-based) emissions* for 2022 were 4.36 MM MT CO₂e.</p> <p>Our greenhouse gas calculations were completed in accordance with The Greenhouse Gas Protocol: Corporate Accounting and Reporting Standards (Revised Edition) and drawing guidance from the IPCC Guidelines for National Greenhouse Gas Inventories – 2006 and The Climate Registry: General Reporting Protocol. Emissions were calculated using the operational control approach and IPCC Sixth Assessment Report 100-year global warming potentials, and included emissions of CO₂, CH₄ and N₂O. We maintain databases that track monthly usage volumes of feedstock materials and fossil fuels, as well as production volume. Scope 1 CO₂ emissions from the manufacturing process are calculated using Cabot's own data based on a mass balance calculation. Scope 1 CH₄ emissions from the manufacturing process are calculated using an emission factor published in IPCC's 2006 Guidelines for National Greenhouse Gas Inventories. Scope 1 GHG emissions from stationary combustion are calculated using emission factors published in IPCC's 2006 Guidelines for National Greenhouse Gas Inventories.</p> <p>Our Scope 1 and Scope 2 GHG emissions (location-based and market-based) undergo a limited assurance in accordance with the International Standard for Assurance Engagements ISAE 3000 (revised).</p>													
305-2	Indirect (Scope 2) GHG Emissions	<p>In addition to the market-based reporting on p. 26, Cabot's total Scope 2 GHG emissions (location-based)* for 2022 were 0.33 MM MT CO₂e. See GRI disclosure 305-1 above for a description of GHG monitoring methods. Scope 2 GHG emissions from the purchase of electricity are calculated using the latest available United States Environmental Protection Agency's eGRID emission factors and the latest International Energy Agency's (IEA) country-specific emission factors and the amount of electricity purchased for location based values. Market-based values are adjusted for the purchase of any renewable energy certificates or are taken directly from a contract value or the residual values based on the data from Residual Mix for Market Based Calculation Green-e Energy Residual Mix Rates (2022) for US values and the Residual Mix values from the AIB 2021 Residual Mix Report for Europe and the amount of energy purchased. All other Market based values use the IEA country specific value consistent with the location based values.</p>													
305-4	GHG emissions intensity	<p>In addition to the market-based reporting on p. 26, Cabot's Scope 2 GHG emissions intensity (location-based)* was 0.15 MTCO₂e/MT production.</p> <p>GHG intensity is calculated as MT CO₂e emissions/MT of product. The intensity of our GHG emissions is calculated for all Scope 1 and 2 emissions produced by facilities under Cabot's operational control, as reported under GRI disclosures 305-1 and 305-2. Values reported are rounded to two decimal points for reporting purposes.</p>													
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	<p>p. 26</p> <table border="1"> <thead> <tr> <th>Absolute Emissions</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>SO₂ Emissions (KMT)</td> <td>33.68</td> <td>39.17*</td> <td>35.68*</td> </tr> <tr> <td>NO_x Emissions (KMT)</td> <td>8.10</td> <td>8.88*</td> <td>7.59*</td> </tr> </tbody> </table>		Absolute Emissions	2020	2021	2022	SO ₂ Emissions (KMT)	33.68	39.17*	35.68*	NO _x Emissions (KMT)	8.10	8.88*	7.59*
Absolute Emissions	2020	2021	2022												
SO ₂ Emissions (KMT)	33.68	39.17*	35.68*												
NO _x Emissions (KMT)	8.10	8.88*	7.59*												

Waste

Disclosure Number	Disclosure Title	Page Number / Response
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GRI 3: Material Topics 2021

3-3	Management of material topics	p. 46
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GRI 306: Waste 2020

306-1	Waste generation and significant waste-related impacts	p. 27
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306-2	Management of significant waste-related impacts	pp. 16, 27
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306-3	Waste generated	p. 27
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306-4	Waste diverted from disposal	<p>p. 27</p> <p>Recycling and reuse activities occur both within Cabot's facilities and off-site. Materials recycled on-site are not tracked and are excluded from the data below. The table represents the total diversion for non-hazardous and hazardous waste off-site:</p> <table border="1"> <thead> <tr> <th></th> <th>Non-hazardous</th> <th>Hazardous</th> </tr> </thead> <tbody> <tr> <td>Reused or Recycled (KMT)</td> <td>24.43</td> <td>3.82</td> </tr> <tr> <td><i>Total</i></td> <td><i>28.26</i></td> <td></td> </tr> </tbody> </table>		Non-hazardous	Hazardous	Reused or Recycled (KMT)	24.43	3.82	<i>Total</i>	<i>28.26</i>	
	Non-hazardous	Hazardous									
Reused or Recycled (KMT)	24.43	3.82									
<i>Total</i>	<i>28.26</i>										

306-5	Waste directed to disposal	<p>p. 27</p> <p>Disposal activities occur offsite from Cabot's facilities, except for deep well injection. Total waste by category of disposal operations is provided below:</p>
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	Non-hazardous	Hazardous
Incinerated with energy recovery (KMT)	2.80	0.21
Incinerated without energy recovery (KMT)	0.29	1.61
Deep well injection (KMT)	0.00	133.06
Landfilled (KMT)	26.75	0.05
Other (KMT)	0.41	0.87
<i>Subtotal</i>	<i>30.25</i>	<i>135.80</i>
<i>Total</i>	<i>166.05</i>	

Water

Disclosure Number	Disclosure Title	Page Number / Response
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GRI 3: Material Topics 2021

3-3	Management of material topics	p. 47
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GRI 303: Water and Effluents 2018

303-1	Interactions with water as a shared resource	pp. 28-29
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303-2	Management of water discharge-related impacts	pp. 28, 29 Standards for wastewater discharge and the profile of receiving waterbodies are determined by local regulations as part of the permitting process. Cabot's wastewater discharge is treated as required and discharged generally in compliance with its permitted limits. Where exceedances occur, corrective actions are implemented.
303-3	Water withdrawal	pp. 28, 29 Cabot's metric for water withdrawal includes surface water, brackish/seawater, purchased water, and groundwater, but excludes gray water. All Surface, Purchased, and Groundwater are considered fresh (<1,000 mg/L Total Dissolved Solids [TDS]), while Brackish/Seawater is >1,000 mg/L TDS. 6.70 MM m ³ (14%) of Cabot's water withdrawal (excluding gray water) occurs in areas identified as High or Very High Water Stress.
303-4	Water discharge	p. 28, 29 All discharges of Surface, Public or Private Sewer, and Groundwater are considered fresh (<1,000 mg/L TDS), while Brackish/Seawater is >1,000 mg/L TDS. 1.29 MM m ³ (4%) of Cabot's absolute water discharge occurred in areas identified as High or Very High Water Stress according to the WRI Aqueduct Analysis. Cabot follows the discharge limits for priority substances which are set by local regulations.
303-5	Water consumption	pp. 28, 29 Cabot's water consumption metric is calculated by subtracting total water discharge from total water withdrawal (and excludes gray water). 5.41 MM m ³ (47%) of Cabot's water consumption occurs in areas identified as High or Very High Water Stress.

CARING FOR OUR PEOPLE AND COMMUNITIES

Occupational Health and Safety

Disclosure Number	Disclosure Title	Page Number / Response
GRI 3: Material Topics 2021		
3-3	Management of material topics	pp. 47-48
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	p. 48 Potential exclusions to our safety program may include joint ventures where Cabot is not the controlling managing partner and/or where Cabot owns less than 50% of the Joint Venture.
403-2	Hazard identification, risk assessment, and incident investigation	pp. 30, 47-48
403-3	Occupational health services	p. 48
403-4	Worker participation, consultation, and communication on occupational health and safety	p. 48
403-5	Worker training on occupational health and safety	pp. 30, 48
403-6	Promotion of worker health	p. 50

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
 Cabot's Supplier Code of Conduct requires that all suppliers implement robust safety management programs and commit to continuous improvement for safety performance. Contractors with negative health and safety records or performance will be removed from our sites. We also share safety resources and partner with adjacent facilities within industrial parks, where feasible.

403-9 Work-related injuries
 p. 30
 Methods for calculating each metric are provided below:
 ♦ **Total Recordable Incident Rate (TRIR):** Number of injuries (employees and contractors) per 200,000 work hours (~100 employees)
 ♦ **Lost Time Incident Rate (LTIR):** Number of lost time injuries (employees and contractors) per 200,000 work hours (~100 employees)
 ♦ **Severity Rate:**
 - **Cabot Severity Rate:** Number of lost workdays (employees and contractors) per 200,000 work hours (~100 employees)
 - **Ecovadis Lost Time Injury Frequency Rate:** (Total number of lost time injury events) x 1,000,000/total hours worked company wide
 - **Ecovadis Lost Time Injury Severity Rate:** (Number of days lost due to injuries) x 1,000/total hours worked
 ♦ **Process Safety Events: (PSE):** Defined by the Center for Chemical Process Safety as a "release of material or energy from a process that resulted in injury, fire or explosion, or release of flammable, combustible or toxic chemicals."
 ♦ **High Consequence Work-Related Injuries:** Number of lost time cases greater than 180 days (excluding fatalities)

2022 Safety Rates Employees vs. Contractors	Employees		Contractors	
	Number	Rate	Number	Rate
Fatalities	0	0.00	0	0.00
High Consequence Work-Related Injuries	0	0.00	0	0.00
Recordable Work-Related Injuries	14	0.32	7	0.27
Total Hours Worked	8,780,572		5,163,450	

*Rates calculated on a 200,000 work-hour basis

Severity Rates	2022
Cabot Severity Rate	3.43
Ecovadis Lost Time Injury Frequency Rate	0.93
Ecovadis Lost Time Injury Severity Rate	0.02

Employment, Diversity and Training

Disclosure Number **Disclosure Title** **Page Number / Response**

GRI 3: Material Topics 2021

3-3 Management of material topics pp. 49-50

GRI 401: Employment 2016

401-1 New employee hires and employee turnover

p. 33

Gender	Male		Female	
Departing	736	23%	244	25%
New Hires	542	17%	190	19%

Region	Americas		EMEA		APAC	
Departing	361	21%	468	42%	151	11%
New Hires	286	17%	169	15%	277	19%

Age Group	<30		30-39		40-49		50-59		60+	
Departing	117	24%	251	18%	193	16%	236	27%	183	69%
New Hires	238	49%	294	21%	148	12%	48	6%	4	2%

The number of employee departures includes employees that left Cabot due to the Purification Solutions divestiture in March 2022. The divestiture makes up 48% of the reported 980 total departures. In EMEA, the divestiture represents 67% of the region's departures.

401-2 Benefits provided to full-time employees p. 50

404-2 Programs for upgrading employee skills and transition assistance programs pp. 32, 49-50

404-3 Percentage of employees receiving regular performance and career development reviews

p. 33

79% of Cabot employees were eligible for performance reviews. Among these, 100% received performance reviews in 2022, including the following:

Performance Reviews by Eligible Employee Category	
Clerical/Technical	100%
Professional/Supervisor	100%
Management/Experienced	100%

Performance Reviews by Gender (Among Eligible Employees)	
Male	100%
Female	100%

GRI 405: Diversity and Equal Opportunity 2016

405-1 Diversity of governance bodies and employees

pp. 10, 31-32

Diversity of Board of Directors at the end of 2022 by Age Group	
Under 30	0%
30-50	0%
Over 50	100%

Diversity of Board of Directors at the end of 2021 by Race/Ethnicity ⁴	
Asian	2
Hispanic/Latino	1
White	7

⁴US-based Board members

GRI 406: Non-Discrimination 2016

406-1 Incidents of discrimination and corrective actions taken

Allegations of discrimination:

Open (from previous year)	New Claims Alleged ⁵	Total Claims Closed	Total Open Cases
2	8	8	2

⁵The 8 alleged claims included 4 anonymous reports related to the same allegations.

Corrective actions taken:

	No Action	Policy Review	Training	Discipline	Termination
Substantiated	-	-	-	-	-
Unsubstantiated	4	4	4	-	-

Community Engagement

Disclosure Number Disclosure Title Page Number / Response

GRI 3: Material Topics 2021

3-3 Management of material topics p. 51

GRI 413: Local Communities 2016

413-1 Operations with local community engagement, impact assessments, and development programs pp. 33-35