

GRI CONTENT INDEX

Statement of Use		Cabot Corporation has reported in accordance with the GRI Standards for the period January 1, 2023, to December 31, 2023.
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. 5 Legal form: Cabot Corporation is a publicly traded corporation (NYSE: CBT)
2-2	Entities included in the organization's sustainability reporting	pp. 6, 31 Refer to Cabot's Form 10-K , filed November 22, 2023, 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. 31 Inquiries or comments concerning the content of this report may be directed to sustainability@cabotcorp.com .
2-4	Restatements of information	p. 27 Cabot's charitable giving data for 2020-2022 has been adjusted to account for funds contributed to multi-year commitments during those years.
2-5	External assurance	pp. 31, 35-37 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 by the Environmental Subcommittee, reporting to the ESG Steering Committee.
2-6	Activities, value chain and other business relationships	See p. 6 for an overview of our business segments, services, and markets served. Net revenue can be found in Cabot's Form 10-K , filed November 22, 2023, Part II, Item 8, Financial Statements and Supplementary Data. See p. 41 for a description of our supply chain.
2-7	Employees	p. 24, Cabot does not employ non-guaranteed hour workers.

Global Workforce by Contract and by Gender

Gender	Male		Female	
	Permanent	3,183	76%	997
Temporary	45	53%	40	47%
Full Time	3,194	76%	986	24%
Part Time	34	40%	51	60%

Global Workforce by Contract and by Region

Region	Americas		EMEA		APAC	
	Permanent	1,698	41%	1,130	27%	1,352
Temporary	21	25%	30	35%	34	40%
Full Time	1,699	41%	1,097	26%	1,384	33%
Part Time	20	24%	63	74%	2	2%

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 31% of Cabot's workforce and are included in our occupational health and safety management program.
2-9	Governance structure and composition	See p. 9 for an overview and GRI Disclosure 405-1 on p. 56 for diversity metrics. For additional details, refer to the Cabot 2024 Proxy Statement , pp. 7-18.
2-10	Nomination and selection of the highest governance body	p. 9 See also the Cabot 2024 Proxy Statement , pp. 7-8, 17.
2-11	Chair of the highest governance body	p. 9 See also the Cabot 2024 Proxy Statement , p. 13.
2-12	Role of the highest governance body in overseeing the management of impacts	p. 9 For additional details, see the Cabot 2024 Proxy Statement , pp. 10-12.
2-13	Delegation of responsibility for managing impacts	p. 9 For additional details, see the Cabot 2024 Proxy Statement , pp. 10-12, 16.
2-14	Role of the highest governance body in sustainability reporting	p. 9 For additional details, see the Cabot 2024 Proxy Statement , pp. 10-12.
2-15	Conflicts of interest	p. 10 See also the Cabot 2024 Proxy Statement , pp. 8, 17, 26.
2-16	Communication of critical concerns	pp. 10, 32 See the Cabot 2024 Proxy Statement , p. 27.
2-17	Collective knowledge of the highest governance body	p. 9 See the Cabot 2024 Proxy Statement , pp. 7-9.
2-18	Evaluation of the performance of the highest governance body	p. 9 See also the Cabot 2024 Proxy Statement , pp. 17, 33-70.
2-19	Remuneration policies	pp. 24, 45 See also the Cabot 2024 Proxy Statement , pp. 15, 33-70 and the Compensation Committee Charter .
2-20	Process to determine remuneration	See the Cabot 2024 Proxy Statement , pp. 33-70.
2-21	Annual total compensation ratio	See the Cabot 2024 Proxy Statement , p. 66.
2-22	Statement on sustainable development strategy	p. 3
2-23	Policy commitments	pp. 10, 39, 46 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. 10, 11 See also the Cabot 2024 Proxy Statement , pp. 1-12, 26-27.
2-25	Processes to remediate negative impacts	pp. 9, 10, 32
2-26	Mechanisms for seeking advice and raising concerns	pp. 10, 32
2-27	Compliance with laws and regulations	pp. 10, 17, 27, 57 In addition to the compliance information reported above, there were no environmental fines or safety fines incurred in 2023. For 2023, environmental non-conformances (ENCs) at our facility in Sarnia, Ontario related to noncompliance with regulation 419 as described in the Company's 2023 Annual Report on Form 10K and subsequent periodic filings with the SEC are counted once.

2-28	Membership associations	<p>p. 39</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 ◆ Part of the Ellen MacArthur Foundation community ◆ 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. 32
2-30	Collective bargaining agreements	<p>p. 10</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	pp. 31-32
3-2	List of material topics	p. 13

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. 38
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	<p>p. 14</p> <p>For additional information, refer to Cabot's 2023 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. 9</p> <p>For additional information, refer to Cabot's 2024 Proxy Statement, pp.7-12 and Cabot's 2023 Annual Report and Form 10-K, Part 1, pp. 12-16.</p>

Product Sustainability

Disclosure Number	Disclosure Title	Page Number / Response
GRI 3: Material Topics 2021		
3-3	Management of material topics	pp. 38-39
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	pp. 15, 39 100% of significant product categories are assessed for health and safety impacts using the best available information.

Suppliers' Sustainability

Disclosure Number	Disclosure Title	Page Number / Response
GRI 3: Material Topics 2021		
3-3	Management of material topics	p. 39
GRI 308: Supplier Environmental Assessment 2016		
308-2	Negative environmental impacts in the supply chain and actions taken	p. 16
GRI 414: Supplier Social Assessment 2016		
414-2	Negative social impacts in the supply chain and actions taken	p. 16

ACTING RESPONSIBLY FOR THE PLANET

Environmental Compliance

Disclosure Number	Disclosure Title	Page Number / Response
GRI 3: Material Topics 2021		
3-3	Management of material topics	p. 40
GRI 307: Environmental Compliance 2016		
N/A	Sites with certified environmental management systems	See p. 17, Cabot's 2025 sustainability goals include tracking an internal metric for the percent of sites with certified environmental management systems.
2-27	Compliance with laws and regulations	See p. 48, GRI Disclosure 2-27 for details.

Energy		
Disclosure Number	Disclosure Title	Page Number / Response
GRI 3: Material Topics 2021		
3-3	Management of material topics	p. 41
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	p.18 For more information about our energy and fuel sources, refer to Cabot's CDP Climate Change 2023 Response .
Air Pollutants / GHG		
Disclosure Number	Disclosure Title	Page Number / Response
GRI 3: Material Topics 2021		
3-3	Management of material topics	pp. 41-42
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG	p. 20 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 CO ₂ , CH ₄ and N ₂ O. We maintain databases that track monthly usage volumes of feedstock materials and fossil fuels, as well as production volume. Scope 1 CO ₂ emissions from the manufacturing process are predominantly calculated using Cabot's own data based on a mass balance calculation or Cabot-derived emissions factors. Scope 1 CH ₄ 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 in most cases calculated using emission factors published in IPCC's 2006 Guidelines for National Greenhouse Gas Inventories. The exception is combustion of butadiene, for which emissions are calculated using a Cabot-derived emissions factor. Scope 1 data excludes smaller site-level emission sources, such as gasoline, diesel, propane and refrigerant losses due to immateriality of these sources. Scope 1 absolute GHG emissions undergo a limited assurance in accordance with the International Standard for Assurance Engagements ISAE 3000 (revised).
305-2	Indirect (Scope 2) GHG	p. 20 Scope 2 GHG emissions from purchased electricity are calculated in accordance with The Greenhouse Gas Protocol: Corporate Accounting and Reporting Standards (Revised Edition) 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 (December 2023 report on 2021 data) for US values and the Residual Mix values from the AIB 2022 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.
305-3	Other indirect (Scope 3) GHG emissions	p. 20 Cabot's Scope 3 GHG emissions were calculated in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, using a mix of primary and secondary data depending on the category, and emission factors from DEFRA, Ecolnvent 3.9.1, EPA, NAICS, LCA, Cabot-derived, and industry sources. Values are rounded to the nearest whole number for reporting purposes.
305-4	GHG emissions intensity	p. 20 GHG intensity is calculated as MTCO ₂ e 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 are rounded to two decimal points for reporting purposes.

305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x) and other significant air emissions

p. 19

Absolute Emissions	2021	2022	2023
SO ₂ Emissions (KMT)	39.17	35.68	30.39
NO _x Emissions (KMT)	8.88	7.59	7.17

SO₂ and NO_x emissions intensity data undergo a limited assurance in accordance with the International Standard for Assurance Engagements ISAE 3000 (revised).

Waste

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

GRI 3: Material Topics 2021

3-3 Management of material topics p. 42

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts p. 21

306-2 Management of significant waste-related impacts p. 21

306-3 Waste generated p. 21

306-4 Waste diverted from disposal p. 21
 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:

	Non-hazardous	Hazardous
Reused or Recycled (KMT)	21.60	3.58
Total	25.18	

306-5 Waste directed to disposal p. 21
 Disposal activities occur offsite from Cabot's facilities, except for deep well injection. Total waste by category of disposal operations is provided below:

	Non-hazardous	Hazardous
Incinerated with energy recovery (KMT)	2.85	0.29
Incinerated without energy recovery (KMT)	0.36	1.99
Deep well injection (KMT)	0.00	129.99
Landfilled (KMT)	28.99	0.03
Other (KMT)	0.48	0.16
Subtotal	32.67	132.46
Total	165.13	

Water

Disclosure Number	Disclosure Title	Page Number / Response
GRI 3: Material Topics 2021		
3-3	Management of material topics	pp. 42-43
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	p. 22
303-2	Management of water discharge-related impacts	p. 22 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	p. 22 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. 5.49 MM m ³ (12%) of Cabot's water withdrawal (excluding gray water) occurs in areas identified as High or Very High Water Stress, according to the WRI Aqueduct analysis.
303-4	Water discharge	p. 22 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. 0.93 MM m ³ (3%) 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	p. 22 Cabot's water consumption metric is calculated by subtracting total water discharge from total water withdrawal (and excludes graywater). 4.56 MM m ³ (45%) of Cabot's water consumption occurs in areas identified as High or Very High Water Stress, according to the WRI Aqueduct analysis.

CARING FOR OUR PEOPLE & COMMUNITIES

Occupational Health and Safety

Disclosure Number	Disclosure Title	Page Number / Response
GRI 3: Material Topics 2021		
3-3	Management of material topics	p. 46
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	p. 44 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. 23, 44
403-3	Occupational health services	p. 44

403-4	Worker participation, consultation, and communication on occupational health and safety	p. 44
403-5	Worker training on occupational health and safety	pp. 23, 44
403-6	Promotion of worker health	pp. 26, 45
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>p. 23 Methods for calculating each metric are provided below:</p> <ul style="list-style-type: none"> ◆ 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: <ul style="list-style-type: none"> - 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)
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2023 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	7	0.16	9	0.24
Total Hours Worked	8,852,097		7,507,589	

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

Severity Rates	2023
Cabot Severity Rate	2.09
EcoVadis Lost Time Injury Frequency Rate	0.43
EcoVadis Lost Time Injury Severity Rate	0.01

Employment, Diversity and Training

Disclosure Number Disclosure Title Page Number / Response

GRI 3: Material Topics 2021

3-3 Management of material topics pp. 45-46

GRI 401: Employment 2016

401-1 New employee hires and employee turnover p. 25
 New hires and employee departures are reported as a percentage of total permanent employees.

Gender	Male		Female	
Departing	342	11%	125	13%
New Hires	272	9%	128	13%

Region	Americas		EMEA		APAC	
Departing	185	11%	121	11%	161	12%
New Hires	193	11%	108	10%	99	7%

Age Group	<30		30-39		40-49		50-59		60+	
Departing	87	19%	147	11%	104	8%	55	7%	74	28%
New Hires	152	33%	154	11%	62	5%	26	3%	6	2%

401-2 Benefits provided to full-time employees p. 45

404-2 Programs for upgrading employee skills and transition assistance programs pp. 25, 45
 Average training hours are calculated as the total hours of training per year divided by the total number of active employees. Cabot evaluates the effectiveness of training programs through methods such as program evaluation questionnaires, pre- and post-program assessments, 360 LEAD competency assessments, performance evaluations and development dialogues, recognition programs, safety metrics and employee engagement survey results.

404-3 Percentage of employees receiving regular performance and career development reviews p. 25
 81% of Cabot employees were eligible for performance reviews. Among these, 100% received performance reviews in 2023, 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. 9, 24

Diversity of Board of Directors at the end of 2023 by Age Group

Under 30	0
30-50	0
Over 50	12

Diversity of the Board of Directors at the end of 2023 by Gender

Male	8
Female	4

Diversity of Board of Directors at the end of 2023 by Race/Ethnicity*

Asian	2
Black	1
Hispanic/Latino	1
White	7

*US-based Board members

GRI 406: Non-Discrimination 2016

406-1 Incidents of discrimination and corrective actions taken

Allegations of discrimination

Open (From previous)	New Claims Alleged	Total Claims Closed	Total Open Cases
2	1	2	1

Corrective actions taken

	No Action	Policy Review	Training	Discipline	Termination
Substantiated	-	-	-	-	-
Unsubstantiated	2	-	-	-	-

Community Engagement

Disclosure Number Disclosure Title Page Number / Response

GRI 3: Material Topics 2021

3-3 Management of material topics p. 46

GRI 413: Local Communities 2016

413-1 Operations with local community engagement, impact assessments, and development programs pp. 27-28