

SUSTAINABILITY DATA PERFORMANCE SUMMARY

| Indicator | Unit | 2022 | 2023 | 2024 |
|---|-----------------------------------|--------|--------|-----------------|
| Absolute GHG Emissions | | | | |
| Scope 1 | MM MTCO ₂ e | 4.03 | 3.70 | 3.82 |
| Scope 2 (Market-based) | MM MTCO ₂ e | 0.34 | 0.31 | 0.28 |
| Scope 3 | MM MTCO ₂ e | 6.03 | 5.78 | 5.76 |
| Biogenic Emissions | | | | |
| Biogenic Emissions | MTCO ₂ | 93.00 | 503.00 | 2,243.00 |
| GHG Emissions Intensity - Scopes 1 and 2 | | | | |
| Scopes 1 + 2 (Market-based) | MTCO ₂ e/MT Production | 1.99 | 1.93 | 1.89 |
| SO₂ Emissions | | | | |
| Emissions | KMT | 35.68 | 30.39 | 31.20 |
| Intensity | MT/KMT Production | 16.24 | 14.62 | 14.37 |
| NO_x Emissions | | | | |
| Emissions | KMT | 7.59 | 7.17 | 6.86 |
| Intensity | MT/KMT Production | 3.45 | 3.45 | 3.16 |
| Energy | | | | |
| Energy Use | MM GJ | 126.03 | 117.35 | 120.69 |
| Energy Ratio | % | 214 | 208 | 255 |

| Indicator | Unit | 2022 | 2023 | 2024 |
|---|-------------------------------|--------|--------|---------------|
| Water Withdrawal, Use, and Discharge | | | | |
| Absolute Water Withdrawal | MM m ³ | 48.45 | 44.50 | 43.19 |
| Absolute Water Consumed | MM m ³ | 11.56 | 10.21 | 10.21 |
| Absolute Water Discharged | MM m ³ | 36.88 | 34.29 | 32.97 |
| Water Intensity | | | | |
| Water Withdrawal Intensity | m ³ /MT Production | 22.05 | 21.40 | 19.89 |
| Water Discharge Intensity | m ³ /MT Production | 16.79 | 16.49 | 15.19 |
| Waste Generation | | | | |
| Absolute Waste Generation | KMT | 194.30 | 187.53 | 216.54 |
| Non-Hazardous Waste | KMT | 54.68 | 51.49 | 61.61 |
| Hazardous Waste | KMT | 139.62 | 136.05 | 154.93 |
| Waste Disposal Methods | | | | |
| Absolute Waste Disposal | KMT | 163.04 | 161.99 | 182.61 |
| Non-Hazardous Waste | | | | |
| Beneficial Reuse | KMT | 27.23 | 24.45 | 26.75 |
| Disposed Without Reuse | KMT | 27.45 | 29.82 | 34.86 |
| Hazardous Waste | | | | |
| Beneficial Reuse | KMT | 4.04 | 3.88 | 7.19 |
| Disposed Without Reuse | KMT | 135.59 | 132.17 | 147.74 |

ERM CVS provided limited assurance of the following datasets: Absolute GHG Emissions: Scope 1 - 2022-2024; Scope 2 (Market-based) - 2022-2024; SO₂ emissions intensity: 2022-2024; and NO_x emissions intensity: 2022-2024. For additional details, please refer to the [ERM CVS Assurance Report](#).

Scope 1 data excludes small emissions sources deemed immaterial. See [Cabot's Basis of Reporting GHG Emissions](#) for additional details.

The 2022 estimated values for Scope 3 GHG emissions for categories 6, 7, 8, 9, and 12 were retained for 2023. Material changes to the methodology and emission factors were identified during calculation of the 2024 Scope 3 inventory. Emissions in 2022 and 2023 were restated due to improved calculation methodology. 2024 data reflect updates to methodologies for these categories.

Waste disposal methods consist of the following categories: Beneficial Reuse includes recycled/reused and incineration with energy recovery. Disposed Without Reuse includes landfilled, incineration without energy recovery, deep well injection (hazardous waste only), and other.

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| Indicator | Unit | 2022 | 2023 | 2024 |
|--|---------------------------------|-----------|-----------|-----------|
| Occupational Health & Safety | | | | |
| Total Recordable Incident Rate | Injuries per 200,000 Work Hours | 0.30 | 0.20 | 0.15 |
| Lost Time Incident Rate | Injuries per 200,000 Work Hours | 0.19 | 0.09 | 0.10 |
| Process Safety Events | | | | |
| Tier 1 | Number of Process Safety Events | 2 | 0 | 2 |
| Tier 2 | Number of Process Safety Events | 5 | 4 | 3 |
| Employment, Diversity, & Training | | | | |
| Employees Covered by Formally-Elected Employee Representatives or Collective Agreements* | Percent Covered | 34% | 37% | 33% |
| Employees Covered by Trade Unions or Works Councils* | Percent Covered | 3% | 4% | 4% |
| Employee Hours Worked | Total Hours Worked | 8,780,572 | 8,852,097 | 8,737,526 |
| Contractor Hours Worked | Total Hours Worked | 5,163,450 | 7,507,589 | 7,542,669 |
| Women Employed at Top Management Level | Percent Employed | 28% | 28% | 30% |
| Women Employed within the Board | Percent Employed | 27% | 33% | 25% |

* 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.

| Indicator | Unit | 2022 | 2023 | 2024 |
|---|-------------------------------|------------------|------------------|------------------|
| Labor - Workforce By Age Group | | | | |
| <30 Years Old | Percent of Employees | 12% ¹ | 12% ² | 11% ³ |
| 30 - 39 Years Old | Percent of Employees | 33% | 32% | 32% |
| 40 - 49 Years Old | Percent of Employees | 28% | 29% | 30% |
| 50 - 59 Year Old | Percent of Employees | 20% | 20% | 20% |
| 60+ Years Old | Percent of Employees | 7% | 7% | 7% |
| Sustainable Procurement | | | | |
| Suppliers That Have Gone Through a Sustainability Assessment | Percent of Critical Suppliers | 33% | 51% | 53% |
| Ethics, Compliance & Accountability | | | | |
| Whistleblower Reports Received and Investigated by Cabot's Office of Compliance | Number of Reports | 21 | 21 | 34 |
| Substantiated Corruption Incidents | Number of Incidents | 0 | 0 | 0 |
| Material Cybersecurity Incidents | Number of Incidents | 0 | 0 | 0 |
| Child Labor and Forced Labor Incidents | Number of Incidents | 0 | 0 | 0 |

¹ As of 12/31/2022, there was one employee aged who was 17 years old. She was a High School Co-Op Recycler. No other employees were under the age of 18.

² As of 12/31/2023, there were no employees under age 18. There were two hires who were 17 at date of hire (within 2-3 months of 18th birthday). One was a High School Co-Op. The other was a WPS Operator who is no longer with the company.

³ As of 12/31/2024, there was one employee under the age of 18. This employee was 17.9 years old as of 12/31/2024. They are a Temporary, Part-time High School Co-Op Recycler. They were 17.4 years old at time of hire, and today they are over 18.