

Sustainability Performance Summary

Indicator	Unit	2023	2024	2025
GHG Emissions				
Total Scope 1	MM MTCO ₂ e	3.70	3.82	3.60
Total Scope 2 (market-based)	MM MTCO ₂ e	0.30	0.27	0.19
Total Scope 3	MM MTCO ₂ e	5.78	5.76	5.34
Biogenic Emissions				
Biogenic emissions	MTCO ₂	503.00	2,243.00	220.00
GHG Emissions Intensity – Scopes 1 and 2				
Scopes 1 + 2 (market-based)	MTCO ₂ e/MT production	1.93	1.89	1.83
SO₂ Emissions				
Emissions	KMT	30.45	31.45	32.46
Intensity	MT/KMT production	14.65	14.49	15.70
NO_x Emissions				
Emissions	KMT	7.19	6.86	5.96
Intensity	MT/KMT production	3.46	3.16	2.88
Energy				
Energy use	MM GJ	117.35	120.69	114.69
Energy ratio	Percent	208%	255%	211%

Indicator	Unit	2023	2024	2025
Water Withdrawal, Use, and Discharge				
Total water withdrawal	MM m ³	44.52	43.19	34.74
Total water consumed	MM m ³	10.72	10.42	9.82
Total water discharged	MM m ³	33.80	32.76	24.92
Water Intensity				
Water withdrawal intensity	m ³ /MT production	21.42	19.89	16.81
Water discharge intensity	m ³ /MT production	16.26	15.09	12.06
Waste Generation				
Total waste generation	KMT	187.40	216.41	178.93
Non-hazardous waste	KMT	51.35	61.47	49.60
Hazardous waste	KMT	136.05	154.93	129.34
Waste Disposal Methods				
Total waste disposal	KMT	159.20	182.61	133.60
Non-Hazardous Waste				
Beneficial reuse	KMT	24.32	26.61	38.43
Disposed without reuse	KMT	27.04	34.86	11.16
Hazardous Waste				
Beneficial reuse	KMT	3.88	7.19	6.90
Disposed without reuse	KMT	132.17	147.74	122.44

Scope 1 data excludes small emissions sources deemed immaterial. Additional disclosures, including location-based Scope 2 emissions, Scope 3 category detail, and biogenic emissions, are provided in the [GRI Index](#) and [Basis of Reporting GHG Emissions](#). Totals may not sum due to rounding.

ERM CVS provided limited assurance for Scope 1 emissions (2023–2025); market-based Scope 2 emissions (2023–2025); Scope 3 categories 1 and 11 (2025); SO₂ emissions intensity (2023–2025); and NO_x emissions intensity (2023–2025). See the [ERM CVS Assurance Report](#) for details.

Cabot's beneficial reuse metric includes recycling, reuse, and incineration with energy recovery. Disposed without reuse includes landfill, incineration without energy recovery, deep well injection (hazardous waste only), and other disposal methods. Total waste disposal is the sum of hazardous and non-hazardous waste disposed without reuse.

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Indicator	Unit	2023	2024	2025
Health & Safety				
Total Recordable Incident Rate (TRIR)	Injuries per 200,000 work hours	0.20	0.15	0.21
Lost Time Incident Rate (LTIR)	Injuries per 200,000 work hours	0.09	0.10	0.06
Tier 1 process safety incidents	Count	0	2	2
Tier 2 process safety incidents	Count	4	3	2
Workforce, Diversity and Labor Practices				
Employees covered by formally elected employee representatives or collective agreements*	Percent	37%	33%	35%
Employees covered by trade unions or works councils*	Percent	4%	4%	2%
Employee hours worked	Hours	8,852,097	8,737,526	8,341,381
Contractor hours worked	Hours	7,507,589	7,542,669	7,043,850
Women in leadership	Percent	28%	30%	29%
Women on the Board	Percent	33%	25%	27%
Workforce By Age Group				
<30 years old**	Percent	11%	11%	10%
30–39 years old	Percent	32%	32%	31%
40–49 years old	Percent	29%	30%	31%
50–59 years old	Percent	20%	20%	21%
60+ years old	Percent	7%	7%	7%

*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.

**As of year-end 2023, Cabot had no employees under the age of 18. In 2024 and 2025, Cabot employed one individual under the age of 18 each year, working in temporary apprenticeship or high school co-op roles in accordance with applicable laws and company policies.

***All whistleblower reports are investigated by Cabot's Office of Compliance. Disciplinary actions are undertaken where appropriate.

Indicator	Unit	2023	2024	2025
Responsible Procurement				
Critical suppliers assessed for sustainability impacts	Percent	51%	53%	54%
Ethics & Compliance				
Ethics hotline reports received***	Count	21	34	17
Substantiated corruption incidents	Count	0	0	0
Material cybersecurity incidents	Count	0	0	0
Child labor and forced labor incidents	Count	0	0	0

