

Stakeholder Engagement

Our success depends on strong relationships with our stakeholders. We engage with stakeholders in a variety of ways to share information and maintain positive relationships. We diligently seek opportunities to engage with our customers, investors, employees, potential employees, suppliers, regulators and communities. We welcome their input and feedback on how our respective interests can converge for an overall positive outcome, as summarized in the table below. Our interaction with these groups can take many forms, including employee meetings, community engagement days at our manufacturing sites for our neighbors, recruiting events, in-person meetings, investor engagements, and the use of our website and social media channels to highlight key community initiatives and company news. We believe it is important for our stakeholders to understand not just the nature of our business but also our ongoing commitment to improving our sustainability performance.

Our open-door policy provides the framework for employees to raise concerns and report suspected violations of corporate policies or the law. Employees may utilize several points of contact, such as supervisors, the Office of Compliance, or the Cabot hotline. Manufacturing facilities have formal processes to engage with the local community, including the use of Community Advisory Panels and Community Engagement Days, where our neighbors can visit our facilities and interact directly with Cabot employees and learn more about plant operations.

In recent years, we have expanded our engagement with investors on ESG issues to reflect the growing interest in these topics and for viewing our sustainability actions as indicators of our long-term performance.

STAKEHOLDERS	TYPES OF ENGAGEMENT	KEY TOPICS
EMPLOYEES	Meetings, including Global All Hands meetings, executive briefings, training sessions, surveys, regular intranet communication, internal social media streams	Business performance, the value of our work, strategic initiatives and purpose, policy and organizational structure, benefits and compensation, safety, and sustainability
POTENTIAL EMPLOYEES	Social media, website, college campus visits, interviews, internships, job recruitment sites, employee referrals	Sustainability performance, company values, community engagement, benefits, and compensation
COMMUNITIES	Plant visits, Community Engagement Days, sponsorships, engagement programs, Foundation activities, website, social media	Plant operations, safety, environmental stewardship, emergency response planning, compliance programs, emissions, community sponsorships, local engagement
CUSTOMERS	Sales calls, surveys, technical information, exchanges, plant visits, complaint resolution, trade shows, trade magazines, social media, customer portals, website	Business performance, sustainability, satisfaction surveys, technical solutions, product quality and performance, cost, production plans, environmental data, product safety, and regulatory information
SUPPLIERS	Presentations, supplier agreements, performance assessments, supplier summits, trade shows, trade magazines, website	Performance criteria and expectations, sustainability, safety, Supplier Code of Conduct
INVESTORS	Annual report, quarterly disclosures, annual meeting, individual meetings, social media, website, business and trade magazines	Business performance, strategy, execution, material disclosures, sustainability
REGULATORS	Plant visits, technical information exchanges, inspections	Compliance reporting, problem-solving, technical information, sustainability