

# OUR SH&E COMMITMENT



At Cabot, we are committed to meeting our Safety, Health and Environmental (SH&E) goals and achieving our Vision to be the most innovative, respected and responsible leader in our markets – delivering performance that makes a difference. We believe that strong SH&E performance contributes to the overall success of our business.

Our Values of Integrity, Respect, Excellence and Responsibility serve as guideposts on our sustainability journey and are embedded in our commitment to SH&E.

- ◆ We demonstrate **Integrity** by complying with applicable SH&E regulations, having the same expectation for our suppliers and sharing complete information on the safe handling and use of our products with our employees, customers and distributors
- ◆ We show **Respect** by designing and operating our facilities to ensure the safety and security of our employees, contractors and neighbors and minimizing impacts on our communities and the environment
- ◆ We strive for **Excellence** by exemplifying the Responsible Care® Guiding Principles, holding employees and contractors accountable to meet our SH&E standards wherever we operate and partnering with our customers to develop innovative and sustainable solutions
- ◆ We uphold our SH&E **Responsibility** by improving energy efficiency, reducing environmental impacts, preparing for emergencies and reporting our SH&E performance

We are all responsible to demonstrate our commitment to advance Cabot's SH&E culture of excellence. We hold ourselves and each other accountable to continuously improve our SH&E performance.

**Sean D. Keohane**  
President and  
Chief Executive Officer

**Jay Doubman**  
Senior Vice President

**Patricia Hubbard**  
Senior Vice President

**Aaron Johnson**  
Senior Vice President

**Karen Kalita**  
Senior Vice President

**Hobart C. Kalkstein**  
Senior Vice President

**Erica McLaughlin**  
Senior Vice President

**Martin J. O'Neill**  
Senior Vice President

**Aled Rees**  
Senior Vice President

**Arthur Wood**  
Senior Vice President

**Jeff Zhu**  
Senior Vice President