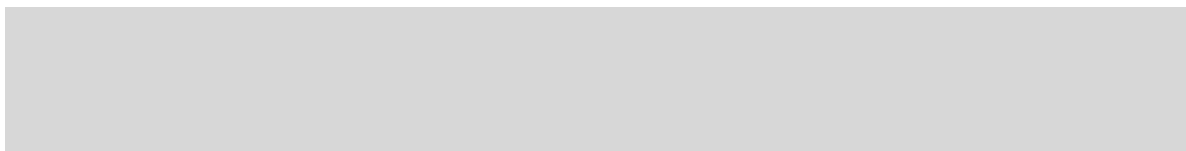


# GRI Content Index



## GENERAL DISCLOSURES

### GRI 101: Foundation 2016

### GRI 102: General Disclosures 2016

Disclosures	Page Number / Response
102-1 Name of the organization	Cabot Corporation
102-2 Activities, brands, products, and/or services	p. 7
102-3 Location of headquarters	2 Seaport Lane, Suite 1400, Boston, MA 02210 USA
102-4 Location of operations	p. 6
102-5 Ownership and legal form	Cabot Corporation is a publicly traded corporation (NYSE: CBT)
102-6 Markets served	p. 7
102-7 Scale of the organization	Refer to p. 6 for the number of employees and operations. Net revenue and total capitalization can be found in <a href="#">Cabot's Form 10-K</a> , filed November 29, 2021, Part II, Item 8, Financial Statements and Supplementary Data.

102-8 Information on employees and other workers p.35

Global Workforce by Contract and by Gender

Gender	Male		Female	
	Permanent	3,444	77%	1,028
Temporary	39	46%	46	54%
Full Time	3,433	78%	989	22%
Part Time	50	37%	85	63%

Global Workforce by Contract and by Region

Region	Americas		EMEA		APAC	
	Permanent	1,780	40%	1,398	31%	1,294
Temporary	14	16%	71	84%	-	0%
Full Time	1,773	40%	1,355	31%	1,294	29%
Part Time	21	16%	114	84%	-	0%

Beyond our employees, we regularly engage contractors, typically hired for specific project-based work or discrete periods of time. These workers represent approximately 27% of Cabot's workforce and are included in our occupational health and safety management program.

102-9	Supply chain	pp. 26, 46
102-10	Significant changes to the organization and its supply chain	p. 24
102-11	Precautionary principle or approach	p. 46
102-12	External initiatives	<p>p. 15</p> <p>Cabot is also a signatory to the following:</p> <ul style="list-style-type: none"> <li>◆ CEO Action for Diversity &amp; Inclusion™</li> <li>◆ Ellen MacArthur Foundation's New Plastics Economy Global Commitment</li> </ul>
102-13	Memberships of associations	<p>p. 46</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"> <li>◆ Advanced Porous Materials Association (AdvaPor)</li> <li>◆ American Chemistry Council (ACC)</li> <li>◆ Association of Synthetic Amorphous Silica Producers (ASASP)</li> <li>◆ China Petroleum and Chemical Industry Federation (CPCIF)</li> <li>◆ Corporate Environmental Enforcement Council (CEEC)</li> <li>◆ Decarb Connect</li> <li>◆ Environmental Law Institute</li> <li>◆ essenscia (Belgium)</li> <li>◆ European Chemical Industry Association (CEFIC)</li> <li>◆ European Masterbatchers and Compounders (EuMBC)</li> <li>◆ International Carbon Black Association (ICBA)</li> <li>◆ Manufacturers Alliance for Productivity and Innovation (MAPI)</li> <li>◆ Nanotechnology Industry Association (NIA)</li> <li>◆ Society of Toxicology</li> <li>◆ Synthetic Amorphous Silica and Silicate Industry Association (SASSI)</li> </ul>
102-14	Statement from senior decision-maker	pp. 3-4
102-16	Values, principles, standards, and norms of behavior	pp. 10, 13
102-18	Governance structure	<p>p. 10</p> <p>For additional details on the Board's composition, refer to the <a href="#">Proxy Statement</a></p>
102-40	List of stakeholder groups	p. 42
102-41	Collective bargaining agreements	p. 14
102-42	Identifying and selecting stakeholders	p. 42
102-43	Approach to stakeholder engagement	p. 42
102-44	Key topics and concerns raised	pp. 20, 42
102-45	Entities included in the consolidated financial statements	Refer to <a href="#">Cabot's Form 10-K</a> , filed November 29, 2021, 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.
102-46	Defining report content and topic boundaries	p. 42
102-47	List of material topics	p. 23

102-48 Restatements of information

This year, Cabot increased the level of resources dedicated to data review and assurance to continuously improve our reporting accuracy. Select metrics were restated due to correcting data categorization and other errors in site-level information. The restated values differing by more than 1% are summarized below:

2020 Metric	Previously Reported	Corrected Value	% Change
2025 Sustainability Goal - Invest in capital and technology (\$M)	357	395	10.6%
2025 Sustainability Goal - Total Charitable Giving (\$M)	1.7	1.5	-12.6%
Absolute NO <sub>x</sub> emissions (KMT)	8.36	8.46	1.2%
Water sources (all areas) - surface (MM m <sup>3</sup> )	7.18	6.81	-5.2%
Water sources (all areas) - purchased (MM m <sup>3</sup> )	12.07	12.54	3.9%
Water sources (water stress) - surface (MM m <sup>3</sup> )	0.37	-	-100.0%
Water sources (water stress) - purchased (MM m <sup>3</sup> )	4.79	5.21	8.8%
Water discharge (water stress) - public or private sewer (MM m <sup>3</sup> )	0.63	0.64	1.6%
SASB process safety total incident rate	0.19	0.06	-68.4%

2019 Metric	Previously Reported	Corrected Value	% Change
Absolute water withdrawal (MM m <sup>3</sup> )	58.86	58.14	-1.2%
Water withdrawal intensity (m <sup>3</sup> /MT)	28.45	28.10	-1.2%
Water sources (all areas) - surface (MM m <sup>3</sup> )	42.53	41.52	-2.4%
Water sources (all areas) - purchased (MM m <sup>3</sup> )	14.01	14.29	2.0%
Water sources (water stress) - surface (MM m <sup>3</sup> )	1.01	0	-100.0%
Water sources (water stress) - purchased (MM m <sup>3</sup> )	5.44	5.68	4.4%
Total water discharge (all areas) - public or private sewer (MM m <sup>3</sup> )	2.36	2.41	2.1%
Water discharge (water stress) - public or private sewer (MM m <sup>3</sup> )	0.65	0.70	7.7%

102-49	Changes in reporting	p. 42
102-50	Reporting period	p. 42
102-51	Date of most recent report	p. 42
102-52	Reporting cycle	p. 42
102-53	Contact point for questions regarding the report	Inquiries or comments concerning the content of this report may be directed to <a href="mailto:sustainability@cabotcorp.com">sustainability@cabotcorp.com</a> .
102-54	Claims of reporting in accordance with the GRI Standards	p. 42
102-55	GRI Content Index	This complete GRI Content Index meets the intent and format required by the GRI Standards.
102-56	External assurance	p. 42

## MATERIAL TOPICS – BUILDING A BETTER FUTURE TOGETHER

### Economic Performance

#### GRI 103: Management Approach 2016

Disclosures	Page Number / Response
103-1 Explanation of the material topic and its boundaries	p. 45 The boundaries for reporting Cabot's economic value generation are limited to its direct operations. External factors that may affect Cabot's performance include events beyond the company's control such as global economic setbacks.
103-2 The management approach and its components	p. 45
103-3 Evaluation of the management approach	p. 45

#### GRI 201: Economic Performance 2016

Disclosures	Page Number / Response
201-1 Direct economic value generated and distributed	p. 24 For additional information, refer to <a href="#">Cabot's Form 10-K</a> , filed November 29, 2021.
201-2 Financial implications and other risks and opportunities for the organization's activities due to climate change	pp. 10, 21 For additional information, refer to Cabot's 2021 <a href="#">CDP filing</a> .

### Product Sustainability

#### GRI 103: Management Approach 2016

Disclosures	Page Number / Response
103-1 Explanation of the material topic and its boundaries	p. 46 Product health, safety and environmental impacts occur primarily downstream from Cabot's operations through the activities of our customers and, in some cases, through end use by consumers.
103-2 The management approach and its components	p. 46
103-3 Evaluation of the management approach	p. 46

#### GRI 416: Customer Health and Safety 2016

Disclosures	Page Number / Response
416-1 Assessment of the health and safety impacts of product and service categories	pp. 25, 46 100% of significant product categories are assessed for health and safety impacts using the best available information.

### Suppliers' Sustainability

#### GRI 103: Management Approach 2016

Disclosures	Page Number / Response
103-1 Explanation of the material topic and its boundaries	p. 46
103-2 The management approach and its components	pp. 46-47
103-3 Evaluation of the management approach	pp. 46-47

**GRI 308: Supplier Environmental Assessment 2016**

Disclosures	Page Number / Response
308-2 Negative environmental impacts in the supply chain and actions taken	p. 26

**GRI 414: Supplier Social Assessment 2016**

Disclosures	Page Number / Response
414-2 Negative social impacts in the supply chain and actions taken	p. 26

**MATERIAL TOPICS – ACTING RESPONSIBLY FOR THE PLANET**

**Environmental Compliance**

**GRI 103: Management Approach 2016**

Disclosures	Page Number / Response
103-1 Explanation of the material topic and its boundaries	p. 47
103-2 The management approach and its components	p. 47
103-3 Evaluation of the management approach	p. 47

**GRI 307: Environmental Compliance 2016**

Disclosures	Page Number / Response
307-1 Noncompliance with environmental laws and regulations	p. 27 Adhering to local environmental laws and regulations is the responsibility of Facility General Managers as well as site Environmental Managers located at each facility. Oversight of site resources is the responsibility of regional SH&E leadership and on-going compliance is verified through implementation of a compliance self-assessment process as well as corporate-led compliance audit program. In support of compliance efforts, resources include a robust database to track near-miss and incidents involving non-conformance as well as corrective actions, as well as over \$83 million in environmental capital spending in FY 2021, which was dedicated to ensuring compliance with requirements and improving environmental performance.

**Energy**

**GRI 103: Management Approach 2016**

Disclosures	Page Number / Response
103-1 Explanation of the material topic and its boundaries	p. 48
103-2 The management approach and its components	p. 48
103-3 Evaluation of the management approach	p. 48

**GRI 302: Energy 2016**

Disclosures	Page Number / Response
302-1 Energy consumption within the organization	p. 28 For more information about our energy and fuel sources, refer to Cabot's 2021 <a href="#">CDP filing</a> .
302-3 Energy intensity	In 2021, Cabot's energy intensity was 59.99 GJ/MT production, which represents 80% progress toward Cabot's 2025 goal of 10% reduction below 2005 levels. Energy consumption includes all forms of energy used by facilities under Cabot's operational control, excluding waste energy captured and sold.

**Air Pollutants / GHG**

**GRI 103: Management Approach 2016**

Disclosures	Page Number / Response
103-1 Explanation of the material topic and its boundaries	p. 48
103-2 The management approach and its components	p. 48
103-3 Evaluation of the management approach	p. 48

**GRI 305: Emissions 2016**

Disclosures	Page Number / Response												
305-1 Direct (Scope 1) GHG Emissions	p. 29 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 Second Assessment Report 100-year global warming potentials, and included emissions of CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O. We maintain databases that track monthly usage volumes of feedstock materials and fossil fuels, as well as production volume. Cabot's total Scope 1 and Scope 2 (location-based) emissions for 2021 was 4.66 MM MT CO <sub>2</sub> e. Our Scope 1 and Scope 2 GHG emissions (location-based) undergo a limited assurance in accordance with the ERM CVS assurance methodology, which is aligned with the International Standard for Assurance Engagements ISAE 3000 (revised).												
305-2 Indirect (Scope 2) GHG Emissions	p. 29 See Disclosure 305-1 in the GRI Content Index for a description of GHG monitoring methods.												
305-4 GHG emissions intensity	p. 29 GHG intensity is calculated as metric tonnes of CO <sub>2</sub> equivalent (MTCO <sub>2</sub> e) per 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 Disclosures 305-1 and 305-2.												
305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ) and other significant air emissions	p. 29 <table border="1"> <thead> <tr> <th>Absolute Emissions</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>SO<sub>2</sub> Emissions (KMT)</td> <td>40.30</td> <td>34.44</td> <td>39.87</td> </tr> <tr> <td>NO<sub>x</sub> Emissions (KMT)</td> <td>9.39</td> <td>8.46</td> <td>9.17</td> </tr> </tbody> </table>	Absolute Emissions	2019	2020	2021	SO <sub>2</sub> Emissions (KMT)	40.30	34.44	39.87	NO <sub>x</sub> Emissions (KMT)	9.39	8.46	9.17
Absolute Emissions	2019	2020	2021										
SO <sub>2</sub> Emissions (KMT)	40.30	34.44	39.87										
NO <sub>x</sub> Emissions (KMT)	9.39	8.46	9.17										

## Waste

### GRI 103: Management Approach 2016

Disclosures	Page Number / Response
103-1 Explanation of the material topic and its boundaries	p. 49
103-2 The management approach and its components	p. 49
103-3 Evaluation of the management approach	p. 49

### GRI 306: Waste 2020

Disclosures	Page Number / Response
306-1 Waste generation and significant waste-related impacts	pp. 30, 49
306-2 Management of significant waste-related impacts	pp. 19, 30, 49
306-3 Waste generated	p. 31
306-4 Waste diverted from disposal	p. 31 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 below represents the total diversion for non-hazardous and hazardous waste off-site:

	Non-hazardous	Hazardous
Reused or Recycled (KMT)	22.16	4.40
<i>Total</i>	<i>26.56</i>	

306-5 Waste directed to disposal	p. 31 Disposal activities occur offsite from Cabot's facilities, except for deep well injection. Total waste by category of disposal operations is provided below:
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	Non-hazardous	Hazardous
Incinerated with energy recovery (KMT)	3.94	0.71
Incinerated without energy recovery (KMT)	0.32	2.54
Deep well injection (KMT)	0.00	185.21
Landfilled (KMT)	29.15	0.21
Other (KMT)	0.43	0.45
Subtotal	33.84	189.12
<i>Total</i>	<i>222.96</i>	

## Water

### GRI 103: Management Approach 2016

Disclosures	Page Number / Response
103-1 Explanation of the material topic and its boundaries	p. 49
103-2 The management approach and its components	p. 49
103-3 Evaluation of the management approach	p. 49

**GRI 303: Water and Effluents 2018**

Disclosures	Page Number / Response
303-1 Interactions with water as a shared resource	pp. 32-33, 49-50
303-2 Management of water discharge-related impacts	pp. 32-33, 49-50 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	pp. 32-33 Cabot's metric for water withdrawal includes surface water, brackish/seawater, purchased water, and groundwater, but excludes gray water. All Surface, Purchased, and Groundwater is considered fresh (<1,000 mg/L total dissolved solids [TDS]), while Brackish/Seawater is >1,000 mg/L TDS. 6.36 MM m <sup>3</sup> (11%) of Cabot's water withdrawal (excluding gray water) occurs in areas identified as High or Very High Water Stress.
303-4 Water discharge	pp. 32-33 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. 1.19 MM m <sup>3</sup> (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. 32 Cabot's water consumption metric is calculated by subtracting total water discharge from total water withdrawal (and excludes graywater). 5.17 MM m <sup>3</sup> (49%) of Cabot's water consumption occurs in areas identified as High or Very High Water Stress.

**MATERIAL TOPICS – CARING FOR OUR PEOPLE AND COMMUNITIES**

**Occupational Health and Safety**

**GRI 103: Management Approach 2016**

Disclosures	Page Number / Response
103-1 Explanation of the material topic and its boundaries	p. 50
103-2 The management approach and its components	pp. 50-51
103-3 Evaluation of the management approach	pp. 50-51

**GRI 403: Occupational Health and Safety 2018**

Disclosures	Page Number / Response
403-1 Occupational health and safety management system	p. 51 Potential limits of our influence or 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 (Sanmar, India, and Negroven, Venezuela).
403-2 Hazard identification, risk assessment, and incident investigation	pp. 34, 51



403-3	Occupational health services	p. 51
403-4	Worker participation, consultation, and communication on occupational health and safety	p. 51
403-5	Worker training on occupational health and safety	pp. 34, 51
403-6	Promotion of worker health	p. 52
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. 34</p> <p>Methods for calculating each metric are provided below:</p> <ul style="list-style-type: none"> <li>◆ <b>Total Recordable Incident Rate (TRIR):</b> Number of injuries (employees and contractors) per 200,000 work hours (~100 employees)</li> <li>◆ <b>Lost Time Incident Rate (LTIR):</b> Number of lost time injuries (employees and contractors) per 200,000 work hours (~100 employees)</li> <li>◆ <b>Severity Rate:</b> <ul style="list-style-type: none"> <li>- Cabot Severity Rate: Number of lost workdays (employees and contractors) per 200,000 work hours (~100 employees)</li> <li>- Ecovadis Lost Time Injury Frequency Rate: (total number of lost time injury events x 1,000,000)/total hours worked company wide</li> <li>- Ecovadis Lost Time Injury Severity Rate: (number of days lost due to injuries x 1,000)/total hours worked</li> </ul> </li> <li>◆ <b>Process Safety Events:</b> 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."</li> <li>◆ <b>High Consequence Work-Related Injuries:</b> Number of lost time cases greater than 180 days (excluding fatalities)</li> </ul>
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2021 Safety Rates Employees vs. Contractors	Employees		Contractors	
	Number	Rate	Number	Rate
Fatalities	0	0.00	0	0.00
High Consequence Work-Related Injuries	3	0.07	0	0.00
Recordable Work-Related Injuries	17	0.39	4	0.14
Total Hours Worked	8,774,908		5,697,390	

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

Severity Rates	2021
Cabot Severity Rate	11.00
Ecovadis Lost Time Injury Frequency Rate	0.97
Ecovadis Lost Time Injury Severity Rate	0.06

## Employment, Diversity and Training

### GRI 103: Management Approach 2016

Disclosures	Page Number / Response
103-1 Explanation of the material topic and its boundaries	p. 52
103-2 The management approach and its components	pp. 52-53
103-3 Evaluation of the management approach	pp. 52-53

**GRI 401: Employment 2016**

Disclosures	Page Number / Response																																																																					
401-1 New employee hires and employee turnover	p. 38																																																																					
	<table border="1"> <thead> <tr> <th>Gender</th> <th colspan="2">Male</th> <th colspan="2">Female</th> </tr> </thead> <tbody> <tr> <td>Departing</td> <td>399</td> <td>12%</td> <td>140</td> <td>14%</td> </tr> <tr> <td>New Hires</td> <td>406</td> <td>12%</td> <td>158</td> <td>15%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Region</th> <th colspan="2">Americas</th> <th colspan="2">EMEA</th> <th colspan="2">APAC</th> </tr> </thead> <tbody> <tr> <td>Departing</td> <td>252</td> <td>14%</td> <td>160</td> <td>11%</td> <td>127</td> <td>10%</td> </tr> <tr> <td>New Hires</td> <td>262</td> <td>15%</td> <td>152</td> <td>11%</td> <td>150</td> <td>12%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Age Group</th> <th colspan="2">&lt;30</th> <th colspan="2">30-39</th> <th colspan="2">40-49</th> <th colspan="2">50-59</th> <th colspan="2">60+</th> </tr> </thead> <tbody> <tr> <td>Departing</td> <td>81</td> <td>19%</td> <td>172</td> <td>12%</td> <td>105</td> <td>9%</td> <td>79</td> <td>8%</td> <td>102</td> <td>27%</td> </tr> <tr> <td>New Hires</td> <td>171</td> <td>40%</td> <td>214</td> <td>15%</td> <td>114</td> <td>9%</td> <td>50</td> <td>5%</td> <td>15</td> <td>4%</td> </tr> </tbody> </table>	Gender	Male		Female		Departing	399	12%	140	14%	New Hires	406	12%	158	15%	Region	Americas		EMEA		APAC		Departing	252	14%	160	11%	127	10%	New Hires	262	15%	152	11%	150	12%	Age Group	<30		30-39		40-49		50-59		60+		Departing	81	19%	172	12%	105	9%	79	8%	102	27%	New Hires	171	40%	214	15%	114	9%	50	5%	15	4%
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401-2 Benefits provided to full-time employees	p. 52																																																																					
404-2 Programs for upgrading employee skills and transition assistance programs	pp. 36, 38, 52-53																																																																					
404-3 Percentage of employees receiving regular performance and career development reviews	<p>p. 38</p> <p>76% of Cabot employees were eligible for performance reviews. Among these, 100% received performance reviews in 2021, including the following:</p> <table border="1"> <thead> <tr> <th colspan="2">Performance Reviews by Eligible Employee Category</th> </tr> </thead> <tbody> <tr> <td>Clerical/Technical</td> <td>100%</td> </tr> <tr> <td>Professional/Supervisor</td> <td>100%</td> </tr> <tr> <td>Management/Experienced</td> <td>100%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Performance Reviews by Gender (Among Eligible Employees)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>100%</td> </tr> <tr> <td>Female</td> <td>100%</td> </tr> </tbody> </table>	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%																																																							
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**GRI 405: Diversity and Equal Opportunity 2016**

Disclosures	Page Number / Response																						
405-1 Diversity of governance bodies and employees	pp. 10, 35																						
	<table border="1"> <thead> <tr> <th colspan="2">Diversity of Board of Directors at the end of 2021 by Gender</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>70%</td> </tr> <tr> <td>Female</td> <td>30%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Diversity of Board of Directors at the end of 2021 by Age Group</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>0%</td> </tr> <tr> <td>30-50</td> <td>0%</td> </tr> <tr> <td>Over 50</td> <td>100%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Diversity of Board of Directors at the end of 2021 by Race/Ethnicity*</th> </tr> </thead> <tbody> <tr> <td>Asian</td> <td>1</td> </tr> <tr> <td>Hispanic/Latino</td> <td>1</td> </tr> <tr> <td>White</td> <td>7</td> </tr> </tbody> </table> <p>*US-based Board members</p>	Diversity of Board of Directors at the end of 2021 by Gender		Male	70%	Female	30%	Diversity of Board of Directors at the end of 2021 by Age Group		Under 30	0%	30-50	0%	Over 50	100%	Diversity of Board of Directors at the end of 2021 by Race/Ethnicity*		Asian	1	Hispanic/Latino	1	White	7
Diversity of Board of Directors at the end of 2021 by Gender																							
Male	70%																						
Female	30%																						
Diversity of Board of Directors at the end of 2021 by Age Group																							
Under 30	0%																						
30-50	0%																						
Over 50	100%																						
Diversity of Board of Directors at the end of 2021 by Race/Ethnicity*																							
Asian	1																						
Hispanic/Latino	1																						
White	7																						

**GRI 406: Non-Discrimination 2016**

Disclosures	Page Number / Response																										
406-1 Incidents of discrimination and corrective actions taken	<p><b>Allegations of discrimination:</b></p> <table border="1"> <thead> <tr> <th>Open (from previous year)</th> <th>New Claims Alleged*</th> <th>Total Claims Closed</th> <th>Total Open Cases</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>9</td> <td>8</td> <td>2</td> </tr> </tbody> </table> <p><i>*Nine alleged claims included four anonymous reports related to the same allegations.</i></p> <p><b>Corrective actions taken:</b></p> <table border="1"> <thead> <tr> <th></th> <th>No Action</th> <th>Policy Review</th> <th>Training</th> <th>Discipline</th> <th>Termination</th> </tr> </thead> <tbody> <tr> <td>Substantiated</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Unsubstantiated</td> <td>2</td> <td>5</td> <td>5</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Open (from previous year)	New Claims Alleged*	Total Claims Closed	Total Open Cases	1	9	8	2		No Action	Policy Review	Training	Discipline	Termination	Substantiated	0	0	0	0	0	Unsubstantiated	2	5	5	0	0
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Unsubstantiated	2	5	5	0	0																						

**Community Engagement**

**GRI 103: Management Approach 2016**

Disclosures	Page Number / Response
103-1 Explanation of the material topic and its boundaries	p. 53
103-2 The management approach and its components	p. 53
103-3 Evaluation of the management approach	p. 53

**GRI 413: Local Communities 2016**

Disclosures	Page Number / Response
413-1 Operations with local community engagement, impact assessments, and development programs	pp. 18, 39-40