

Cabot Corporation




CBT NYSE

Chemicals - Specialty

Market Capitalization USD:

\$1,620.86 mm

CONCERN LEVEL: AVERAGE

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years. 
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group. 
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

CEO: Patrick M. Prevost

Age: 56

CEO Since: 2008

	2009	2010	2011
Base Salary	\$800,000	\$837,500	\$887,500
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$1,600,000	\$1,300,000
Benefits and Perquisites	\$101,018	\$256,798	\$368,843
TOTAL ANNUAL COMPENSATION	\$901,018	\$2,694,298	\$2,556,343
Increase in Post-Retirement Benefits	\$62,001	\$127,528	\$121,729
Stock Option Awards	\$1,318,397	\$1,117,755	\$1,119,537
Stock Awards	\$0	\$1,678,802	\$2,710,845
TOTAL COMPENSATION	\$2,202,696	\$5,618,383	\$6,508,454
Median of Other Named Executive Officers Total Compensation	\$1,393,773	\$1,480,792	\$1,452,265
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$464,100	\$828,850	\$564,750
TOTAL REALIZED EQUITY COMPENSATION	\$464,100	\$828,850	\$564,750

Proxy Date: 30 Jan 2012

Annual Meeting Date: 8 Mar 2012

Equity Reserves: 12.96%

Stock Option Run Rate: 0.40%

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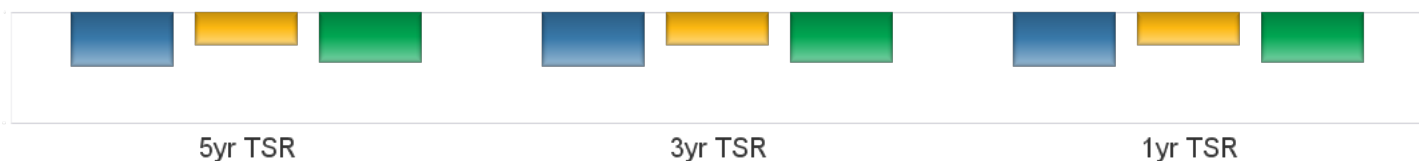
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ CBT



Peer Comparisons (TRBC) =Chemicals - Specialty

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CBT	Cabot Corporation	\$2,202,696	\$5,618,383	\$6,508,454	\$1,620,862,352
PPO	Polypore International, Inc.	\$3,199,485	\$1,833,207		\$2,624,498,965
ROC	Rockwood Holdings, Inc.	\$6,181,602	\$13,158,331		\$2,582,882,559
GRA	W. R. Grace & Co.	\$5,620,988	\$5,650,959		\$2,454,461,115
HUN	Huntsman Corporation	\$10,374,648	\$5,857,391		\$2,327,506,541
KRO	Kronos Worldwide, Inc.	\$704,880	\$1,034,280		\$1,863,705,735
SXT	Sensient Technologies Corporation	\$4,460,286	\$8,401,040		\$1,630,188,890

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

A. Schulman, Inc., Lubrizol Corp., Albemarle Corp., OM Group, Inc., Arch Chemicals Inc., PolyOne Corp., Cytec Industries Inc., Rockwood Holdings, Ferro Corp., RPM International Inc., FMC Corp., Sigma-Aldrich Corp., H.B. Fuller, W.R. Grace & Co.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Henry F. McCance	Chairman	68	Male	7	Outside
John S. Clarkeson	Member	69	Male	14	Outside
Mark S. Wrighton	Member	62	Male	15	Outside
Ronaldo H. Schmitz	Member	73	Male	11	Outside

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