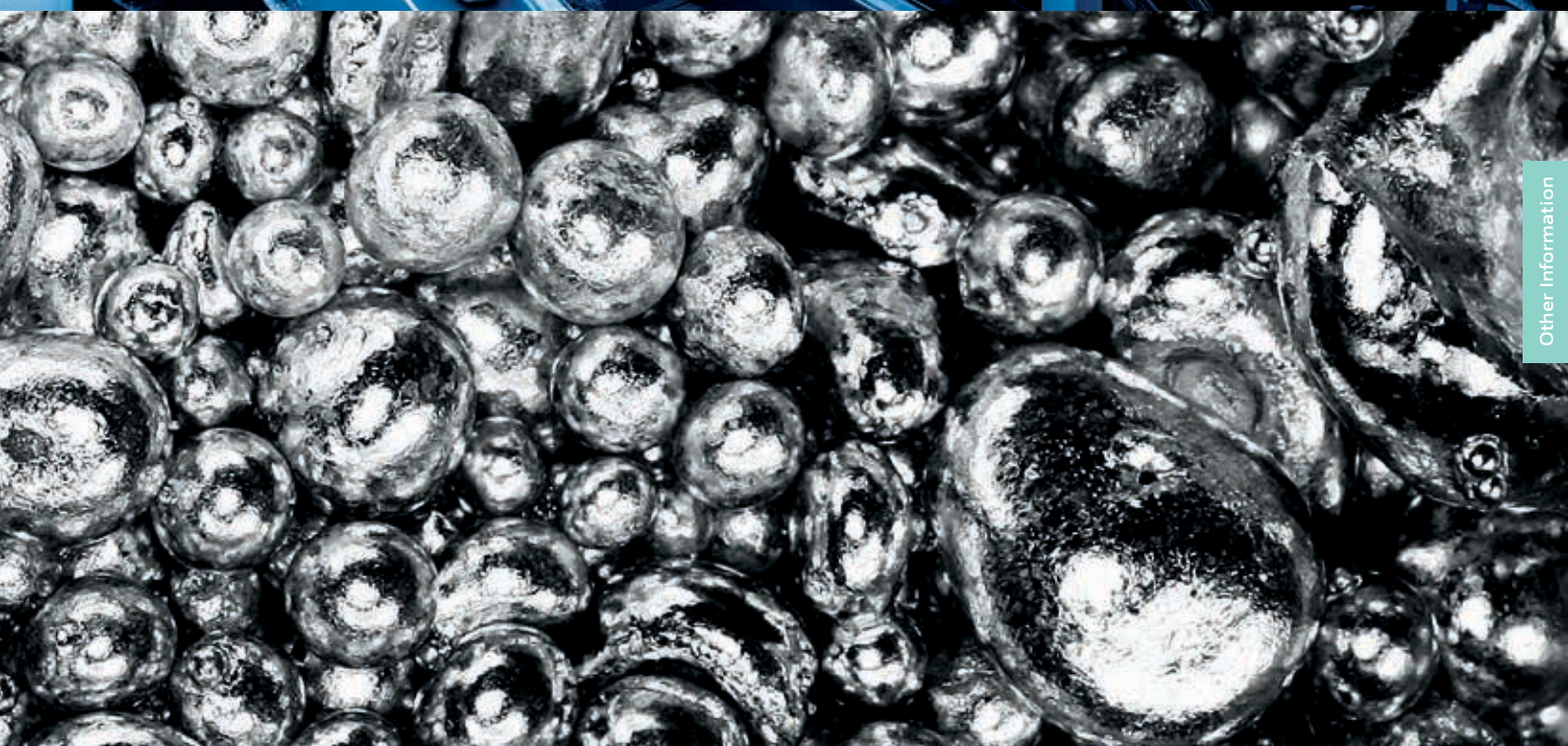


# Other information

Our basis of non-financial reporting and information for shareholders.

Also includes a summary of our Global Reporting Initiative disclosures, a glossary and an index.





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## Basis of reporting – non-financial data

This report has been prepared in accordance with the GRI Standards: Core option. It covers the period from 1st April 2018 to 31st March 2019. Our last annual report was published in June 2018.

Johnson Matthey compiles, assesses and discloses non-financial information for a number of reasons:

- where there is a legal obligation (UK Companies Act, mandatory carbon reporting, UK Modern Slavery Act);
- to help drive improved business performance;
- to demonstrate to institutional investors that Johnson Matthey's business approach is responsible, ethical, sustainable and offers a sound value proposition;
- to demonstrate to our customers that Johnson Matthey's business conduct meets or exceeds all of the required standards and expectations;
- to demonstrate to other stakeholders that Johnson Matthey conducts its business in an ethical, responsible and sustainable manner; and
- to benchmark our corporate performance against peer group companies.

This report has been developed to incorporate the group's significant economic, environmental and social impacts and is set within the context of the United Nations Brundtland definition of sustainability (1987) and our own sustainable business goals to 2025. The principles of inclusivity, materiality and responsiveness help to shape the structure of the report and in setting priorities for reporting. The report also explains how we are continuing to build sustainability into our business planning and decision making processes and how, through our governance processes, we manage social, environmental and ethical matters across the group.

Performance data covers all sites which are under the financial control of the group, including all manufacturing, research and warehousing operations of the parent company and its subsidiaries.

For the purposes of reporting, separate business units resident at the same location are counted as separate sites. Data from 70 sites was included in this report, 57 of which are manufacturing sites.

Data from new facilities is included from the point at which the facility becomes owned by the company and operational. All non-financial performance data is reported on a financial year basis unless otherwise stated.

Baseline year data has been restated, where necessary, to account for changes in best practice methodologies for reporting. The processes in place to internally and externally verify the reported non-financial data are described on page 239. Certain employee data is included in the financial accounts and is also subject to separate external audit.

### Calculation methodologies for KPIs relating to six sustainable business goals to 2025

#### Definition of employees and contractors

A standard definition of employees and contractors has been implemented in 2017/18 across the group for all reporting of people-related goals. These definitions are using in goals 1 and 2, and the "People" section on pages 60 to 75 of this report.

Reported as "Employees"			Reported as "Contractors"		
Permanent employees	Temporary employees	Agency employees	Outsourced function	Specialist service	Projects
Continuously site based.	Continuously site based.	Continuously site based.	Continuously or regularly site based.	One-off project or regularly based on site.	One-off project.
Contract signed directly between JM and individual and paid regular salary and other benefits by JM.	Fixed term contract signed directly between JM and individual. Paid regular salary and other benefits by JM.	Person employed by an agency performing tasks that would normally be expected to be undertaken by a JM employee.	Facility management – catering, cleaning or grounds maintenance; IT and occupational health, if outsourced.	Small scale building or ground works; repairing specialist plant or equipment; low level maintenance; small scale repairs to offices or other buildings; stack monitoring.	Construction work, capital project work, major maintenance activities.
Work is directly supervised by JM.	Work is directly supervised by JM.	Work is directly supervised by JM.	Work is supervised by contractor and monitored by JM.	Work is supervised by contractor and monitored by JM.	Work is supervised by contractor and monitored by JM.



## Goal 1: Health and safety:

### Aspire to zero harm

**Lost time injury and illness rate (LTIIR)** is defined as the number of lost workday cases per 200,000 hours worked in a rolling year.

A lost workday case is defined as an incident where an employee or contractor is unable to work for more than one scheduled working day as a result of a work related injury or illness.

**Total recordable injury and illness rate (TRIIR)** is defined as the number of recordable cases per 200,000 hours worked in a rolling year.

A recordable case (as defined under the US Occupational Safety and Health Administration (OSHA) Regulations) is defined as a work related accident or illness that results in one or more of the following: absence of more than one day; medical treatment beyond first aid; death; loss of consciousness and restricted work or transfer to another job.

**The OSHA severity rate** is a calculation that gives a company an average of the number of lost days per recordable incident.

OSHA severity rate =  $\frac{[\text{total lost days in the year} \times 200,000]}{\text{total hours worked during the year}}$ .

**Occupational illness incidence rate** is the number of new occupational illnesses diagnosed in the year per 200,000 hours worked in a rolling year.

**200,000** hours represents 100 full time equivalent workers working 40 hours per week for 50 weeks per year.

### LTIIR by event type definitions

- A slip injury occurs where there is too little friction or traction between an individual's footwear and the walking surface.
- A trip injury occurs when the foot hits an object causing a person to lose balance.
- A fall injury is recorded when someone falls from an elevated surface (e.g. roof), object or temporary work platform (e.g. ladder) or into an opening in a floor or a hole in the ground.
- Struck against is an injury occurring as a result of coming into contact with a surface or object in which the action was initiated by the person (e.g. when a screwdriver slips).

### Process safety rate definition

Johnson Matthey has adopted International Council of Chemical Association's (ICCA) process safety metric. The metric first requires a determination that the event is to be included in the process safety event severity rate (PSESR) calculation and then determining the severity using the severity table.

In determining this rate, 1 point is assigned for each Level 4 incident attribute, 3 points for each Level 3 attribute, 9 points for each Level 2 attribute, and 27 points for each Level 1 attribute. The PSESR is recorded as a 12 month rolling number. Total worker hours include employees, temporary employees and contractors.

$$\text{Process safety performance indicator (PSPI) 2} = \frac{\text{Process safety event severity rate (PSESR) Level 1 to 4} \times (\text{Total severity score for all events} \times 200,000)}{(\text{Total worker hours})}$$

Theoretically, a process safety event could be assigned a minimum of 1 point (i.e. the incident meets the attributes of a Level 4 incident in only one category) or a maximum of 135 points (i.e. the incident meets the attributes of a Level 1 incident in each of the five categories).

## Goal 2: Our people:

### Employee engagement and enablement

Johnson Matthey invites all its permanent and fixed term contract employees to voluntarily complete its employee survey once every two years to determine the wellbeing of its staff using a standard methodology defined and audited by the Korn Ferry Hay Group. All responses are submitted confidentially to a third party and results are independently analysed and reported back to JM management. Through the survey we measure attributes on a scale of 0 to 100%:

- employee engagement = how committed and motivated employees are to give their best to Johnson Matthey; and
- employee enablement = how well employees' jobs and work environment support peak performance in Johnson Matthey.

### Diversity and inclusion (D&I) progress

A detailed roadmap of activities to be completed on JM's journey to D&I excellence out to 2025 has been approved. To measure our progress we have introduced a target based upon the Refinitiv Diversity & Inclusion Index. This internationally-recognised standard is very comprehensive and helps us benchmark against the full range of activities within our D&I agenda. Their scoring methodology can be downloaded at:

<https://www.refinitiv.com/en/financial-data/indices/diversity-and-inclusion-index>

## Goal 3: Low carbon operations:

### Operational carbon footprint reduction

Our operational carbon footprint, reported in tonnes of carbon dioxide (CO<sub>2</sub>) equivalent, includes Scope 1 and Scope 2 emissions.

We report Scope 1 greenhouse gas (GHG) emissions from processes and energy use and convert the total group energy use to tonnes CO<sub>2</sub> equivalent using conversion factors for each emissions source as published by Defra in July 2018. We include carbon dioxide (CO<sub>2</sub>), nitrous oxide (N<sub>2</sub>O), refrigerant and methane (CH<sub>4</sub>) process emissions to air in our Scope 1 calculations.

Our Scope 2 emissions are calculated using the 'dual reporting' methodology outlined in the GHG Protocol corporate standard 2015 revision, [www.ghgprotocol.org](http://www.ghgprotocol.org). For the location based method of Scope 2 accounting, for all facilities outside of the US, we use national carbon intensity factors related to the consumption of grid electricity in 2016 made available in the 2018 edition of the world CO<sub>2</sub> emissions database of the International Energy Agency. They were purchased under licence in November 2018 for sole use in company reporting. For US facilities we use regional carbon factors published by the Environmental Protection Agency in January 2017, eGRID data 2016. For the market based method of Scope 2 accounting, we have applied the hierarchy of sources for determination of appropriate carbon intensity factors, as outlined in Table 6.3 on page 48 of the GHG Protocol 2015 edition guidance. We have successfully obtained carbon intensity factors directly from our grid electricity suppliers in the EU, USA and Australia. However, it has not been possible to obtain this from suppliers in China, India, South Africa and non-OECD Europe.

## Basis of reporting – non-financial data continued

Our total operational carbon footprint is based on:

- Scope 1 emissions – generated by the direct burning of fuel (predominantly natural gas) and process derived greenhouse gas emissions (CO<sub>2</sub>, N<sub>2</sub>O, CH<sub>4</sub> and refrigerants).
- Scope 2 emissions – generated from grid electricity and steam use at our facilities.

Under the UK mandatory GHG reporting requirements, we are required to ensure that the quantification of GHG emissions and data reliability are sufficient to meet our obligation under the UK Companies Act 2006 (Strategic and Directors' Reports) Regulations 2013. The data we have presented for our carbon footprint in this report contains all Johnson Matthey's material GHG emissions and therefore meets the requirements of this legislation. We have included a mandatory GHG report in the table on page 57.

Since 2016/17 we have used a carbon intensity target, normalising our carbon emissions based on production output. The denominator is defined as 'tonnes of manufactured product sold externally'. Only sold products manufactured on JM premises are included. For sales of precious metal containing solutions from our Pgm Services business, only the weight of the precious metal is included in the calculation. For all other products, the total shipped weight of product is included.

$$\text{Carbon intensity of JM operations} = \frac{\text{total JM group Scope 1 + Scope 2 GHG emissions}}{\text{Tonnes of manufactured products sold externally by JM}}$$

### Responsible sourcing 4

#### Goal 4: Responsible sourcing:

##### Sustainable supplier assessment and compliance

Our ambition is to ensure all our Tier 1 strategic suppliers understand, accept and comply with the terms of JM's Supplier Code of Conduct, which can be found on our website in a variety of languages at [matthey.com/supplier-code-of-conduct](http://matthey.com/supplier-code-of-conduct).

We use a risk-based approach to determine what level of assessment and audit is required to monitor a supplier's performance. All suppliers counted under this target are required to complete a bespoke self-assessment questionnaire and return key certificates and policy documents to demonstrate their adherence. This questionnaire is scored by JM using our in-house methodology. Selected suppliers may then be subject to onsite audit, by JM in-house auditors, to verify the responses received within the self-assessment questionnaire.

A strategic supplier is defined using JM in-house criteria.

### Sustainable products 5

#### Goal 5: Sustainable products:

##### Sustainability impacts of our products

We have established two streams by which we measure and track the positive impact of our products towards a cleaner, healthier world:

- (a) We use a sales lens to quantify product impacts. We measure the correlation and classification of annualised sales of JM's products, services and technologies against the United Nations Sustainable Development Goals (UN SDGs). Sales are excluding precious metals and reflect external sales only. By increasing the absolute and percentage of JM's sales that contribute to the UN SDGs, we will be increasing our global impact.

A judgement is made as to whether the products or services within each of JM's business units contribute to the UN SDGs either directly, or by enabling another product to contribute. This is done by considering their attributes and intended purpose, and cross-referencing these against the 169 target descriptors of the 17 UN SDGs. Where appropriate, consideration is also given to the 232 indicators that have been released to accompany the UN SDG targets.

- (b) We have set four quantitative key performance indicators (KPIs) that capture the sustainability benefits our products bring to society when used by our customers. These are aligned with JM's vision and strategy, and focus on the UN SDGs that are most material to our stakeholders or most relevant to our business impact. The KPIs include:

- The tonnes of pollutants (oxides of nitrogen, carbon monoxide, hydrocarbons and particulate matter) removed using our products and services. This includes pollutants removed by both our automotive and stationary emission control technologies, as sold and used in a given year. The calculation is based on the efficacy of our products to remove pollutants in order to meet legislative requirements. This KPI contributes to both UN SDG 3 – Good Health and Wellbeing and UN SDG 11 – Sustainable Cities and Communities.
- The number of lives positively impacted by innovation in JM's pharmaceutical products. This includes chronic and non-chronic illnesses treated by our pharmaceutical products, as sold and used in a given year. The calculation is based on our market share of various therapies by volume and considers products we have launched since April 2015. This KPI contributes to UN SDG 3 – Good Health and Wellbeing.
- The tonnes of greenhouse gases removed using our products and services, expressed as tonnes of carbon dioxide equivalent (CO<sub>2</sub>eq). This includes CO<sub>2</sub>eq removed by Johnson Matthey's installations of nitrous oxide abatement catalyst in nitric acid plants, as operating in a given year. Calculations are made using the ACM0019 Case 2 methodology of the Clean Development Mechanism, United Nations Framework Convention on Climate Change (UNFCCC). This KPI contributes to UN SDG 13 – Climate Action.

- The tonnes of greenhouse gases avoided using our products and services, expressed as tonnes of carbon dioxide equivalent (CO<sub>2</sub> eq). This includes CO<sub>2</sub> eq avoided from the use of JM's battery materials and fuel cell components in key applications. The calculation is based on emission savings compared to conventional technologies used in their respective applications and considers any CO<sub>2</sub> associated with fuelling the products. This KPI contributes to UN SDG 13 – Climate Action.

Both (a) and (b) are calculated using Johnson Matthey's in-house methodology.



## Goal 6: Community engagement:

### Employee volunteering

This KPI is an annual record of the total number of employee volunteering days undertaken by permanent employees within their local communities, in accordance with JM's global Employee Volunteering Policy.

The volunteering is recorded in periods of half days. Shorter periods of volunteering are not included in the data. The recorded volunteering days may have been completed either on company time or on paid company leave. Volunteering done on unpaid leave, or outside normal working hours, is not included in the reported numbers.

The length of a standard day varies slightly from location to location, between seven and eight hours.

In determining the in-kind contribution of employees' volunteering we take the number of volunteering days reported in the year and multiply it by the group average cost of one day of employee time.

$$\text{Average cost of one day of employee time} = \frac{\text{total employee benefits expense in year}}{\text{Number of working days in year}}$$

Number of working days in a year is five days per week for 50 weeks per year.

## Our framework and our six sustainable business goals

Our sustainable business framework is aligned to our brand, vision and strategy. It continues our sustainability commitment but is more outward looking – towards our customers, communities and supply chains. It drives sustainable business practices for internal and external stakeholders, throughout JM's value chain.

The framework comprises six goals and our progress towards them is summarised in the table below.

	Sustainable business goal	Sustainable business KPIs	Baseline measure	Baseline	2018/19	2025 target
<b>Health and safety</b> 1	For health and safety, aspire to zero harm	Annual TRIIR	TRIIR in 2016/17	1.00	0.97	0.6
		Annual LTIIR	LTIIR in 2016/17	0.48	0.53	0.2
		Annual OSHA severity rate	Rate in 2016/17	18.5 <sup>1</sup>	27.9	6.0
<b>Our people</b> 2	Ensure JM is truly inclusive, fostering employee engagement and development within a diverse global workforce	Employee engagement index score (%)	2016/17	62%	59%	73%
		Employee enablement index score (%)	2016/17	63%	63%	72%
		Diversity and inclusion plan implementation (%)	Refinitiv Diversity & Inclusion score in 2018	45%	45%	78%
<b>Low carbon operations</b> 3	Reduce our greenhouse gas (GHG) emissions per unit of production output by 25%	Annual GHG emissions (Scope 1+2) / tonnes manufactured product sold	CO <sub>2</sub> eq emissions intensity for 2016/17	3.8	2.9	2.8
<b>Responsible sourcing</b> 4	Improve sustainable business practices in our supply chains	Tier 1 strategic suppliers assessed and compliant with Supplier Code of Conduct	% of Tier 1 strategic suppliers assessed in 2017/18	11%	17%	100%
			% of these compliant with the code	73%	76%	100%
<b>Sustainable products</b> 5	Double the positive impact that JM's products make on a cleaner, healthier world	Annual sales giving contribution to UN SDGs	2017/18 sales data against UN SDG indicators (% of group sales)	86.9 <sup>2</sup>	87.3	>90%
		Annual aggregation of product sustainability benefits in key areas	2017/18 data relating to: Tonnes of pollutants removed	3.54m <sup>2</sup>	3.43m	7.08m <sup>2</sup>
			Number of lives positively impacted	138,000	181,000	920,000
			Tonnes of GHGs removed (CO <sub>2</sub> eq)	10.6m	10.1m	21.2m
<b>Community engagement</b> 6	Increase our volunteer work within our local communities	Cumulative number of volunteer days across JM	Number of employee volunteer days across JM in 2017/18	678	1,794 (cumulative total)	50,000

<sup>1</sup> Restated due to injuries and illnesses that were reported or reclassified after the year end.

<sup>2</sup> Restated to reflect updated methodology as described on pages 235 to 237.

# Verification of non-financial data

The board reviews corporate social responsibility (CSR) and broader sustainability issues as part of its risk management process.

All data is reviewed by internal sustainability experts and at appropriate levels of management up to and including the Group Management Committee. Health and safety data is reviewed by group health and safety experts and as part of a formal group environment, health and safety (EHS) internal audit programme.

Certain human resources data forms part of Johnson Matthey's accounts and are subject to limited audit.

Johnson Matthey also uses external specialists to review specific sustainability issues. Over the past year this has included external audits or reviews of people management systems, health and safety (OHSAS 18001) and environmental management systems (such as ISO 14001, ISO 50001 and RC 4001).

## Independent greenhouse gas and health and safety assurance statement

### Independent assurance

In 2018/19 we appointed consultancy Carbon Smart to provide independent external assurance of both our 2018/19 emissions and our key metrics quantifying our environmental, health and safety performance. Carbon Smart has provided the following summary assurance statement:

*"Carbon Smart confirms that Johnson Matthey's global reported Scope 1, 2 and 3 greenhouse gas (GHG) emissions, total energy, total waste (solid and hazardous), water consumption and specified health and safety indicators have received limited assurance engagement in accordance with the requirements of the ISAE 3000 (revised) standard including the specificities of ISAE 3410 for assuring GHG emissions data, and key health and safety definitions from the OHSAS Regulations."*

### Objectives and methodology

The objectives of this engagement were to ensure that the Johnson Matthey values in scope were free of material misstatements within an acceptable, agreed materiality threshold and to provide the relevant, material information required by stakeholders for the purpose of decision making.

Johnson Matthey's GHG inventory and quantification of environmental performance indicators has been completed in accordance with the WRI / WBCSD GHG Corporate Accounting and Reporting Standard (revised) best practice reporting principles of relevance, completeness, consistency, transparency, accuracy. The subject matter also adheres to the ISAE 3410 principles related to both the quantification of emissions and presentation of disclosures.

Carbon Smart has been independently appointed by Johnson Matthey and no member of the assurance team has a business reason for bias with regards to the limited assurance engagement. Carbon Smart applies quality control and management approaches equivalent to ISO 9001 International Standard as encompassed its Quality and Ethics Policies.

### Assurance conclusion

Based on the assurance procedures followed by Carbon Smart on the scope of Johnson Matthey's data across the 2018/19 reporting period, we have found no material evidence to suggest that the data is not:

- Prepared in accordance with the WRI / WBCSD GHG Corporate Accounting and Reporting Standard (revised) and OHSAS Regulations as relevant.
- Prepared in accordance with Johnson Matthey's relevant internal health and safety and environmental data collection guidelines.
- Materially correct and a fair representation of their GHG emissions, specified environmental impacts and health and safety incident rates.
- Worthy of the award of limited assurance

This conclusion should be read with Carbon Smart's full assurance statement available at [matthey.com/non-fin-assurance-2019](https://matthey.com/non-fin-assurance-2019).





## Shareholder information

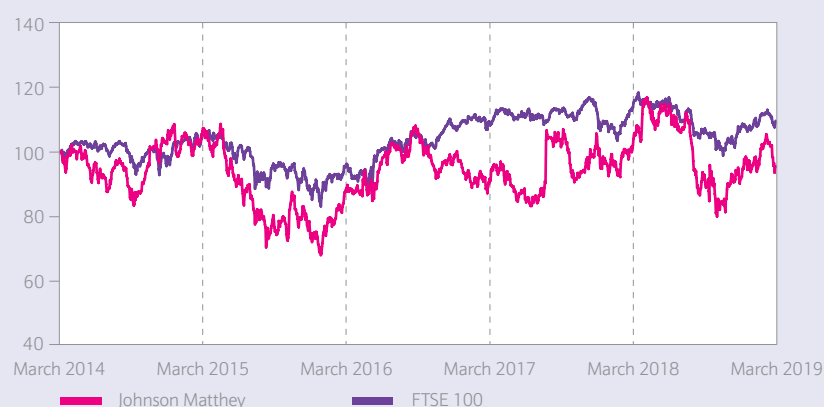
## Johnson Matthey share price as at 31st March

	2014	2015	2016	2017	2018	2019
	3,271p	3,386p	2,744p	3,080p	3,042p	3,142p

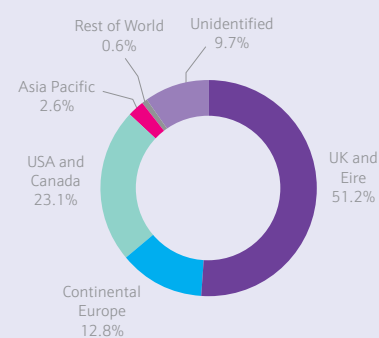
By location	Number of shares	Percentage
UK and Eire	101,861,528	51.2
USA and Canada	45,859,596	23.1
Continental Europe	25,432,034	12.8
Asia Pacific	5,282,639	2.6
Rest of World	1,259,570	0.6
Unidentified	19,245,239	9.7
Total	198,940,606	100.0

By category	Number of shares	Percentage
Investment and unit trusts	85,394,241	42.9
Pension funds	29,476,617	14.8
Individuals	12,816,752	6.5
Custodians	4,822,183	2.4
Insurance companies	6,946,853	3.5
Treasury shares and employee share schemes	7,474,649	3.8
Sovereign wealth funds	6,401,014	3.2
Charities	1,055,536	0.5
Other	44,552,761	22.4
Total	198,940,606	100.0

By size of holding	Number of holdings	Percentage	Number of shares	Percentage
1 – 1,000	5,116	73.3	1,538,629	0.8
1,001 – 10,000	1,255	18.0	3,468,914	1.7
10,001 – 100,000	376	5.4	12,727,092	6.4
100,001 – 1,000,000	194	2.8	58,223,768	29.3
1,000,001 – 5,000,000	28	0.4	49,135,163	24.7
5,000,001 and over	8	0.1	73,847,040	37.1
Total	6,977	100.0	198,940,606	100.0

Johnson Matthey share price five year performance versus FTSE 100  
Rebased to 100 at 1st April 2014

## By Location



## Share dealing services

A telephone and internet dealing service for UK shareholders is provided by the company's registrars, Equiniti. For further information, including Equiniti's terms and conditions and details of their fees, log on to [www.shareview.co.uk/dealing](http://www.shareview.co.uk/dealing) or call 03456 037 037\* (in the UK); +44 121 415 7560 (outside the UK).

## Dividend – pence per share

	2015	2016	2017	2018	2019
Interim	18.5	19.5	20.5	21.75	23.25
Final	49.5	52.0	54.5	58.25	62.25
Total ordinary	68.0	71.5	75.0	80.0	85.5
Special	–	150.0	–	–	–

Johnson Matthey has a progressive dividend. The board is proposing a final dividend for 2018/19 of 62.25 pence to take the total for the year to 85.5 pence, which is 7% up reflecting our strong performance, continued delivery against our strategy and confidence in the group's future growth prospects.

## Dividend payments and DRIP

Dividends can be paid directly into shareholders' bank or building society accounts. Shareholders wishing to take advantage of this facility should contact the company's registrars, Equiniti, or complete the dividend mandate form attached to their dividend cheque. A Dividend Reinvestment Plan (DRIP) is also available which allows shareholders to purchase additional shares in the company. Further information can be obtained from Equiniti, Aspect House, Spencer Road, Lancing, West Sussex BN99 6DA. Telephone 0371 384 2268\* (in the UK); +44 121 415 7047 (outside the UK). They can also be contacted via their website at [www.shareview.co.uk](http://www.shareview.co.uk).

## American Depositary Receipts

Johnson Matthey has a sponsored Level 1 American Depositary Receipt (ADR) programme which BNY Mellon administers and for which it acts as Depositary. Each ADR represents two Johnson Matthey ordinary shares. The ADRs trade on the US over-the-counter (OTC) market under the symbol JIMPLY. When dividends are paid to shareholders, the Depositary converts such dividends into US dollars, net of fees and expenses, and distributes the net amount to ADR holders.

For enquiries, BNY Mellon can be contacted on 1-888-BNY-ADRS (1-888-269-2377) toll free if you are calling from within the US. Alternatively, they can be contacted by e-mail at [shrrelations@cpushareownerservices.com](mailto:shrrelations@cpushareownerservices.com) or via their website at [www.adrbnymellon.com](http://www.adrbnymellon.com).

## Share price and group information

Information on the company's current share price together with copies of the group's annual and half-yearly reports and major presentations to analysts and institutional shareholders are available on the Johnson Matthey website: [www.matthey.com](http://www.matthey.com).

The website's Investors section contains extensive information and a number of tools which will be of assistance to investors including historic share price information downloads and a share price charting facility.

For capital gains tax purposes the mid-market price of the company's ordinary shares on 31st March 1982 was 253 pence.

## Enquiries

Shareholders who wish to contact Johnson Matthey Plc on any matter relating to their shareholding are invited to contact the company's registrars, Equiniti, Aspect House, Spencer Road, Lancing, West Sussex BN99 6DA. Telephone 0371 384 2344\* (in the UK); +44 121 415 7047 (outside the UK) or via their website: [www.shareview.co.uk](http://www.shareview.co.uk).

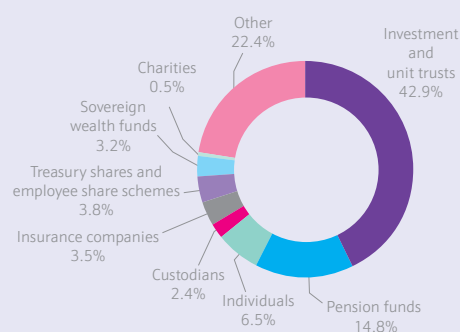
Shareholders may also telephone the company on +44 20 7269 8400 or write to:

The Company Secretary  
Johnson Matthey Plc  
5th Floor  
25 Farringdon Street  
London, UK  
EC4A 4AB

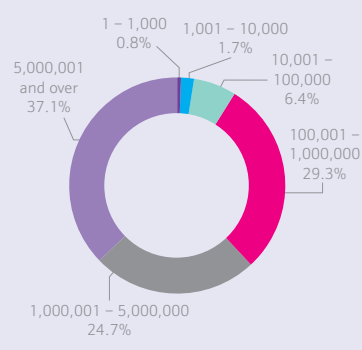
For other enquiries shareholders may contact the Investor Relations team at the above address and telephone number, by emailing [jmir@matthey.com](mailto:jmir@matthey.com), or via [www.matthey.com](http://www.matthey.com)

\* Lines are open 8.30am to 5.30pm Monday to Friday excluding public holidays in England and Wales.

## By Category



## By Size of holding



## Glossary of terms

2006 Act	The Companies Act 2006	ISO 14000	Internationally recognised series of standards which specify the requirements for an environmental management system
ADHD	Attention Deficit Hyperactivity Disorder	ISO 19001	International standard giving guidelines for management systems auditing
ADR	American Depositary Receipt	ISO 50001	International standard giving guidelines on an energy management system
AGM	Annual general meeting	JM	Johnson Matthey
APB	Auditing Practices Board	JMEPS	Johnson Matthey Employees Pension Scheme
API	Active pharmaceutical ingredient	KfW	KfW IPEX – Bank GmbH
BEV	Battery electric vehicle	KPI	Key performance indicator
CAGR	Compound annual growth rate	LCH	Low carbon hydrogen
Capital expenditure to depreciation ratio	Capital expenditure divided by depreciation Depreciation is the depreciation charge of property, plant and equipment plus the amortisation charge of other intangible assets excluding amortisation of acquired intangibles	LDV	Light duty vehicle
CCS	Carbon capture and storage	LFP	Lithium iron phosphate, a cathode material
CDP	Carbon Disclosure Project	LTIR	Lost time injury and illness rate
CEFIC	The Council of European Chemical Industry	LTIP	Long term incentive plan
CGU	Cash-generating unit	Margin	Underlying operating profit divided by sales excluding precious metals
CH <sub>4</sub>	Methane	MEA	Membrane electrode assembly
CHP	Combined heat and power	NOx	Oxides of nitrogen
CO	Carbon monoxide	NPI	New product introduction
CO <sub>2</sub>	Carbon dioxide	OHSAS 18001	Internationally recognised standard on occupational health and safety management
COD	Chemical oxygen demand	OSHA	Occupational Safety and Health Administration
CPI	Consumer price index	OTC	Over-the-counter
CSR	Corporate social responsibility	PARS	Prior Approval Required Substances
D&I	Diversity and inclusion	PBT	Profit before tax
DRIP	Dividend Reinvestment Plan	Pgm	Platinum group metal
EBITDA	Earnings before interest, tax, depreciation and amortisation	PILON	Payments in lieu of notice
EHS	Environment, health and safety	PSP	Performance share plan
EIB	European Investment Bank	PSRM	Process safety risk management
eLNO®	JM's portfolio of next generation ultra high energy density battery material	R&D	Research and development
EPS	Earnings per share	RC 14001	An internationally recognised standard, an expansion of ISO 14001
ESG	Environment, social and governance	RDE	Real world driving emissions standards
ESOT	Employee Share Ownership Trust	REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals Regulation EU chemical control legislation which came into force in June 2007
EU	European Union	ROIC	Return on invested capital
FCA	Financial Conduct Authority	RPI	Retail price index
FCEV	Fuel cell electric vehicle	RSP	Restricted share plan
FRC	Financial Reporting Council	SAICM	Strategic Approach to International Chemicals Management
Free cash flow	Net cash flow from operating activities, after net interest paid, net purchases of non-current assets and investments and dividends received from joint venture	Sales	Sales excluding the value of precious metals
Fuel cell	Technology which converts hydrogen or other fuels (methanol, natural gas) into clean electricity	SIC	Standing Interpretations Committee
GAAP	Generally accepted accounting principles	SIP	Share incentive plan
GHG	Greenhouse gas	SMR	Steam methane reforming
GMC	Group Management Committee	SOx	Oxides of sulphur
GPF	Gasoline particulate filter	SPV	Special purpose vehicle
GRI	Global Reporting Initiative	SVHC	Substance of very high concern
GWP	Global warming potential	Terawatt hour	Billion kilowatt hours
HDD	Heavy duty diesel	The Code	The UK Corporate Governance Code, issued by the FRC
HDV	Heavy duty vehicle	TPI	Third party intermediary
HR	Human resources	TRIIR	Total recordable injury and illness rate
HSRG	Health Science Research Group	TSCA	Toxic Substances Control Act
IAS	International Accounting Standards	UN	United Nations
IASB	International Accounting Standards Board	UN SDGs	United Nations Sustainable Development Goals
ICE	Internal combustion engine	VOC	Volatile organic compound
IFRIC	International Financial Reporting	Working capital days	Non-precious metal related inventories, trade and other receivables and trade and other payables (including any classified as held for sale) divided by sales excluding precious metals for the last three months multiplied by 90 days
IFRS	International Financial Reporting Standards	ZEV	Zero emission vehicle
Incoterms®	The International Chamber of Commerce's International Commercial Terms		
ISA	International Standards on Auditing		



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## Financial calendar 2019/20

### 2019

**6th June**

Ex dividend date

**7th June**

Final dividend record date

**17th July**

128<sup>th</sup> Annual General Meeting (AGM)

**6th August**

Payment of final dividend subject to declaration at the AGM

**21st November**

Announcement of results for the six months ending  
30th September 2019

**28th November**

Ex dividend date

**29th November**

Interim dividend record date

### 2020 (provisional)

**4th February**

Payment of interim dividend

**28th May**

Announcement of results for year ending 31st March 2020

**4th June**

Ex dividend date

**5th June**

Final dividend record date

**23rd July**

129<sup>th</sup> AGM

**4th August**

Payment of final dividend subject to declaration at the AGM

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