

Other Information



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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Other Information

Basis of reporting – non-financial data

This report has been prepared in accordance with the GRI Standard: Core option.

It covers the period from 1st April 2019 to 31st March 2020.

Our last annual report was published in June 2019.

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

- where there is a legal obligation (UK Companies Act, UK Stream-lined Energy and Carbon reporting (SECR) regulations, 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 that are under the financial control of the group, including all manufacturing, research and warehousing operations of the parent company and its subsidiaries. Joint ventures are not included.

For the purposes of reporting, separate business units resident at the same location are counted as separate sites. Data from 69 sites was included in this report, 54 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.

The processes in place to internally and externally verify the reported non-financial data are described on page 219. Certain employee data is included in the financial accounts and is also subject to separate external audit.

Some of last year's data has been restated, where necessary, to account for improvements in coverage and quality of available data. JM's materiality threshold for environmental data variance is 5%.

We have made three restatements of environmental performance data from 2018/19 this year:

- Our Scope 2 market based carbon emissions have increased by 6% due to the addition of purchased steam from non-renewable sources at one of our sites (see page 48).
- Our VOC and NOx emissions to air increased by 6% and 5% respectively due to three additional sites retrospectively reporting emissions, increasing our coverage to 60% (see page 221).

We have restated our prior year lost time injury and illness rate (LTIR) and total recordable injury and illness rate due to injuries and illnesses that were reported or reclassified after the year end (see page 40).

We have restated community investment data relating to 2018/19 indirect expenditure from employee volunteering time to include updated data following the year end (see page 52).

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 since 2017/18 across the group for all reporting of people-related goals. These definitions are used when reporting goals 1 and 2, and in the Responsible business section on pages 38 to 45 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.

Health and safety

1

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 and restricted days per recordable incident.

OSHA severity rate = $\frac{(\text{total lost days and restricted days in the year} \times 200,000)}{\text{total hours worked during the year}}$

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.

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

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).

Our people

2

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 one to two years to determine the wellbeing of its staff using a standard methodology defined and audited by the Korn Ferry.

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 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>

Low carbon operations

3

Goal 3: Low carbon operations:

Operational carbon footprint reduction

Our operational carbon footprint, reported in tonnes of carbon dioxide (CO₂) 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 CO₂ equivalent using conversion factors for each emissions source as published by Defra in July 2019. We include carbon dioxide (CO₂), nitrous oxide (N₂O), refrigerant and methane (CH₄) 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. 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 2017 made available in the 2019 edition of the world CO₂ emissions database of the International Energy Agency. They were purchased under licence in January 2020 for sole use in company reporting. For US facilities we use regional carbon factors published by the Environmental Protection Agency in March 2020 edition of, eGRID data 2018. 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.

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 (CO₂, N₂O, CH₄ and refrigerants) on our premises.
- Scope 2 emissions – generated from grid electricity and steam procured from third parties for use at our facilities.

Under the UK Stream-lined Energy and Carbon Reporting (SECR) April 2019 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 legislation indicates that all fuel used in company-owned and leased vehicles driven on public roads should be included in the Scope 1 emissions of the company. We have not historically included this in our reporting or carbon intensity targets and have omitted it this year because we have been unable to collate accurate data from all our businesses; we do not have a central database of all the vehicles we own and lease globally with a complete record of mileage driven during the year. We have taken steps to start to collect and collate this information globally during the next reporting cycle and estimate its total contribution to our footprint will remain below our materiality threshold of 5% for Scope 1 + Scope 2 emissions.

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.

Other Information

Basis of reporting – non-financial data continued

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.

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.

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 (CO₂ eq). This includes CO₂ 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 (CO₂ eq). This includes CO₂ 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 with conventional technologies used in their respective applications and considers any CO₂ 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.

Community engagement
6

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.

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

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

Independent greenhouse gas and health & safety assurance statement



Independent Assurance

In 2019/20 we appointed consultancy Avieco to provide independent external assurance of our 2019/20 emissions and our key metrics quantifying our environmental, health and safety performance. Avieco has provided the following summary assurance statement:

"Avieco confirms that Johnson Matthey's global reported Scope 1, 2 and 3 greenhouse gas (GHG) emissions, specified environmental performance indicators related to total and source of energy consumption, waste disposed, water consumption, emissions to air and specified health and safety indicators have received limited assurance. The engagement was performed in accordance with the requirements of the International Standard on Assurance Engagements (ISAE) 3000 revised, 'Assurance engagements other than audits or reviews of historical financial information', including the specificities of ISAE 3410 for assuring GHG emissions data, and key health and safety definitions from the OHSA 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.

Avieco 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. Avieco 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 Avieco on the scope of Johnson Matthey's data across the 2019/20 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 OHSA 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 Avieco's full assurance statement available at matthey.com/avieco-assurance

Other Information

Additional non-financial performance information

We recognise that there are wide range of stakeholders who are interested in all aspects of JM's financial and non-financial performance. Historically we have produced a fully integrated annual report covering all aspects of performance, including detailed information relevant for a number of Environmental, Social and Governance (ESG) indices. This year, the Strategic Report contains all mandatory requirements and we have chosen to provide additional non-financial performance information in summary form below. This has approach has provided our sites with more time to focus on responding to and managing the impact of COVID-19.

[+ Read more:](#) Read this section in conjunction with the Responsible business section on pages 38 to 52

All performance data is for the year ended 31st March. Data relating to water management, waste management, emissions to air, energy generation and consumption, contractor lost time incident and illness rate, and Tier 1 process safety incidents have been externally assured.

[+ Read more:](#) Independent greenhouse gas and health & safety assurance statement on page 219

Additional environmental performance data

Water management

[GRI 303 and GRI 306-1](#)

Our water use KPIs have remained broadly unchanged this year, compared with previous years. In total, 1.17 million m³ of waste water was treated on site, 23% which was recycled back into our processes rather than being discharged.

		2019/20	2018/19 ¹	2017/18	2016/17
Water withdrawal	Total '000 m ³	2,430	2,611	2,729	2,643
	m ³ /tonne product sold	19.7	18.5	20.6	21.6
Water sources	Municipal authorities ('000 m ³)	2,258	2,427	2,489	2,438
	Ground water ('000 m ³)	110	156	189	161
	Fresh surface water ('000 m ³)	60	47	50	44
Waste water discharged	Total '000 m ³	1,679	1,780	1,592	1,630
	Discharged to municipal authorities ('000 m ³)	1,547	1,476	1,355	1,396
	Discharged to fresh surface water ('000 m ³)	118	272	208	223
	Discharged to brackish surface water ('000 m ³)	14	25	29	11
Average COD of waste water discharge	mg/l	240	171	197	Not measured
	% waste water discharge covered by COD data	72	71	65	Not measured

Waste management

[GRI 306](#)

Our waste KPIs have remained broadly unchanged this year.

		2019/20	2018/19 ¹	2017/18	2016/17
Waste disposed by third parties	tonnes	84,710	86,370	71,787	95,856
	tonnes per unit production	0.69	0.61	0.54	0.72
Type of waste (tonnes)	Liquid hazardous waste	53,766	59,824	44,519	43,284
	Solid hazardous waste	2,973	2,432	1,823	2,364
	Liquid non-hazardous waste	7,903	8,050	11,909	11,936
	Solid non-hazardous waste	20,067	16,064	13,537	30,304
Treatment type (tonnes)	Reuse	2,912	4,553	3,800	3,142
	Recycling	27,022	25,391	17,995	22,422
	Off-site incineration with energy recovery	4,257	4,306	6,134	5,376
	Off-site incineration without energy recovery	47,112	48,195	37,585	32,371
	Landfill	3,407	3,925	6,271	24,575
Destination (tonnes)	Total hazardous waste sent internationally	1,569	1,585	751	624

A total of 2,939 tonnes (5%) of our hazardous waste is solid material that is not reused after it has been sent off site². We also incinerated 2,245 tonnes of waste within our own facilities, principally waste sent to our refineries for precious metal recovery.

¹ Restated following review and reclassification of data submitted by some sites after the year end.

² Dow Jones Sustainability Index (DJSI) definition of hazardous waste.

Emissions to air

9 GRI 305-7

All licensed sites monitor emissions to ensure compliance with local regulations and set their own absolute targets aimed at reducing significant emissions as part of their local environment, health and safety improvement plans. We believe we have captured the majority of emissions across the group but will continue working to increase coverage of our emissions to air reporting to confirm this.

	2019/20	2018/19 ³	2017/18	2016/17
NOx (tonnes)	542	567	383	348
SOx (tonnes)	28	61	44	51
VOC (tonnes)	99	107	100	132
Sites covered	67%	60%	39%	39%

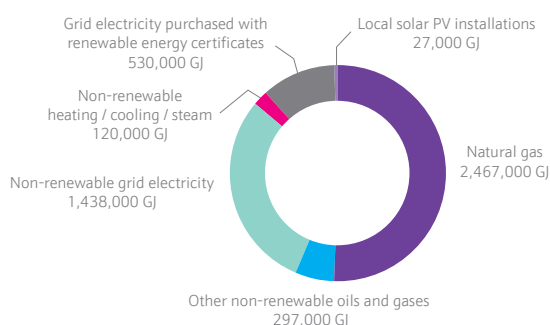
Energy generation and consumption

9 GRI 302

As part of our continuous improvement effort for energy efficiency, our manufacturing site in North Macedonia and our major sites in Germany are ISO 50001 compliant (comprising 9% of our manufacturing sites). Our UK sites also carried out their 2014 Energy Savings Opportunities Scheme (ESOS) Phase 2 assessment via third party audit.

	2019/20	2018/19 ³	2017/18	2016/17
Total energy consumption ('000 GJ)	4,879	5,202	5,104	5,147
Total Scope 1 and Scope 2 (market based) GHG emission (tonnes CO ₂ eq)	391,459	423,123	445,509	468,489

In 2019/20, renewable energy made up 11% of our energy consumption (557,000 GJ).



Environmental incidents

JM has a robust and effective management system that requires all sites to report environmental incidents. All spills that occur on unmade ground or near drinking water sources are classified as significant. There was one significant spill during the year; a leak from a temporary chiller unit resulted in approx. 500 litres of 50% v/v ethylene glycol and water mix spilling onto unmade ground. The event was reported to the local regulator.

Additional people performance data

Contractor health and safety

9 GRI 403-2

Contractor lost time injury and illness rate (LTIR) further improved this year.

	2019/20	2018/19	2017/18	2016/17
Contractor LTIR	0.23	0.4	0.74	0.86

Number of injuries and illnesses / 200,000 hours

Tier 1 process safety events

While our key lagging indicator, which is the industry standard ICCA (International Council of Chemical Associations) process safety incident severity rate, has reduced to 1.0, we saw an increase in our Tier 1 process safety events (see page 39).

	2019/20	2018/19 ⁴	2017/18	2016/17
Tier 1	0.11	0.091	0.035	0

Number of events / 1 million hours

Trade union health and safety representation

9 GRI 403-1

We have 39 active trade unions on our sites and 27 have representation on their local health and safety committee. A total of 27 sites have formal trade union agreements that cover health and safety topics, as detailed in the table:

Topic	% sites covered
Use of personal protective equipment	96
Participation of worker representatives in health and safety inspections and investigations	85
Training and education	89
Complaints mechanisms	85
The right to refuse unsafe work	85
Periodic inspections	85

Speak up reports

9 GRI 406

We received 123 speak up reports in 2019/20, which, given our size, is in line with the industry norm in terms of volume. Details of the areas of concern / allegations raised are as follows:

Concern / allegation raised	Number of cases
Bribery and corruption	13
Business and financial reporting	2
Computer, email and internet use	1
Confidential information and intellectual property	1
Conflict of interest	11
Discrimination including harassment and retaliation	58
Employee rights	7
Other or general query	6
Environmental protection, product stewardship or health and safety	7
Fraud, money laundering and embezzlement	5
Misconduct or inappropriate behaviour	8
Substance abuse	1
Trade and export controls	1
Violence or threats	2
Total	123

We note the number in the 'discrimination' category is high in relation to the other categories (although in line with industry norms) and a number of these related to broad employee relations issues which were subsequently addressed. All reports are taken seriously and we view the total number of speak ups (123) as a positive reflection of the confidence in the process. Within the same reporting period, 102 speak up cases were closed, 46 (45%) of which were upheld. In 81 (79%) of all cases, recommendations were identified and tailored to the findings including, enhancements to procedures, implementation of new or improvements to existing financial and other internal controls, communication and trainings, and coaching for employees with identified performance issues.

³ Restated following review and reclassification of data submitted by some sites after the year end.

⁴ Restated to reflect updated Center for Chemical Process Safety guidance

Other Information

GRI Standard Content Index

This report has been prepared in accordance with GRI Standard: Core Option

General disclosures in accordance with GRI 102

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GRI-403 Occupational health and safety 2016	403-1; 403-2; 403-4	38-40; 221
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GRI-103 Management approach 2016	103	35; 38; 46-48; 217; 219
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GRI-305 Emissions 2016	305-1; 305-2; 305-3; 305-4	35; 38; 48; 217 -219
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GRI-103 Management approach 2016	103	46-48
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GRI-409 Forced or compulsory labour 2016	409-1	45; 49
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GRI-306 Effluents and waste 2016	306-2; 306-3; 306-4	220
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GRI-308 Supplier environmental assessment 2016	308-1; 308-2	49
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GRI-407 Freedom of association and collective bargaining 2016	407-1	not disclosed
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GRI-103 Management approach 2016	103	38; 44; 217
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GRI-406 Non-discrimination 2016	406-1	221
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GRI-103 Management approach 2016	103	36; 52; 217
GRI-413 Local communities 2016	413-1	not disclosed

Other Information

Shareholder information

Johnson Matthey share price as at 31st March

	2015	2016	2017	2018	2019	2020
	3,386p	2,744p	3,080p	3,042p	3,142p	1,798p

By location

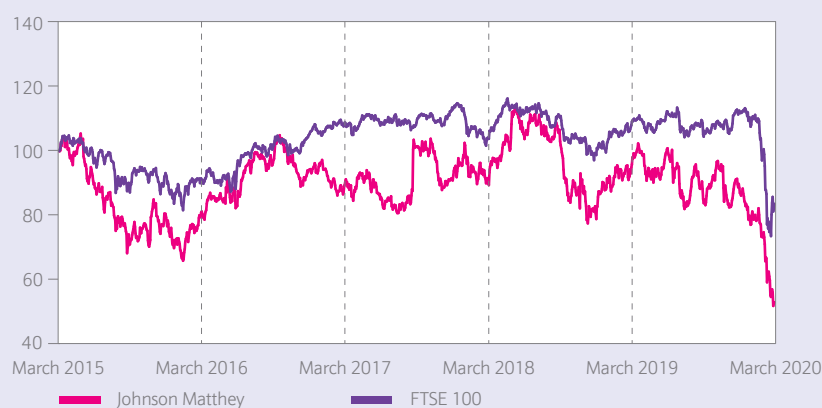
	Number of shares	Percentage
UK and Eire	100,571,441	50.6
USA and Canada	51,522,721	25.9
Continental Europe	27,374,032	13.8
Asia Pacific	6,814,466	3.4
Rest of World	1,863,224	0.9
Unidentified	10,794,722	5.4
Total	198,940,606	100.0

By category

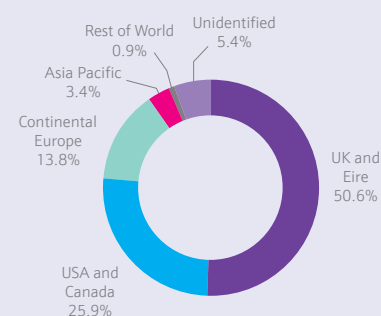
	Number of shares	Percentage
Investment and unit trusts	82,965,680	41.7
Pension funds	29,898,021	15
Individuals	13,100,723	6.6
Custodians	6,541,123	3.3
Insurance companies	5,946,185	3
Treasury shares and employee share schemes	7,692,150	3.9
Sovereign wealth funds	6,275,931	3.2
Charities	1,217,557	0.6
Other	45,303,236	22.8
Total	198,940,606	100.0

By size of holding

	Number of holdings	Percentage	Number of shares	Percentage
1 – 1,000	4,813	72.2	1,485,369	0.8
1,001 – 10,000	1,243	18.7	3,495,668	1.7
10,001 – 100,000	377	5.7	13,020,136	6.5
100,001 – 1,000,000	196	2.9	60,413,541	30.4
1,000,001 – 5,000,000	25	0.4	46,894,554	23.6
5,000,001 and over	7	0.1	73,631,338	37.0
Total	6,661	100.0	198,940,606	100.0

Johnson Matthey share price five year performance versus FTSE 100
Rebased to 100 at 1st April 2015

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 or call 03456 037 037* (in the UK); +44 121 415 7560 (outside the UK).

Dividend – pence per share

	2016	2017	2018	2019	2020
Interim	19.5	20.5	21.75	23.25	24.50
Final	52.0	54.5	58.25	62.25	31.125
Total ordinary	71.5	75.0	80.0	85.5	55.625
Special	150.0	–	–	–	–

Given the heightened degree of current uncertainty, the board will propose a final ordinary dividend for the year of 31.125 pence, representing half the level of the 2018/19 final dividend. The board considers that the final dividend appropriately balances the importance of dividends to shareholders whilst preserving balance sheet strength and financial flexibility to continue to invest in our business. The board anticipates restoring future dividends to the level seen prior to the COVID-19 pandemic, when circumstances permit.

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.

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 JMPLY. When dividends are paid to shareholders, the Depositary converts those 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 or via their website at 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.

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.

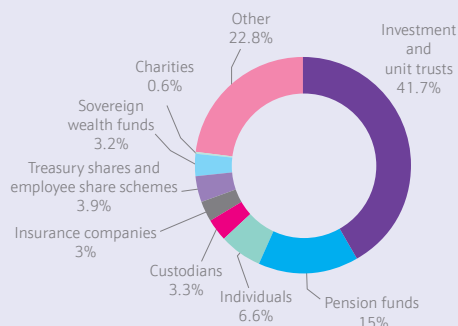
Shareholders may also telephone the company on +44 20 7269 8400 or write to:

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

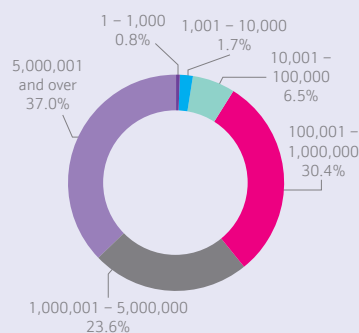
For other enquiries shareholders may contact the Investor Relations team at the above address and telephone number, by emailing jmir@matthey.com, or via www.matthey.com

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

By Category



By Size of holding



Other Information

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
CDP	Carbon Disclosure Project	LFP	Lithium iron phosphate, a cathode material
CEFIC	The Council of European Chemical Industry	LTIIR	Lost time injury and illness rate
CGU	Cash-generating unit	LTIP	Long term incentive plan
CH ₄	Methane	Margin	Underlying operating profit divided by sales excluding precious metals
CO	Carbon monoxide	MEA	Membrane electrode assembly
CO ₂	Carbon dioxide	NOx	Oxides of nitrogen
COD	Chemical oxygen demand	NPI	New product introduction
CPI	Consumer price index	OSHA	Occupational Safety and Health Administration
CSR	Corporate social responsibility	OTC	Over-the-counter
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	REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals Regulation EU chemical control legislation which came into force in June 2007
ESOT	Employee Share Ownership Trust	ROIC	Return on invested capital
EU	European Union	RPI	Retail price index
FCA	Financial Conduct Authority	RSP	Restricted share plan
FCEV	Fuel cell electric vehicle	SAICM	Strategic Approach to International Chemicals Management
FRC	Financial Reporting Council	Sales	Sales excluding the value of precious metals
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	SIC	Standing Interpretations Committee
Fuel cell	Technology which converts hydrogen or other fuels (methanol, natural gas) into clean electricity	SIP	Share incentive plan
GAAP	Generally accepted accounting principles	SOx	Oxides of sulphur
GHG	Greenhouse gas	SPV	Special purpose vehicle
GMC	Group Management Committee	SVHC	Substance of very high concern
GRI	Global Reporting Initiative	The Code	The UK Corporate Governance Code, issued by the FRC
GWP	Global warming potential	TPI	Third party intermediary
HDD	Heavy duty diesel	TRIIR	Total recordable injury and illness rate
HDV	Heavy duty vehicle	TSCA	Toxic Substances Control Act
HR	Human resources	UN	United Nations
IAS	International Accounting Standards	UN SDGs	United Nations Sustainable Development Goals
IASB	International Accounting Standards Board	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 2020/21

2020

18th June

Ex dividend date

19th June

Final dividend record date

23rd July

129th Annual General Meeting (AGM)

4th August

Payment of final dividend subject to the approval of shareholders at the AGM

19th November

Announcement of results for the six months ending 30th September 2020

26th November

Ex dividend date

27th November

Interim dividend record date

2021 (provisional)*

4th February

Payment of interim dividend

27th May

Announcement of results for year ending 31st March 2021

29th July

130th AGM

* 2021 dates will be published on our website, matthey.com/financial-calendar, once finalised.

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