GRI Content Index for Annual Report 2021 GRI102 General Disclosures 2016

GRI code	Disclosure	Page
Organizatio		
102-1	Name of the organization	277
102-2	Activities, brands, products, and services	4-13; 23
102-3	Location of headquarters	277
102-4	Location of operations	14
102-5 102-6	Ownership and legal form	164-171 4-13
102-6	Markets served	
102-7	Scale of the organization Information on employees and other workers	200; 270 270
102-8	Supply chain	84
102-3	Significant changes to the organization and its supply chain	-
102-10	Precautionary Principle or approach	_ _
102-12	External initiatives	110
102-13	Membership of associations	84
Strategy	Membership of associations	0.7
102-14	Statement from senior decision-maker	21; 100
102-15	Key impacts, risks, and opportunities	106-107; 112
Ethics and I		100 107, 112
102-16	Values, principles, standards, and norms of behavior	72; 79
102-17	Mechanisms for advice and concerns about ethics	77
Governance		106 107
102-18	Governance structure	106-107
102-19	Delegating authority	106-107; 112
102-20	Executive-level responsibility for economic, environmental, and social	104; 107 110
102-21 102-22	Consulting stakeholders on economic, environmental, and social topics Composition of the highest governance body and its committees	101-103
102-22	Chair of the highest governance body	102
102-23	Nominating and selecting the highest governance body	122-125
102-24	Conflicts of interest	165
102-25	Role of highest governance body in setting purpose, values, and strategy	112; 114
102-20	Collective knowledge of highest governance body	102-103
102-27	Evaluating the highest governance body's performance	116-118
102-28	Identifying and managing economic, environmental, and social impacts	112
102-30	Effectiveness of risk management processes	97; 126-129
102-31	Review of economic, environmental, and social topics	112; 114-115
102-32	Highest governance body's role in sustainability reporting	97
102-33	Communicating critical concerns	77; 115
102-34	Nature and total number of critical concerns	269
102-35	Remuneration policies	142-150
102-36	Process for determining remuneration	136-141
102-37	Stakeholders' involvement in remuneration	153
	Annual total compensation ratio	
102-38 102-39	Annual total compensation ratio Percentage increase in annual total compensation ratio	Not disclosed Not disclosed
102-38 102-39	Annual total compensation ratio Percentage increase in annual total compensation ratio r Engagement	Not disclosed
102-38 102-39	Percentage increase in annual total compensation ratio r Engagement	Not disclosed
102-38 102-39 Stakeholde	Percentage increase in annual total compensation ratio	Not disclosed Not disclosed
102-38 102-39 Stakeholde 102-40	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements	Not disclosed Not disclosed
102-38 102-39 Stakeholde 102-40 102-41	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups	Not disclosed Not disclosed 110 270
102-38 102-39 Stakeholde 102-40 102-41 102-42	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders	Not disclosed Not disclosed 110 270 110
102-38 102-39 Stakeholde 102-40 102-41 102-42 102-43	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders Approach to stakeholder engagement Key topics and concerns raised	Not disclosed Not disclosed 110 270 110 110
102-38 102-39 Stakeholde 102-40 102-41 102-42 102-43 102-44	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders Approach to stakeholder engagement Key topics and concerns raised	Not disclosed Not disclosed 110 270 110 110
102-38 102-39 Stakeholder 102-40 102-41 102-42 102-43 102-44 Reporting P	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders Approach to stakeholder engagement Key topics and concerns raised	Not disclosed Not disclosed 110 270 110 110 111-113
102-38 102-39 Stakeholde 102-40 102-41 102-42 102-43 102-44 Reporting P 102-45	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders Approach to stakeholder engagement Key topics and concerns raised ractice Entities included in the consolidated financial statements	Not disclosed Not disclosed 110 270 110 110 111-113
102-38 102-39 Stakeholde 102-40 102-41 102-42 102-43 102-44 Reporting P 102-45 102-46	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders Approach to stakeholder engagement Key topics and concerns raised ractice Entities included in the consolidated financial statements Defining report content and topic Boundaries	Not disclosed Not disclosed 110 270 110 110 111-113 240-242 260-264
102-38 102-39 Stakeholde 102-40 102-41 102-42 102-43 102-44 Reporting P 102-45 102-46 102-47	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders Approach to stakeholder engagement Key topics and concerns raised ractice Entities included in the consolidated financial statements Defining report content and topic Boundaries List of material topics	Not disclosed Not disclosed 110 270 110 110 111-113 240-242 260-264 62-63; website
102-38 102-39 Stakeholde 102-40 102-41 102-42 102-43 102-44 Reporting P 102-45 102-46 102-47 102-48	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders Approach to stakeholder engagement Key topics and concerns raised Practice Entities included in the consolidated financial statements Defining report content and topic Boundaries List of material topics Restatements of information	Not disclosed Not disclosed 110 270 110 110 111-113 240-242 260-264 62-63; website
102-38 102-39 Stakeholde 102-40 102-41 102-42 102-43 102-44 Reporting P 102-45 102-46 102-47 102-48 102-49	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders Approach to stakeholder engagement Key topics and concerns raised Practice Entities included in the consolidated financial statements Defining report content and topic Boundaries List of material topics Restatements of information Changes in reporting	Not disclosed Not disclosed 110 270 110 110 1110 111-113 240-242 260-264 62-63; website 254
102-38 102-39 Stakeholde 102-40 102-41 102-42 102-43 102-44 Reporting P 102-45 102-46 102-47 102-48 102-49 102-50	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders Approach to stakeholder engagement Key topics and concerns raised Practice Entities included in the consolidated financial statements Defining report content and topic Boundaries List of material topics Restatements of information Changes in reporting Reporting period	Not disclosed Not disclosed 110 270 110 110 111-113 240-242 260-264 62-63; website 254 - Inside front cover
102-38 102-39 Stakeholde 102-40 102-41 102-42 102-43 102-44 Reporting P 102-45 102-46 102-47 102-48 102-49 102-50 102-51	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders Approach to stakeholder engagement Key topics and concerns raised Practice Entities included in the consolidated financial statements Defining report content and topic Boundaries List of material topics Restatements of information Changes in reporting Reporting period Date of most recent report	Not disclosed Not disclosed 110 270 110 110 111-113 240-242 260-264 62-63; website 254 - Inside front cover
102-38 102-39 Stakeholder 102-40 102-41 102-42 102-43 102-44 Reporting P 102-45 102-46 102-47 102-48 102-49 102-50 102-51	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders Approach to stakeholder engagement Key topics and concerns raised Practice Entities included in the consolidated financial statements Defining report content and topic Boundaries List of material topics Restatements of information Changes in reporting Reporting period Date of most recent report Reporting cycle	Not disclosed Not disclosed 110 270 110 110 111-113 240-242 260-264 62-63; website 254 - Inside front cover Inside front cover
102-38 102-39 Stakeholder 102-40 102-41 102-42 102-43 102-44 Reporting P 102-45 102-46 102-47 102-48 102-49 102-50 102-51 102-52 102-53	Percentage increase in annual total compensation ratio r Engagement List of stakeholder groups Collective bargaining agreements Identifying and selecting stakeholders Approach to stakeholder engagement Key topics and concerns raised ractice Entities included in the consolidated financial statements Defining report content and topic Boundaries List of material topics Restatements of information Changes in reporting Reporting period Date of most recent report Reporting cycle Contact point for questions regarding the report	Not disclosed Not disclosed 110 270 110 110 111-113 240-242 260-264 62-63; website 254 Inside front cover Inside front cover

Specific GRI Disclosures for Johnson Matthey's Material Topics

Page **Sustainability Leadership** 103-1 Explanation of the material topic and its Boundaries 62-63 **GRI103 Management Approach** 16-21; 29-30; 60-63 103-2 The management approach and its components 2016 103-3 Evaluation of the management approach 112 102-14 Statement from senior decision-maker 21; 100 GRI102 General Disclosures 2016 112 102-29 Identifying and managing economic, environmental and social impacts **Financial Sustainability** 103-1 Explanation of the material topic and its Boundaries 34-41 **GRI103 Management Approach** 103-2 The management approach and its components 2016 26-27; 58-59 103-3 Evaluation of the management approach 132-135 GRI 201: Economic Performance 201-3 Defined benefit plan obligations and other retirement 215-223 2016 plans R&D programs and expenditure 58-59 **Health and Safety** 103-1 Explanation of the material topic and its Boundaries 29; 62-63; 260 **GRI103 Management Approach** 103-2 The management approach and its components 78-80 2016 264-265 103-3 Evaluation of the management approach 403-1 Workers representation in formal joint management-269 worker health and safety committees 403-2 Types of injury and rates of injury, occupational 80 GRI 403: Occupational Health and diseases, lost days, and absenteeism, and number of work-Safety 2016 related fatalities 403-4 Health and safety topics covered in formal agreements 269 with trade unions **Greenhouse Gas Emissions** 103-1 Explanation of the material topic and its Boundaries 30; 62-63;260-262 **GRI103 Management Approach** 103-2 The management approach and its components 66-68 2016 103-3 Evaluation of the management approach 265 302-1 Energy consumption within the organization 68; GRI 302: Energy 2016 302-3 Energy intensity 266 302-4 Reduction of energy consumption 68 305-1 Direct (Scope 1) GHG emissions 67; 266 305-2 Energy indirect (Scope 2) GHG emissions 67; 266 GRI 305: Emissions 2016 305-3 Other indirect (Scope 3) GHG emissions 68; 267 305-4 GHG emissions intensity 266 **Air Quality** 103-1 Explanation of the material topic and its Boundaries 62-63 **GRI103 Management Approach** 103-2 The management approach and its components 66; 70 2016 103-3 Evaluation of the management approach 264 Toxic emissions saved by JM products 66 305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other 70; 268 GRI 305: Emissions 2016 significant air emissions **Climate Change Risk** 103-1 Explanation of the material topic and its Boundaries 86 **GRI103 Management Approach** 103-2 The management approach and its components 67; 86-87 103-3 Evaluation of the management approach 265; CDP score GRI 201: Economic Performance 201-2 Financial implications and other risks and opportunities 86-87; CDP disclosure due to climate change 2016 **Modern Slavery & Child Labour** 103-1 Explanation of the material topic and its Boundaries 83 **GRI103 Management Approach** 103-2 The management approach and its components 84-85 2016 103-3 Evaluation of the management approach MSA statement 408-1 Operations and suppliers at significant risk for incidents 84-85 GRI 408: Child Labour 2016 of child labour GRI 409: Forced or Compulsory 409-1 Operations and suppliers at significant risk for incidents 84-85

Labor 2016	of forced or compulsory labour	
Products Life Cycle Management	T	T
GRI103: Management Approach	103-1 Explanation of the material topic and its Boundaries	62;82
2016	103-2 The management approach and its components	62; 81-82
	103-3 Evaluation of the management approach	-
	416-1 Assessment of the health and safety impacts of	81-82
GRI 416: Customer Health and	products and services	
Safety 2016	416-2 Incidents of non-compliance concerning health and	82
	safety impacts of products and services	
	417-1 Requirements for product and service information and	82
GRI 417: Marketing and Labeling	labelling	
2016	417-2 Incidents of non-compliance concerning product and	82
	service information and labelling	
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	10-11; 65
	306-2 Waste by type and disposal method	69; 267
GRI 306: Effluents and Waste 2016	306-4 Transport of hazardous waste	267
	306-3 Significant spills	70
Water Use		
GRI103: Management Approach	103-1 Explanation of the material topic and its Boundaries	62-63;69
2016	103-2 The management approach and its components	66; 69
	103-3 Evaluation of the management approach	265
	303-1 Water withdrawal by source	69; 267
GRI 303: Water 2016	303-3 Water recycled and reused	69
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	267
Ethical Business Practices & Complia		207
tinical business Fractices & Compile	103-1 Explanation of the material topic and its Boundaries	77
GRI103: Management Approach	103-2 The management approach and its components	
2016		77; 269
	103-3 Evaluation of the management approach	77
	205-1 Operations assessed for risks related to corruption	-
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption	77
	policies and procedures	
	205-3 Confirmed incidents of corruption and actions taken	Not disclosed
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behaviour, anti-trust,	Not disclosed
2016	and monopoly practices	
GRI 415: Public Policy 2016	415-1 Political contributions	167
GRI 419: Socioeconomic	419-1 Non-compliance with laws and regulations in the social	Not disclosed
Compliance 2016	and economic area	
Resource Scarcity		
GRI103 Management Approach	103-1 Explanation of the material topic and its Boundaries	65
2016	103-2 The management approach and its components	10-11; 65; 84
	103-3 Evaluation of the management approach	-
GRI 301: Materials 2016	301-2 Recycled input materials used	Not disclosed
Employee Recruitment & Retention		
	103-1 Explanation of the material topic and its Boundaries	62-63
GRI103 Management Approach	103-2 The management approach and its components	29; 72-76
2016		29, 72-70
CDIACA Conoral Disales 2016	103-3 Evaluation of the management approach	200, 270
GRI 102 General Disclosures 2016	102-8 Information on employees and other workers	200; 270
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	270
SBI 404 T	404-2 Programs for upgrading employee skills and transition	75-76
GRI 404: Training and Education	assistance programs	
2016	404-3 Percentage of employees receiving regular	Not disclosed
	performance and career development reviews	
Responsible Sourcing		1
GRI103 Management Approach	103-1 Explanation of the material topic and its Boundaries	83-85
2016	103-2 The management approach and its components	83-85
	103-3 Evaluation of the management approach	-
GRI 308: Supplier Environmental	308-1 New suppliers that were screened using environmental	Not disclosed
Assessment 2016	criteria	
33233HEHL 2010	308-2 Negative environmental impacts in the supply chain	Not disclosed

	and actions taken	
CDI 414. Complian Conial	414-1 New suppliers that were screened using social criteria	Not disclosed
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions	Not disclosed
Assessment 2016	taken	
GRI 407: Freedom of Association &	407-1 Operations and suppliers in which the right to freedom	Not disclosed
Collective Bargaining 2016	of association and collective bargaining may be at risk	
Diversity and Inclusion	-	
GRI103 Management Approach	103-1 Explanation of the material topic and its Boundaries	29; 263
2016	103-2 The management approach and its components	73-74; 167
	103-3 Evaluation of the management approach	-
CRI 40E: Divorcity and Equal	405-1 Diversity of governance bodies and employees	29; 74; 105; 125; 270
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to	Not disclosed
Opportunity 2010	men	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	269
Community Engagement		
GRI103 Management Approach	103-1 Explanation of the material topic and its Boundaries	85
2016	103-2 The management approach and its components	85
	103-3 Evaluation of the management approach	-
CDI 412: Local Communities 2016	413-1 Operations with local community engagement, impact	Not disclosed
GRI 413: Local Communities 2016	assessments, and development programs	