

Section 430(2B) Statement in relation to Stephen Oxley

The following information is provided in accordance with section 430(2B) of the Companies Act 2006.

Stephen Oxley will stand down from the board of Johnson Matthey Plc and leave JMon on 31 March 2025. He will receive the payments set out below (after required tax deductions), in accordance with his service contract and Johnson Matthey's approved remuneration policy:

1. Salary and all contractual benefits, including pension supplement, as normal up to 31 March 2025.
2. Accrued but unused annual leave as at 31 March 2025.
3. No payment will be made under the 2024/25 Annual Incentive Plan.
4. Stephen Oxley holds the following unvested Deferred Bonus Plan awards, which will continue to vest on their normal release dates:

Award Year	Shares Awarded	Normal Release Date
2022	14,723	1 August 2025
2023	18,548	1 August 2026
2024	18,018	1 August 2027

Dividend equivalent shares will accrue on deferred bonus awards during the relevant vesting period.

5. Stephen Oxley holds unvested Performance Share Plan awards granted in 2021, 2022 and 2023 which lapse in full on 31 March 2025. No Performance Share Plan award was made to Stephen Oxley in 2024.
6. No loss of office payments will be made.

Full details of all payments made to Stephen Oxley will be disclosed in the Directors' Remuneration Report within the Company's Annual Report and Accounts for the year ending 31 March 2025.