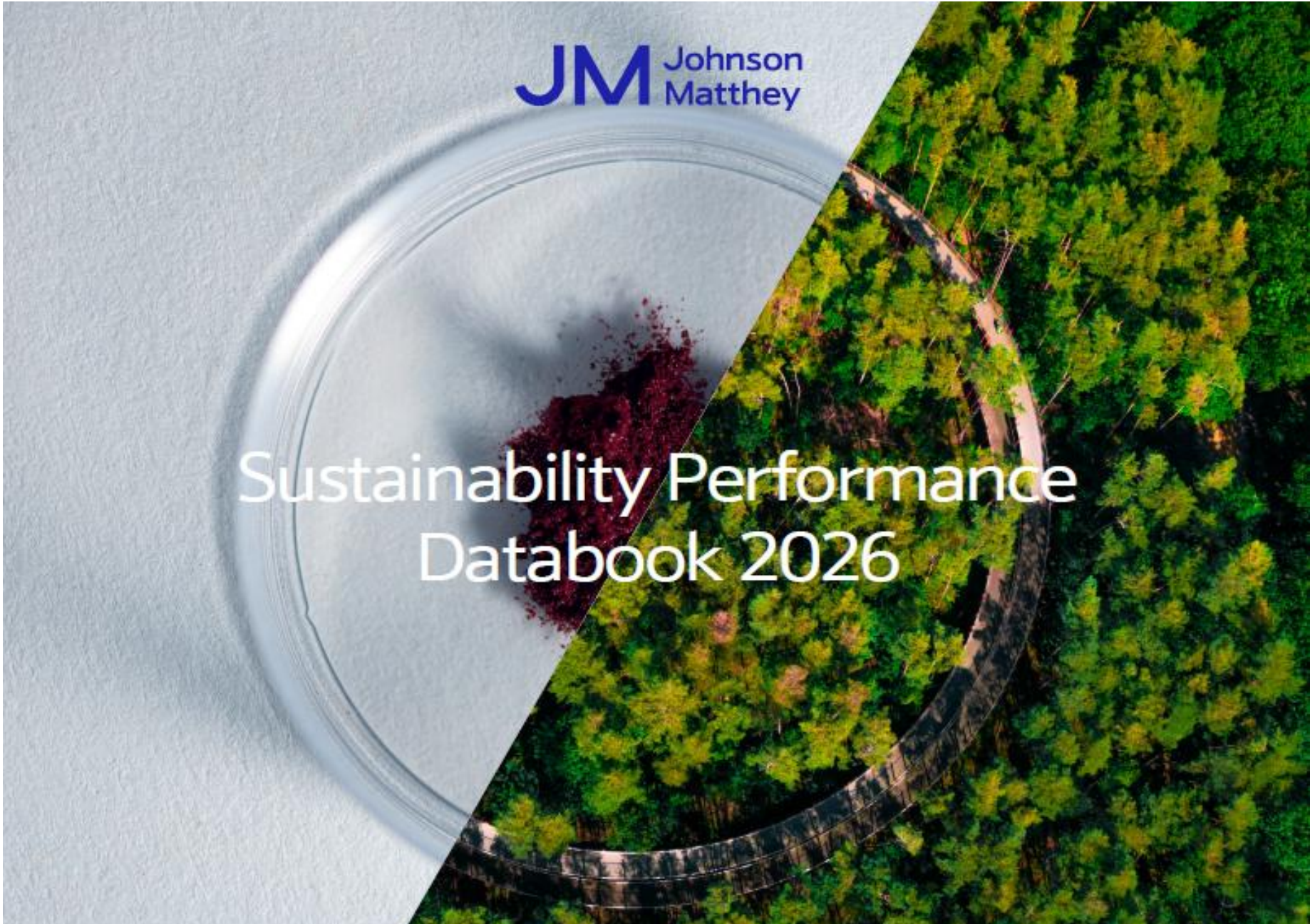




Sustainability Performance Databook 2026



About this workbook

This Sustainability Performance Databook (SPD) outlines Johnson Matthey's key non-financial performance information and is published alongside our Annual Report and Accounts to complement the strategy and financial information to provide stakeholders with a complete picture of our business including our environmental, social and governance (ESG) performance in 2025/26.

We take a strategic approach to embedding sustainability into everything we do. This approach is based on our understanding of the needs and demands of our stakeholders, combined with a focus on the topics that reflect our most significant ESG impacts.

Reporting on Greenhouse Gas (GHG) Emissions

We are committed to transparent disclosures of our emissions and we continue to enhance our reporting of all the Scopes as we continue to better understand the emissions from our operations and our supply chain.

Notes on data

The data presented in this workbook relates to Johnson Matthey's financial reporting year (1 April 2025 to 31 March 2026), unless otherwise stated.

This workbook has been prepared in accordance with the GRI Standards.

Rebaselining of previous years' data

For environmental data, we rebase in accordance with the recommendations of the Greenhouse Gas (GHG) Protocol and SECR reporting guidance. We recalculate and restate historical performance for our operational KPIs from 2019/20 onwards, which is our baseline for our 2030 sustainability targets.

This specifically includes our historical data for Scope 1, Scope 2 and Scope 3 GHG emissions, water consumption, waste and emissions to air.

Restatements of previous years' data

In addition to rebaselining, there have been some restatements of data to account for improvements in methodology, coverage and quality of available data. JM's materiality threshold for variance is 5%. We have made restatements of environmental performance data for the following KPIs this year:

- Emissions from Scope 3 Category 2 restated due to data quality improvements.
- Emissions from Scope 3 Category 4 restated due to improvements in methodology.
- Emissions from Scope 3 Category 9 restated due to improvements in methodology.
- Emissions from Scope 3 Category 6 restated due to a calculation correction.
- Emissions from Scope 3 Category 10 restated due to refinements in methodology.
- Emissions from Scope 3 Category 12 restated due to improvements in data quality.
- Emissions from Scope 3 Category 15 restated due to improvements in data quality.

Externally audited KPIs

ERM Certification and Verification Services Limited (ERM CVS) were engaged to provide limited assurance of selected information. Information assured by ERM CVS is provided on the following tab

ERM CVS Limited assured selected metrics

Please see ERM CVS' full assurance report on pages 216-218 of our ARA 2026 for more details.

Cautionary Statement

This workbook contains forward-looking statements that are subject to risk factors associated with, among other things, the economic and business circumstances occurring from time to time in the countries and sectors in which the company operates. It is believed that the expectations reflected in these statements are reasonable, but they may be affected by a wide range of variables which could cause actual results, performance, operations, impacts, events or circumstances to differ materially from those currently anticipated.

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Material Topics

In 2024 we partnered with a third party to perform our first double materiality assessment. Double materiality in ESG means companies must consider both how ESG issues impact their business (financial materiality) and how their business impacts the environment and society (impact materiality). The process involved a thorough review of our sector and locations as well as gathering stakeholder opinions through interviewing our investors, customers, suppliers, leaders and subject matter experts inside and outside of JM. Our material topics were approved at the Societal Value Committee (SVC) meeting in October 2024.

Our material topics were identified as:

Planet	Climate Change Pollution Water Biodiversity Resource use and circular economy
People	Own Workforce Workers in the value chain Affected communities Consumers and end-users
Business conduct	

GRI content index

Statement of use	Johnson Matthey has reported in accordance with the GRI Standards for the period 1 st April 2025 to 31 st March 2026
GRI 1 used	GRI 1: Foundation 2021

Key to location references:
 ARA = Annual Report and Accounts 2026
 SPD = Sustainability Performance Databook 2026

Johnson Matthey Material Topic	GRI standard / other source	Disclosure	Location Report page(s)	Omission			GRI sector standard ref. no.	
				Requirement(s) omitted	Reason	Explanation		
General disclosures								
GRI 2: General Disclosures 2021	2-1	Organisational details	ARA p.2, 207-209, 220, back cover					
	2-2	Entities included in the organization's sustainability reporting	ARA p.143, 207-209, 211					
	2-3	Reporting period, frequency and contact point	ARA p.143, 211, 220					
	2-4	Restatements of information	ARA p.211 SPD Home tab SPD Health and Safety tab SPD Environment tab				Reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.	
	2-5	External assurance	ARA p.129-136, 216-218					
	2-6	Activities, value chain and other business relationships	ARA p.1-9					
	2-7	Employees	ARA p.2, 9, 37-39, 161, 215-218 SPD People tab					
	2-8	Workers who are not employees	SPD People tab					
	2-9	Governance structure and composition	ARA p.62-69 SPD People tab Johnson Matthey Corporate Website - Governance					
	2-10	Nomination and selection of the highest governance body	ARA p.62, 79-81					
	2-11	Chair of the highest governance body	ARA p.62, 66, 69					
	2-12	Role of the highest governance body in overseeing the management of impacts	ARA p.30-31, 62-69, 76-78, 94					
	2-13	Delegation of responsibility for managing impacts	ARA p.30-31, 69, 93-94					
	2-14	Role of the highest governance body in sustainability reporting	ARA p.30-31, 69-71, 93-94					
	2-15	Conflicts of interest	ARA p.59, 100, 124 Johnson Matthey Global Conflicts of Interest Policy					
	2-16	Communication of critical concerns	ARA p.69, 93-94 SPD Ethics and Compliance tab Johnson Matthey Global Speak up policy					
	2-17	Collective knowledge of the highest governance body	ARA p.65-67					
	2-18	Evaluation of the performance of the highest governance body	ARA p.72-73					
	2-19	Remuneration policies	ARA p.95-111					
	2-20	Process to determine remuneration	ARA p.95-122					
	2-21	Annual total compensation ratio	ARA p.121 SPD People Tab					
	2-22	Statement on sustainable development strategy	ARA p.3-5 Johnson Matthey Corporate Website - About Us					
	2-23	Policy commitments	ARA p.33, 35, 37, 58-59 Johnson Matthey Policies					
	2-24	Embedding policy commitments	ARA p.58-59, 94 Johnson Matthey Policies					
	2-25	Processes to remediate negative impacts	SPD Ethics and Compliance tab Johnson Matthey Global Speak up policy Johnson Matthey Global Human Rights Policy					
	2-26	Mechanisms for seeking advice and raising concerns	ARA p.58-59 SPD Ethics and Compliance tab Johnson Matthey Global Speak up policy Johnson Matthey Corporate Website - Code of Ethics					
	2-27	Compliance with laws and regulations	ARA p.58-59 SPD Environment tab SPD product Stewardship tab SPD Ethics and Compliance tab					
	2-28	Membership associations	Johnson Matthey Corporate Website - Engagement with Stakeholders JM Website - Collaboration					
	2-29	Approach to stakeholder engagement	ARA p.65-66 Johnson Matthey Corporate Website - Engagement with Stakeholders Johnson Matthey Corporate Website - Collaboration					
	2-30	Collective bargaining agreements	ARA p.107-106 SPD People tab Johnson Matthey Corporate Website - Labour and Human Rights					
Material topics								
GRI 3: Material Topics 2021	3-1	Process to determine material topics	ARA p.30, 212					Reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	3-2	List of material topics	ARA p.30, 212 SPD Material Topics tab					
Economic performance								
GRI 3: Material Topics 2021	3-3	Management of material topics	ARA p.40-47, 143-209					
	201-1	Direct economic value generated and distributed	ARA p.143-209 SPD Community Investments tab					
	GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	ARA p.40-47				
		201-3	Defined benefit plan obligations and other retirement plans	ARA p.95-98, 149, 173-174				
201-4	Financial assistance received from government	ARA p.158						
Procurement practices								
GRI 3: Material Topics 2021	3-3	Management of material topics	ARA p.30 Johnson Matthey Corporate Website - Partnering with Us					
	GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	SPD Responsible Sourcing tab				
Anti-corruption								
Business Conduct	GRI 3: Material Topics 2021	3-3	Management of material topics	ARA p.30, 58-59 Johnson Matthey Global Anti-Bribery and Corruption Policy Johnson Matthey Corporate Website - Code of Ethics				
		205-1	Operations assessed for risks related to corruption	SPD Ethics and Compliance tab				
	GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	SPD People tab				
		205-3	Confirmed incidents of corruption and actions taken	SPD Ethics and Compliance tab				
Anti-competitive behavior								
GRI 3: Material Topics 2021	3-3	Management of material topics	ARA p.30 Johnson Matthey Global Competition Law Policy					
	GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SPD Ethics and Compliance tab				
Public policy								
GRI 3: Material Topics 2021	3-3	Management of material topics	ARA p.30 Johnson Matthey Corporate Website - Engagement with Stakeholders					
GRI 415: Public Policy 2016	415-1	Political contributions	ARA p.125					

Resource use and circular economy	Materials							
	GRI 3: Material Topics 2021	3-3 Management of material topics	ARA p.4, 17, 30, 32, 35, 214					
	GRI 301: Materials 2016	301-1 Materials used by weight or volume 301-2 Recycled input materials used 301-3 Reclaimed products and their packaging materials	ARA p.32, 35 ARA p.32, 35	a. a. b.	Information unavailable/incomplete	Not disclosed as not relevant KPI to aggregate across our business Only disclosed for platinum group metal use		
Climate Change	Energy							
	GRI 3: Material Topics 2021	3-3 Management of material topics	ARA p.5, 30, 32-34, 216-218					
	GRI 302: Energy 2016	302-1 Energy consumption within the organization	ARA p.33-34, 48-49 SPD Environment tab					
		302-2 Energy consumption outside of the organization	ARA p.33-34 SPD Environment tab					
		302-3 Energy intensity	ARA p.33-34, 48-49 SPD Environment tab					
302-4 Reduction of energy consumption		ARA p.33-34, 48-49 SPD Environment tab						
	302-5 Reductions in energy requirements of products and services			a. b. c.	Information unavailable/incomplete	Not disclosed as not relevant KPI to aggregate across our business		
Water	Water and effluents							
	GRI 3: Material Topics 2021	3-3 Management of material topics	ARA p.30, 32, 36, 214, 216-218					
	GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	ARA p.36 SPD Environment tab					
		303-2 Management of water discharge-related impacts	ARA p.36 SPD Environment tab Johnson Matthey Corporate Website - Nature and Circularity					
		303-3 Water withdrawal	ARA p.36 SPD Environment tab					
		303-4 Water discharge	ARA p.36 SPD Environment tab					
303-5 Water consumption		ARA p.36 SPD Environment tab						
Pollution	Emissions							
	GRI 3: Material Topics 2021	3-3 Management of material topics	ARA p.14, 16, 18, 30, 32, 42-46, 212-213, 216-218					
	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ARA p.32-34, 48-49 SPD Environment tab					
		305-2 Energy indirect (Scope 2) GHG emissions	ARA p.32-34, 48-49 SPD Environment tab					
		305-3 Other indirect (Scope 3) GHG emissions	ARA p.32-34, 48-49 SPD Environment tab					
		305-4 GHG emissions intensity	ARA p.32-34, 48-49 SPD Environment tab					
		305-5 Reduction of GHG emissions	ARA p.32-34, 48-49 SPD Environment tab					
		305-6 Emissions of ozone-depleting substances (ODS)			a. b. c. d.	Not applicable	We do not produce ozone-depleting substances (ODS) through our operations, however, any small leaks of refrigerant gases are reported in our Scope 1 GHG emissions	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		SPD Environment tab Johnson Matthey Corporate Website - Nature and Circularity						
Waste	GRI 3: Material Topics 2021							
	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ARA p.30, 32, 36, 214, 216-218 ARA p.36 SPD Environment tab					
		306-2 Management of significant waste-related impacts	ARA p.36 SPD Environment tab Johnson Matthey Corporate Website - Nature and Circularity					
		306-3 Waste generated	ARA p.36 SPD Environment tab					
		306-4 Waste diverted from disposal	ARA p.36 SPD Environment tab					
		306-5 Waste directed to disposal	ARA p.36 SPD Environment tab					
Biodiversity	Biodiversity							
	GRI 3: Material Topics 2021	3-3 Management of material topics	ARA p.30					
	GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Johnson Matthey Nature Strategy statement					
		101-2 Management of biodiversity impacts	Johnson Matthey Nature Strategy statement					
		101-3 Access and benefit-sharing		a. b.	Information unavailable/incomplete			
		101-4 Identification of biodiversity impacts		a.	Information unavailable/incomplete			
		101-5 Locations with biodiversity impacts		a. b. c. d.	Information unavailable/incomplete			
		101-6 Direct drivers of biodiversity loss		a. b. c. d. e. f.	Information unavailable/incomplete			
		101-7 Changes to the state of biodiversity		a. b.	Information unavailable/incomplete			
101-8 Ecosystem services			a. b.	Information unavailable/incomplete				
					Not disclosed as this is still work in progress			

Own workforce	Employment							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 401: Employment 2016	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave						
	Labour/Management relations							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes				a.	Confidentiality constraints	Not disclosed due to confidentiality around contracts
	Occupational health and safety							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system						
		403-2 Hazard identification, risk assessment, and incident investigation						
		403-3 Occupational health services						
		403-4 Worker participation, consultation, and communication on occupational health and safety						
		403-5 Worker training on occupational health and safety						
		403-6 Promotion of worker health						
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships						
		403-8 Workers covered by an occupational health and safety management system						
		403-9 Work-related injuries						
		403-10 Work-related ill health						
	Training and education							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews						
	Diversity and equal opportunity							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men						
	Non-discrimination							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken						
	Freedom of association and collective bargaining							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk						
	Child labor							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor						
Forced or Compulsory Labor								
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor							
Workers in the value chain	Supplier environmental assessment							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria						
		308-2 Negative environmental impacts in the supply chain and actions taken						
	Supplier social assessment							
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken							
Affected communities	Indirect economic impacts							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported 203-2 Significant indirect economic impacts						
	Security practices							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures						
	Rights of indigenous peoples							
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples							
Local communities								
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities							
Consumers and end-users	Customer health and safety							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services						
	Marketing and labeling							
	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling						
		417-2 Incidents of non-compliance concerning product and service information and labeling						
417-3 Incidents of non-compliance concerning marketing communications								
Customer privacy								
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data							
Topics in the applicable GRI Sector Standards determined as not material to JM but disclosure important to our stakeholders								
Tax	GRI 3: Material Topics 2021	3-3 Management of material topics						
	GRI 207: Tax 2019	207-1 Approach to tax						
		207-2 Tax governance, control, and risk management						
		207-3 Stakeholder engagement and management of concerns related to tax						Confidentiality constraints
		207-4 Country-by-country reporting						Confidentiality constraints

TCFD Compliance Table

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Johnson Matthey annual report and accounts 2026 complies with the TCFD Guidance for All Sectors and have taken into consideration the Material and Buildings Group guidance, as set out in section C of 'Annex: Implementing the Recommendations of the Task Force on Climate-related Financial Disclosures', October 2021.

Additionally, following amendment of sections 414C, 414CA and 414CB of the Companies Act 2006 (CA), the below table indicates which of the climate-related disclosures, outlined in Section 414CB, are addressed by the TCFD recommended disclosures, alongside the pages of the Annual Report and Accounts 2026 where these are located.

We continue to monitor developments in global sustainability reporting standards, including the IFRS Sustainability Disclosure Standards (IFRS S1 and S2), and will evolve our disclosures accordingly.

Key to location references:

ARA = Annual Report and Accounts 2026

SPD = Sustainability Performance Databook 2026

Recommendation	Recommended Disclosure	Location	CA 414CB (2A)
Governance Disclose the organization's governance around climate-related risks and opportunities.	a.) Describe the board's oversight of climate-related risks and opportunities	ARA p.30-31, 40	(a)
	b.) Describe management's role in assessing and managing climate-related risks and opportunities.	ARA p.30-31	(a)
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	a.) Describe the climate-related risks and opportunities the company has identified over the short, medium and long term.	ARA p.40-41	(d)
	b.) Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning.	ARA p.41-46	(e)
	c.) Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	ARA p.41-46	(f)
Risk management Disclose how the organization identifies, assesses, and manages climate-related risks	a.) Describe the company's processes for identifying and assessing climate-related risks	ARA p.41	(b)
	b.) Describe the company's processes for managing climate-related risks	ARA p.41	(b)
	c.) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the company's overall risk management	ARA p.41	(c)
Metrics & targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a.) Disclose the metrics used by the company to assess climate-related risks and opportunities in line with its strategy and risk management process.	ARA p.47	(h)
	b.) Disclose Scope 1, Scope 2, and if appropriate Scope 3 greenhouse gas (GHG) emissions, and the related risks	ARA p.48-49	(h)
	c.) Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets	ARA p.47	(g)

Johnson Matthey reports in alignment with the requirements of the SASB Sustainability Accounting Standard for Chemicals (Version 2023-12)

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 SPD = Sustainability Performance Databook 2026

Topic	Accounting Metric	SASB Code	Location	JM Response
Greenhouse gas emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	SPD Environment tab	JM currently operates in the UK and Europe where emission trading schemes (ETS) applicable to Scope 1 emissions are in place. There are currently no JM sites that are obligated under the UK ETS or under the EU ETS schemes.
	Discussion of long term and short term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	ARA p.32-33 Johnson Matthey Corporate Website - Sustainability	
Air quality	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	SPD Environment tab	JM does not currently report on any air emissions of HAP. All JM production facilities operate under license or Permit issued by local regulators and all emissions are subject to emission limits set by external regulators. JM are currently assessing emissions from our sites to determine which (if any) HAP could be emitted from our processes.
Energy management	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy ¹	RT-CH-130a.1	ARA p.34 SPD Environment tab	
Water management	1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	ARA p.36 SPD Environment tab	
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	ARA p.36 SPD Environment tab	
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	ARA p.36, 45 SPD Environment tab	
Hazardous waste management	Amount of hazardous waste generated, percentage recycled ²	RT-CH-150a.1	ARA p.36 SPD Environment tab	
Community relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	ARA p.75, 78 Johnson Matthey Corporate Website - Communities	
			Johnson Matthey Corporate Website - Engagement with Stakeholders	
Workforce health and safety	1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	ARA p.14, 32, 37 SPD Health and Safety tab	
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	ARA p.37 SPD Health and Safety tab Johnson Matthey Corporate Website - People	
Product design for use-phase efficiency	Revenue from products designed for use phase resource efficiency. SASB Chemicals Sustainability Accounting Standard's definition of products that, when used, improve energy efficiency, eliminate or reduce GHG emissions, reduce raw materials consumption, lower water consumption and/or increase product life.	RT-CH-410a.1	SPD SASB Index tab	In 2025/26, JM revenue that aligns with SASB products designed for use phase efficiency were £0.59 billion (with sales excluding precious metals as £3.09 billion) compared with £0.68 billion in 2024/25 (with sales excluding precious metals as £3.47 billion).
Safety and environmental stewardship of chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	SPD SASB Index tab	(1) Not disclosed. However, we estimate <10% of sales are from products containing >0.1% w/w of Substances of Very High Concern (as defined in EU REACH), which would be a subset of the substances referred to in this metric. (2) 100% of JM products that meet the SASB GHS criteria undergo human health and environmental hazard assessment.
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	SPD SASB Index tab	We have in place Product Stewardship Standards (within the EHS management framework) covering restricted substance management (including chemicals of concern) and new product introduction. These standards require our businesses to review their existing portfolios and any new products being developed against 'chemicals of concern' listings and to identify opportunities to replace or reduce them in our operations and products. These requirements also cover the raw materials. JM maintains its own (limited) list of substances which we will not use or place on the market. We have not set formal targets in regards to the development of alternatives with reduced negative impact at this time.
Genetically modified organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	SPD SASB Index Tab SPD Product Stewardship tab	0% of our products contain live GMOs. At JM, our Life Sciences Technology business uses genetically modified microorganisms to create biocatalysts (enzymes) targeted at delivering very specific reactions in efficient and sustainable ways. Our products do not contain genetically modified organisms (GMOs)
Management of the legal and regulatory environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	Johnson Matthey Policies	
Operational safety, emergency preparedness and response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR) ³	RT-CH-540a.1	ARA p.32, 37 SPD Health and safety tab	
	Number of transport incidents ⁴	RT-CH-540a.2	SPD Health and safety tab	
Activity metrics	Production by reportable segment ⁵	RT-CH-000.A	SPD Environment tab	

1 Note to RT-CH-130a.1 - The entity shall discuss its efforts to reduce energy consumption and / or improve energy efficiency throughout the production processes.
 2 Note to RT-CH-150a.1 - The entity shall disclose the legal or regulatory framework(s) used to define hazardous waste and recycled hazardous waste, and the amounts of waste defined in accordance with each applicable framework.
 3 Note to RT-CH-540a.1 - The entity shall describe incidents with a severity rating of 1 or 2, including their root cause, outcomes, and corrective actions implemented in response.
 4 Note to RT-CH-540a.2 - The entity shall describe significant transport incidents, including their root causes, outcomes, and corrective actions implemented in response.
 5 Note to RT-CH-000.A - Production should be disclosed for each of the entity's reportable segments, where products and service segments are determined according to FASB ASC 280-10 and production is reported as weight for solid products and volume for liquid and gas products.

Principle Adverse Impact (PAI) Statement

Home

Key to location references:

ARA = Annual Report and Accounts 2026

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Category	PAI Category	JM KPI	Location	JM Response
Emissions	GHG emissions	Total Scope 1 GHG emissions	ARA p.48-49 SPD Environment tab	217,951 tonnes CO ₂ e
		Total Scope 2 GHG emissions (market-based)	ARA p.48-49 SPD Environment tab	18,908 tonnes CO ₂ e
		Total Scope 3 (all categories) GHG emissions	ARA p.48-49 SPD Environment tab	3,219,886 tonnes CO ₂ e
		Total GHG emissions (sum of scope 1,2 and 3)	ARA p.33 SPD Environment tab	3,456,745 tonnes CO ₂ e
	GHG intensity	Scope 1+2+3 GHG intensity per £ million of revenue	SPD Environment tab	263.5 tonnes CO ₂ e/£ million revenue
	Exposure to companies active in the fossil fuel sector	% revenues from customers active in the fossil fuel sector	ARA p.155-156	< 1%
	Share of non-renewable energy consumption and production	% non renewable energy consumption compared to total energy consumption	SPD Environment tab	Non-renewable energy consumption is 75% of total energy consumption
Energy consumption intensity per high impact climate sector	Total energy consumption in GWh	SPD Environment tab	1086.2 GWh covering all JM operations	
Biodiversity	Activities negatively affecting biodiversity sensitive areas	Operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	Contact us Johnson Matthey	To the best of our knowledge we do not have any locations in or near biodiversity sensitive areas as defined by Appendix D of Annex II to Commission Delegated Regulation (EU) 2021/2139
Water	Emissions to water	Tonnes of emissions of priority substances to water (as defined in Article 2(30) of Directive 2000/60/EC of the European Parliament and direct emissions of nitrates, phosphates and pesticides)	SPD Environment tab	From the available analysis, the following quantities of priority substances are calculated as being discharged by JM directly to water courses nickel = 0.0013 tonnes; cadmium = 4e-5 tonnes; lead 1.4e-4 tonnes; mercury = 7e-6 tonnes; nitrates = 0.17 tonnes
Waste	Hazardous waste and radioactive waste ratio	Tonnes of hazardous waste and radioactive waste generated	SPD Environment tab	40,557 tonnes
Social and employee matters	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises		Not subject to any UN Global Compact review or watchlist.
	Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	See our UN Global Compact Company information	We are a member of UNGC and have processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises
	Unadjusted gender pay gap	Average unadjusted gender pay gap	Johnson Matthey Gender Pay Gap Report 2025	We issue a gender pay gap report in accordance with UK law. In 2025 our UK gender pay gap was 1.2% which puts us ahead of the national average of 12.8%
	Board gender diversity	Average ratio of female to male board members in investee companies, expressed as a percentage of all board members	ARA p.64 SPD People tab	40% females
	Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	% revenues involved in the manufacture or selling of controversial weapons		To the best of our knowledge none of our product sales are used for/in controversial weapons

UK Streamlined Energy and Carbon Reporting (SECR)

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In line with the requirements set out in the UK Government's guidance on SECR, the table below represents Johnson Matthey's energy use and associated GHG emissions from electricity and fuel in the UK (1st April 2025 through to 31st March 2026), calculated with reference to the Greenhouse Gas Protocol.

The scope of this data includes 9 sites based in the UK. In 2025/26, the UK accounted for 45% of our global total Scope 1 and 2 emissions as well as 28% of our global energy use.

Key:
ROW = Rest of World

Scope 1 and 2 greenhouse gas (GHG) emissions	Units of Measure	2025/26			2024/25			2023/24			2022/23			2021/22			2020/21			2019/20			% change In fact
		Global	UK	ROW	Global	UK	ROW	Global	UK	ROW	Global	UK	ROW	Global	UK	ROW	Global	UK	ROW	Global	UK	ROW	
Total Scope 1 GHG emissions	tonnes CO ₂ e	217,951	105,863	112,088	225,330	115,185	110,145	215,647	103,157	112,490	215,166	102,084	113,081	226,341	104,922	121,419	229,150	114,568	114,581	227,933	110,387	117,546	3%
Total Scope 2 GHG emissions (market-based)	tonnes CO ₂ e	18,908	1,122	17,786	21,204	1,076	20,127	66,265	635	65,630	128,768	1,024	127,744	167,772	1,265	166,507	165,830	3,969	161,861	176,107	3,761	172,346	11%
Total Scope 2 GHG emissions (location-based)	tonnes CO ₂ e	151,442	15,083	136,359	178,481	18,083	160,398	195,176	21,689	173,487	202,348	21,710	180,638	223,643	24,705	198,938	205,943	29,487	176,456	227,469	34,441	193,028	15%
Total Scope 1 and 2 GHG emission (market-based)	tonnes CO₂e	236,859	106,985	129,874	246,533	116,261	130,272	281,912	103,792	178,120	343,933	103,108	240,825	394,113	106,187	287,926	394,980	118,537	276,443	404,040	114,149	289,891	4%
Total Scope 1 and 2 GHG emission (location-based)	tonnes CO ₂ e	369,393	120,946	248,447	403,811	133,268	270,543	410,823	124,846	285,977	417,514	123,795	293,719	449,984	129,627	320,356	435,092	144,055	291,037	455,402	144,828	310,574	9%
Total Scope 1 and 2 carbon intensity (market-based)	tonnes CO₂e/tonne	2.5	8.5	1.6	2.5	9.8	1.5	2.7	7.2	2.0	3.3	6.9	2.7	3.7	5.7	3.3	3.9	6.1	3.3	3.7	4.7	3.4	1%

Energy consumption and efficiency	Units of Measure	2025/26			2024/25			2023/24			2022/23			2021/22			2020/21			2019/20			% change
		Global	UK	ROW	Global	UK	ROW	Global	UK	ROW	Global	UK	ROW	Global	UK	ROW	Global	UK	ROW	Global	UK	ROW	
Total energy consumption	MWh	1,086,212	309,289	776,923	1,126,108	329,651	796,457	1,206,508	348,744	857,764	1,203,247	337,748	865,499	1,270,929	371,401	899,528	1,199,807	387,584	812,223	1,231,348	375,505	855,843	4%
Total energy efficiency	MWh/tonne	11.5	24.4	9.5	11.5	27.8	9.3	11.5	24.1	9.9	11.6	22.7	9.8	12.0	20.1	10.3	11.7	20.0	9.8	11.3	15.5	10.1	0%

Five-year performance table	Units of Measure	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21
		Total energy consumption	MWh	1,086,212	1,126,108	1,206,508	1,203,247
Total energy efficiency	MWh/tonne	11.5	11.5	11.5	11.6	12.0	11.7
Total Scope 1 and 2 GHG emission (market-based)	tonnes CO ₂ e	236,859	246,533	281,912	343,933	394,113	394,980
Total Scope 1 and 2 carbon intensity (market-based)	tonnes CO ₂ e/tonne sales	2.5	2.5	2.7	3.3	3.7	3.9
Total Scope 3 (all categories) GHG emissions	tonnes CO ₂ e	3,219,886	3,452,423	3,757,150	3,585,402	3,399,374	3,414,769

UN SDGs

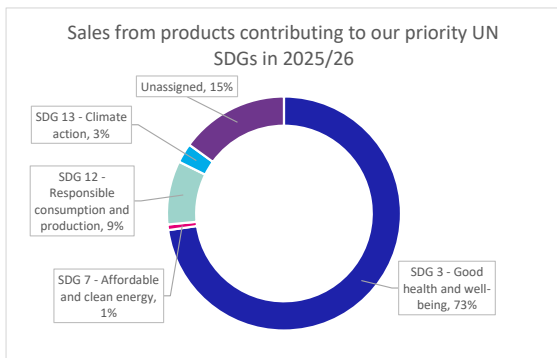


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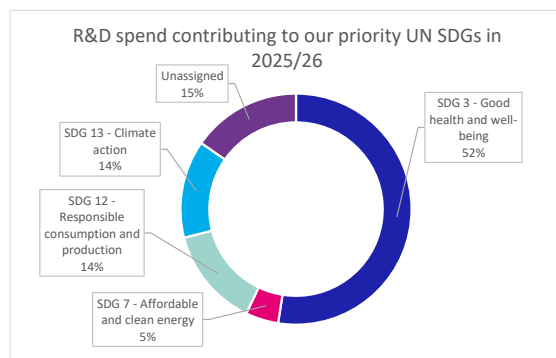
Our products and services are aligned with four of the UN SDGs where we believe we can make the biggest positive contributions. See our Basis of Reporting for more details.

Sales from products contributing to our priority UN SDGs	Units of Measure	2025/26	2024/25	2023/24	2022/23
		Global	Global	Global	Global
SDG 3 - Good health and well-being	%	73%	70%	73%	74%
SDG 7 - Affordable and clean energy	%	1%	1%	1%	1%
SDG 12 - Responsible consumption and production	%	9%	9%	8%	5%
SDG 13 - Climate action	%	3%	2%	7%	7%
Unassigned	%	15%	18%	11%	13%

R&D spend contributing to our priority UN SDGs	Units of Measure	2025/26	2024/25	2023/24	2022/23
		Global	Global	Global	Global
SDG 3 - Good health and well-being	%	52%	55%	58%	60%
SDG 7 - Affordable and clean energy	%	5%	5%	7%	7%
SDG 12 - Responsible consumption and production	%	14%	13%	11%	8%
SDG 13 - Climate action	%	14%	13%	16%	16%
Unassigned	%	15%	13%	8%	9%



Total sales from products contributing to priority UN SDGs = 85%



Total R&D spend contributing to priority UN SDGs = 85%

Externally assured selected information by ERM CVS

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ERM Certification and Verification Services Limited (ERM CVS) were engaged to provide limited assurance of selected information. All information below has been independently assured by ERM CVS. Please see ERM CVS' full assurance report on page 216-218 of our ARA 2026 and on the [Basis of Reporting](#) tab for more details.

Metric name	Unit of Measure	2025/26 JM including CT total figure	2025/26 JM excluding CT total figure
Total Scope 1 GHG emissions	tonnes CO ₂ e	217,951	87,561
Total Scope 2 GHG emissions (market-based)	tonnes CO ₂ e	18,908	13,449
Total Scope 2 GHG emissions (location-based)	tonnes CO ₂ e	151,442	118,782
Total Scope 1 and 2 GHG emissions (market-based)	tonnes CO ₂ e	236,859	101,010
Total Scope 1 and 2 carbon intensity (market-based)	tonnes CO ₂ e/tonne sales	2.5	1.6
Year on year change in Scope 1 and 2 carbon intensity	%	-0.7%	-2.6%
Total energy consumption	MWh	1,086,212	714,277
Total non-renewable energy consumption	kWh	810,832,872	513,378,816
Total renewable energy purchased or generated	kWh	275,378,758	200,898,649
Certified renewable electricity consumption	%	68%	64%
Total Scope 3 (Category 1) Purchased Goods and Services GHG emissions	tonnes CO ₂ e	2,911,366	2,532,703
Total Scope 3 (Category 3) Fuel and Energy-related GHG emissions	tonnes CO ₂ e	34,025	23,054
Total Scope 3 GHG emissions	tonnes CO ₂ e	3,219,886	2,770,444
Total freshwater withdrawal (all sources)	m ³	1,498,195	793,199
Total water discharged back to original source	m ³	57,929	13,622
Net freshwater consumption	000's m ³	1,438	777
Freshwater consumed in regions of high or extremely high baseline water stress	000's m ³	326	258
Average direct Chemical Oxygen Demand of wastewater (COD)	mg/L	249	34
Coverage for COD reporting	%	50%	46%
Total waste recycled/reused	tonnes	35,825	30,536
Total waste sent off site to landfill	tonnes	3,496	1,707
Total waste sent off site for incineration with energy recovery	tonnes	1,304	1,048
Total waste sent off site to incineration or treatment without energy recovery	tonnes	19,696	19,638
Total waste sent off site	tonnes	60,320	52,929
Total Hazardous waste recycled/reused	tonnes	24,041	20,477
Total Hazardous waste sent off site to landfill	tonnes	588	187
Total Hazardous waste sent offsite for incineration with energy recovery	tonnes	257	155
Total Hazardous waste sent offsite for incineration or treatment without energy recovery	tonnes	15,671	15,620
Total Hazardous waste sent off site for treatment	tonnes	40,557	36,438
Total solid waste disposed off site	tonnes	3,516	2,430
Total solid waste generated for treatment off site	tonnes	16,449	13,162
Total solid waste sent off site to be reused / recycled	tonnes	12,933	10,732
Nitrogen oxides (NOx) emissions to air	tonnes	246	153
Sulphur oxides (SOx) emissions to air	tonnes	34	34
Volatile organic chemicals (VOCs) emissions to air	tonnes	20	12
Coverage for NOx reporting	%	80%	77%
Coverage for SOx reporting	%	68%	66%
Coverage for VOCs reporting	%	73%	71%
Tonnes of GHGs avoided by using JM technology	tonnes CO ₂ e	2,274,248	2,274,248
% of recycled PGMs (Platinum Group Metals) in Johnson Matthey's manufacturing products	%	73%	73%
Lost Time Injury Frequency Rate (LTIFR) employees	n/million hrs	1.13	EHS/People boundaries include CT as JM operated the business in FY2025/26
Lost Time Injury Frequency Rate (LTIFR) contractors	n/million hrs	0.96	
Occupational Illness Frequency Rate (OIFR)	n/million hrs	0.11	
Tier 1 Process Safety events rate	Tier 1 events/1,000,000hrs	0.09	
Total Recordable Injury and Illness Rate (TRIIR) employees + contractors	n/200,000 hrs	0.47	
ICCA Process Safety Event Severity Rate (PSESR)	PSESR/200,000hrs	0.63	
% of female representation at all management levels	%	32%	

2030 Targets

Unless otherwise stated the data for all years include Catalyst Technology (CT) business
 The data presented relates to Johnson Matthey's financial reporting year (1 April 20xx to 31 March 20xx), unless otherwise stated

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KPI	Units of measurement	Target definition	Baseline financial year	Value in Baseline financial year	2030 target (FY 2029/30)	2030 target reduction from baseline value	2025/26			2024/25			2023/24			2022/23							
							Performance (Absolute value)	Progress towards target (target met = 100%)	Reduction from baseline	Performance (Absolute value)	Progress towards target (target met = 100%)	Reduction from baseline	Performance (Absolute value)	Progress towards target (target met = 100%)	Reduction from baseline	Performance (Absolute value)	Progress towards target (target met = 100%)	Reduction from baseline					
Total Scope 1 and Scope 2 GHG emissions (market-based)	tonnes CO ₂ e	Reduction of 65% on baseline 2019/20 value by 2030	2019/20	404,040	141,414		65%	236,859		64%	41%	246,533		60%	39.0%	281,912		47%	30%	343,934		23%	15%
Scope 3 GHG Purchased Goods and Services	tonnes CO ₂ e	Reduction of 42% on baseline 2019/20 value by 2030	2019/20	3,384,263	1,962,873		42%	2,911,366		33%	14%	3,098,366		20%	8%	3,283,140		7%	3%	3,119,939		19%	8%
% recycled PGM	%	Increase recycled PGM content in JM's manufactured products to at least 75%	2021/22	70%	75%		73%																
Net Freshwater consumption	000's m ³	Reduction of 25% on baseline 2019/20	2019/20	1,831	1,374		25%	1,438		24%	21%	1,492		74%	19%	1,646		40%	10%	1,757		16%	4%
TRIR employees and contractors	n/200,000hrs	Achieve a Total Recordable Injury and Illness Rate for employees and contractors below 0.25	2019/20	0.79	0.25		68%	0.47		60%	41%	0.36		80%	55%	0.36		80%	54%	0.47		59%	43%
ICCA Process Safety Event Severity Rate (PSES)	PSES/200,000hrs	Reduce our ICCA process safety severity rate to 0.4	2019/20	1.18	0.40		66%	0.63		71%	47%	0.83		46%	30%	0.88		39%	26%	1.02		21%	14%
Employee Engagement	out of 10	Score of min 8.0 by 2030	-	6.9	8.0		16%	7.5		55%	9%	7.2		27%	4%	7.2		27%	4%	6.9		0%	0%
Female representation	%	Achieve more than 40% of female representation across all management level	2019/20	30%	40%		33%	32%		16%	5%	32%		20%	7%	30%		-1%	0%	28%		-19%	-6%

Environment

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For more information on our methodology, please see our Basis of Reporting on pages 211-215 of our Annual Report and Accounts 2026 and on the [Basis of Reporting](#) tab. Unless otherwise stated the data for all years include Catalyst Technology (CT) business.

Greenhouse gas (GHG) emissions

Scope 1 and 2 greenhouse gas (GHG) emissions	Units of Measure	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20	Performance against prior year	Performance against 2019/20 baseline
		Global	Global	Global	Global	Global	Global	Global	Global	Global
Total Scope 1 GHG emissions	tonnes CO ₂ e	217,951	225,330	215,647	215,166	226,341	229,150	227,933	-3%	-4.4%
Total Scope 2 GHG emissions (market-based)	tonnes CO ₂ e	18,908	21,203	66,265	128,768	167,772	165,830	176,107	-11%	-89.3%
Total Scope 2 GHG emissions (location-based)	tonnes CO ₂ e	151,442	178,481	195,176	202,348	223,643	205,943	227,469	-15%	-33.4%
Total Scope 1 and 2 GHG emissions (market-based)	tonnes CO₂e	236,859	246,533	281,912	343,934	394,113	394,980	404,040	-4%	-41.4%
Total Scope 1 and 2 GHG emissions (location-based)	tonnes CO ₂ e	369,393	403,811	410,823	417,514	449,984	435,093	455,402	-9%	-18.9%
Total Scope 1 and 2 carbon intensity (market-based)	tonnes CO₂e/tonne sales	2.5	2.5	2.7	3.3	3.7	3.9	3.7	-1%	-32.7%
Scope 3 GHG emissions by category	Units of Measure	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20	Performance against prior year	Performance against 2019/20 baseline
Total Scope 3 (Category 1) Purchased goods and services GHG emissions	tonnes CO ₂ e	2,911,366	3,098,366	3,283,140	3,119,939	2,962,416	2,930,972	3,384,263	-6.0%	-14.0%
Total Scope 3 (Category 2) Capital goods GHG emissions	tonnes CO ₂ e	78,532	111,923	208,714	204,775	152,351	217,622	347,208	-29.8%	-77.4%
Total Scope 3 (Category 3) Fuel and Energy-related activities GHG emissions	tonnes CO ₂ e	34,025	22,670	23,618	24,124	25,981	19,948	19,861	50.1%	71.3%
Total Scope 3 (Category 4) Upstream transportation and distribution GHG emissions	tonnes CO ₂ e	82,070	77,072	73,288	66,166	61,390	45,536	50,961	6.5%	61.0%
Total Scope 3 (Category 5) Waste generated in operations GHG emissions	tonnes CO ₂ e	3,147	2,937	3,826	3,981	5,186	4,516	3,412	7.2%	-7.8%
Total Scope 3 (Category 6) Business travel GHG emissions	tonnes CO ₂ e	12,652	26,828	9,236	7,671	1,925	439	14,006	-52.8%	-9.7%
Total Scope 3 (Category 7) Employee commuting GHG emissions	tonnes CO ₂ e	17,587	13,689	15,435	13,627	13,517	15,718	25,763	28.5%	-31.7%
Total Scope 3 (Category 8) Upstream leased assets GHG emissions	tonnes CO ₂ e	11,618	12,985	12,802	12,167	11,501	11,081	10,723	-10.5%	8.3%
Total Scope 3 (Category 9) Downstream transportation and distribution GHG emissions	tonnes CO ₂ e	394	461	477	721	1,352	431	207	-14.5%	
Total Scope 3 (Category 10) Processing of sold products GHG emissions	tonnes CO ₂ e	17,281	23,197	23,992	24,472	23,871	25,842	28,760	-25.5%	-39.9%
Total Scope 3 (Category 11) Use of sold products GHG emissions	tonnes CO ₂ e	-	-	-	-	-	-	-		
Total Scope 3 (Category 12) End of life treatment of sold products GHG emissions	tonnes CO ₂ e	11,192	14,234	15,950	14,351	20,206	22,458	26,602	-21.4%	-57.9%
Total Scope 3 (Category 13) Downstream leased assets GHG emissions	tonnes CO ₂ e	1,724	2,086	2,076	1,821	1,322	1,201	959	-17.4%	79.8%
Total Scope 3 (Category 14) Franchises GHG emissions	tonnes CO ₂ e	-	-	-	-	-	-	-		
Total Scope 3 (Category 15) Investments GHG emissions	tonnes CO ₂ e	38,298	45,975	84,596	91,587	118,356	119,005	129,337	-16.7%	-70.4%
Total Scope 3 Upstream GHG Emissions	tonnes CO₂e	3,150,997	3,366,470	3,630,059	3,452,450	3,234,267	3,245,832	3,856,197	-6.4%	-18.3%
Total Scope 3 Downstream GHG Emissions	tonnes CO₂e	68,889	85,953	127,091	132,952	165,107	168,937	185,865	-19.9%	-62.9%
Total Scope 3 (all categories) GHG emissions	tonnes CO₂e	3,219,886	3,452,423	3,757,150	3,585,402	3,399,374	3,414,769	4,042,062	-6.7%	-20.3%
Total GHG emissions and intensity	Units of Measure	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20	Performance against prior year	Performance against 2019/20 baseline
Total Scope 1 GHG emissions	tonnes CO ₂ e	217,951	225,330	215,647	215,166	226,341	229,150	227,933	-3.3%	-4.4%
Total Scope 2 GHG emissions (market-based)	tonnes CO ₂ e	18,908	21,203	66,265	128,768	167,772	165,830	176,107	-10.8%	-89.3%
Scope 3 - Total Scope 3 (Category 1) Purchased goods and services GHG emissions	tonnes CO ₂ e	2,911,366	3,098,366	3,283,140	3,119,939	2,962,416	2,930,972	3,384,263	-6.0%	-14.0%
Scope 3 - All other categories	tonnes CO ₂ e	308,520	354,057	474,010	465,463	436,958	483,797	657,799	-12.9%	-53.1%
Total (Scope 1 + 2 + 3) GHG emissions	tonnes CO₂e	3,456,745	3,698,956	4,039,062	3,929,336	3,793,487	3,809,749	4,446,102	-6.5%	-22.3%
Total (Scope 1 + 2 + 3) GHG intensity per tonne product sold	tonnes CO ₂ e/tonne product	36.5	37.8	38.5	37.9	35.8	37.3	40.9	-3.4%	-10.8%
Total (Scope 1 + 2 + 3) GHG intensity per £M revenue	tonnes CO ₂ e/£M revenue	263.5	316.9	314.5	263.1	236.7	246.8	305.0	-16.8%	-13.6%
Avoided GHG emissions	Units of Measure	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21 (baseline year)	2019/20	Performance against prior year	Performance against 2020/21 baseline
Total avoided GHG emissions from customer applications of our technologies	tonnes CO₂e	2,274,248	1,606,644	1,335,881	1,006,019	548,819	253,163		41.6%	798.3%

Energy Use

Energy consumption and efficiency	Units of Measure	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20	Performance against prior year
		Global	Global	Global	Global	Global	Global	Global	Global
Total energy consumption	MWh	1,086,212	1,126,108	1,206,508	1,203,247	1,270,929	1,199,807	1,231,348	-3.5%
Total energy efficiency	MWh/tonne	11.5	11.5	11.5	11.6	12.0	11.7	11.3	-0.3%
Certified renewable electricity consumption	(%)	68%	71%	57%	41%	32%	29%	26%	-3.9%
Certified renewable energy consumption	(%)	25%	27%	23%	16%	13%	12%	11%	-6.2%
Net zero carbon electricity consumption	(%)	78%							

Categorisation of energy sources (KPIs)	Units of Measure	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20	Performance against prior year	Performance against 2019/20 baseline
Total Electricity consumption	kWh	403,615,134	426,655,760	482,611,803	478,205,926	497,519,249	472,990,414	496,102,519	-5.4%	-18.6%
Total Natural gas consumption	kWh	646,239,396	646,833,093	675,822,873	646,505,346	680,264,343	644,156,162	652,126,378	-0.1%	-0.9%
Total non-renewable energy consumption	kWh	810,832,872	821,883,788	932,568,705	1,006,026,586	1,110,081,682	1,061,721,412	1,102,037,632	-1.3%	-26.4%
Non-renewable fuels purchased and consumed	kWh	686,086,980	698,345,825	729,293,134	713,980,213	764,047,265	726,168,210	729,492,924	-1.8%	-6.0%
Non-renewable electricity purchased	kWh	93,618,638	92,862,049	172,286,436	254,012,601	307,060,910	303,022,679	340,231,086	0.8%	-72.5%
Steam/heating/cooling and other energy (non-renewable) purchased	kWh	29,934,921	29,446,484	27,685,923	34,640,619	30,396,686	30,114,805	32,313,622	1.7%	-7.4%
Non-renewable energy from the fuel used or mileage travelled by JM controlled vehicles on company business	kWh	1,192,332	1,229,430	3,303,212	3,393,423	8,576,821	2,415,718		-3.0%	
Total renewable energy purchased or generated	kWh	275,378,758	304,223,834	273,939,630	197,219,764	160,847,356	138,085,724	129,310,601	-9.5%	113.0%
renewable electricity purchased from grid	kWh	268,926,924	297,631,783	267,102,054	190,405,484	157,535,141	134,840,463	125,857,369	-9.6%	113.7%
renewable electricity not grid connected purchased from 3rd party generator	kWh	5,959,060	6,060,826	6,474,522	6,433,507	3,133,736	3,105,849	3,113,854	-1.7%	91.4%
renewable electricity generated from facility owned and operated by JM	kWh	492,773	531,225	363,055	380,774	178,479	139,411	339,379	-7.2%	45.2%
renewable fuels and steam purchased or generated	kWh	0	0	0	0	0	0	0		

Environmental KPIs

Water	Units of Measure	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20	Performance against prior year	Performance against 2019/20 baseline
Water withdrawal by source										
Total municipal water supplies	m ³	1,388,442	1,441,490	1,610,140	1,712,853	1,815,369	1,729,882	1,837,437	-3.7%	-24.4%
Fresh surface water	m ³	0	0	0	0	0	0	0		
Fresh groundwater	m ³	107,959	87,682	72,649	92,696	91,118	70,306	66,119	23.1%	63.3%
Rainwater harvested and stored	m ³	1,794	1,078	430	603					
Total freshwater withdrawal (all sources)	m³	1,498,195	1,530,250	1,683,219	1,806,152	1,906,487	1,800,189	1,903,556	-2.1%	-21.3%
Water discharge by destination										
Total water discharged back to original source	m ³	57,929	33,966	36,477	48,993	77,174	65,976	72,194	70.5%	-19.8%
Waste water sent to municipal treatment	m ³	983,393	946,147	1,150,406	1,281,490	1,296,848	1,413,729	1,294,571	3.9%	-24.0%
Waste water sent to groundwater	m ³	498	3,638							
Waste water sent to brackish surface water	m ³	8,650	16,965	10,805	11,393	10,331	7,413	7,795		
Total wastewater discharged	m ³	1,050,471	1,000,716	1,197,825	1,342,455	1,385,139	1,487,696	1,375,207	5.0%	-23.6%
Average COD of wastewater discharge										
Average direct Chemical Oxygen Demand of wastewater (COD)	mg/L	249	346	264	242	220	112	104		
Direct Chemical Oxygen Demand	metric tonnes	261	346							
Coverage for COD reporting	%	50%	91%	90%	75%	78%	80%	70%		
Water consumption										
Net freshwater consumption	000's m³	1,438	1,492	1,646	1,757	1,829	1,734	1,831	-3.6%	-21.5%
Freshwater consumed in regions of high or extremely high baseline water stress	000's m ³	326	344	397	408	436	414	470	-5.2%	-30.6%
% freshwater consumed in regions of high or extremely high baseline water stress	%	23%	23%	24%	23%	24%	24%	26%	-1.4%	-12.8%
Net freshwater consumption intensity	000's m ³ / £Bn	465	430	422	418	484	442	439		
No. of manufacturing sites in water-stressed areas	#	12	12							
Total No of manufacturing sites	#	33	36							
% of manufacturing sites in water-stressed areas	%	36%	33%							

Waste	Units of Measure	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20	Performance against prior year	Performance against 2019/20 baseline
Types of waste produced and sent off site for treatment by a third party										
Liquid hazardous waste	tonnes	38,133	34,735	39,340	38,492	45,130	40,994	39,991	9.8%	-4.6%
Solid hazardous waste	tonnes	2,425	2,700	2,955	3,331	2,635	2,614	2,462	-10.2%	-1.5%
Total hazardous waste sent off site for treatment	tonnes	40,557	37,435	42,295	41,823	47,765	43,608	42,453	8.3%	-4.5%
Liquid non-hazardous waste	tonnes	5,739	4,557	10,625	7,056	8,559	7,013	7,772	25.9%	-26.2%
Solid non-hazardous waste	tonnes	14,024	12,923	11,837	13,158	14,686	10,896	12,948	8.5%	8.3%
Total non-hazardous waste	tonnes	19,762	17,480	22,462	20,214	23,245	17,909	20,720	13.1%	-4.6%
Total waste sent off site	tonnes	60,320	54,915	64,757	62,037	71,010	61,517	63,173	9.8%	-4.5%
Methods of waste treatment applied by our third party providers										
Total waste reused	tonnes	511	500	532	1,038	1,002	1,031	718	2.3%	-28.8%
Total waste recycled	tonnes	35,313	33,971	36,633	36,128	37,739	22,788	18,865	4.0%	87.2%
Total waste sent off site for incineration with energy recovery	tonnes	1,304	1,200	1,245	1,067	2,032	990	1,652	8.6%	-21.1%
Total waste sent off site to incineration or treatment without energy recovery	tonnes	19,696	16,403	23,045	19,504	26,148	33,557	38,968	20.1%	-49.5%
Total waste sent off site to landfill	tonnes	3,496	2,841	3,302	4,301	4,089	3,152	2,970	23.0%	17.7%
Total waste sent off site	tonnes	60,320	54,915	64,757	62,037	71,010	61,517	63,173	9.8%	-4.5%
Waste directed to off site disposal										
Non-hazardous waste disposed through incineration with energy recovery	tonnes	1,046	967	1,044	848	1,744	866	1,468		
Non-hazardous waste disposed through incineration or treatment without energy recovery	tonnes	4,025	2,566	7,600	3,869	6,882	5,355	4,990		
Non-hazardous waste disposed to landfill	tonnes	2,907	2,234	1,930	1,993	2,734	1,533	1,334		
Total non-hazardous waste disposed	tonnes	7,979	5,767	10,574	6,710	11,360	7,754	7,792		
Hazardous waste disposed through incineration with energy recovery	tonnes	257	234	201	218	287	124	184		
Hazardous waste disposed through incineration without energy recovery	tonnes	15,671	13,836	15,445	15,635	19,266	28,202	33,978		
Hazardous waste disposed to landfill	tonnes	588	607	1,372	2,308	1,355	1,619	1,636		
Total hazardous waste disposed	tonnes	16,516	14,677	17,018	18,161	20,908	29,945	35,798		
Total waste disposed	tonnes	24,495	20,444	27,592	24,871	32,268	37,699	43,590		
Total waste disposed off site to landfill	tonnes	3,496	2,841	3,302	4,301	4,089	3,152	2,970		
Waste diverted from off site disposal										
Non-hazardous waste reused	tonnes	99	127	119	119	109	106	125		
Hazardous waste reused	tonnes	412	373	413	920	893	925	593		
Non-hazardous waste recycled	tonnes	11,684	11,586	11,769	13,386	11,775	10,049	12,803		
Hazardous waste recycled	tonnes	23,629	22,385	24,864	22,742	25,964	12,738	6,062		
Total waste recycled or reused	tonnes	35,825	34,471	37,165	37,167	38,741	23,818	19,583		
Non-hazardous waste recycled and reused	%	59.6%	67.0%	52.9%	66.8%	51.1%	56.7%	62.4%		
Hazardous waste recycled and reused	%	59.3%	60.8%	59.8%	56.6%	56.2%	31.3%	15.7%		
Total waste recycled and reused	%	59.4%	62.8%	57.4%	59.9%	54.6%	38.7%	31.0%		
Solid waste disposed off site										
Total solid waste sent off site to be reused	tonnes	110	146	195	481	512	421	219		
Total solid waste sent off site to be recycled	tonnes	12823	12070	11032	11695	11433	9676	11205		
Total solid waste disposed off site	tonnes	3,516	3,407	3,565	4,314	5,376	3,413	3,986		
Total solid waste generated for treatment off site	tonnes	16,449	15,623	14,792	16,490	17,321	13,510	15,410		
Emissions to air										
Nitrogen oxides (NO _x) emissions to air	tonnes	246	278	318	337	358	338	320		Performance against prior year
Sulphur oxides (SO _x) emissions to air	tonnes	34	42	36	31	73	42	16		-11.5%
Volatile organic chemicals (VOCs) emissions to air	tonnes	20	50	45	42	50	39	47		-18.3%
Coverage for NO _x reporting	%	80%	85%	88%	86%	85%	85%	82%		-60.4%
Coverage for SO _x reporting	%	68%	68%	68%	36%	34%	36%	32%		
Coverage for VOCs reporting	%	73%	82%	80%	57%	56%	54%	53%		
Total products sold										
Tonnes of product sold	tonnes of product sold	94,730	97,876	104,994	103,566	105,896	102,204	108,710		
Revenue	£M	13,120	11,674	12,843	14,933	16,025	15,435	14,577		
Sales (excluding Precious Metals)	£Bn	3.093	3.470	3.904	4.201	3.778	3.922	4.170		
Compliance with environmental laws and regulations										
Number of incidents of non-compliance associated with environmental laws and regulation	#	1	1	1	1					

Context of the incidents	Text	In 2025 the NJ-EPA reviewed, historical JM self-reported deviation data, for the years 2018-2022. During the review period, 26 operational control deviations were noted and combined into a single violation which was issued to JM in August 2025. None of these fines were over \$10k	Waste water related issue		
Total monetary value of significant fines	£	52,727	47,000	0	0
Environmental Certification					
Percentage of sites with ISO 14001 certification	%	2025/26 94%	2024/25 92%	2023/24 93%	2022/23

Ethics and Compliance

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We endeavour to create an environment where everyone who works for JM feels valued and actively encouraged to speak up about behaviour which may be unsafe, unethical or unlawful. Employees are able to speak up with their line manager, the Legal or Human Resources team or use our confidential third-party Speak Up helpline, which is available in local languages, by telephone or online. JM has a zero-tolerance approach to retaliation.

All Speak Ups are thoroughly investigated by the Ethics & Compliance team and/or independent investigators to determine whether the allegations can be proven, and any recommendations should be made. We have a zero-tolerance approach to unsafe, unethical and unlawful behaviour of any kind and will take disciplinary action, where appropriate, up to and including dismissal in the event of a breach of our Code of Ethics and associated policies. We analyse Speak Up metrics quarterly to identify key themes and significant trends and share these, together with action plans, with the Societal Value Committee and relevant senior leaders.

In Q2 FY25/26, E&C and HR worked collaboratively to refine the process and ways of working for Employee Relation type matters (i.e. grievances, employee disputes etc.) submitted via the Speak Up line to allow E&C to focus on more serious compliance issues. Employees are now able to submit Employee Relation matters directly to HR via JM's Digital Workplace platform. E&C remains as a triage and assurance partner for ER matters submitted through the Speak Up line with HR owning the investigation and resolution.

During FY2025/26 there were 125 Speak Up reports, of which 4 related to bribery, corruption and fraud. We do not tolerate bribery, corruption or fraud in any form, as set out in our Code of Ethics and Global Anti-Bribery and Corruption policy. Even where allegations are not proven, an assessment is made to ensure the risk of bribery, corruption or fraud taking place in the future is properly mitigated. During the year there were no legal cases regarding bribery and corruption brought against JM and its employees and no reportable personal data breaches.

Speak Up reports 2025/26

Concern/allegation	Number of cases
Bribery and corruption	1
Conflict of Interest	14
Discrimination, Harrassments, Bullying and Retaliation	44
Employee Rights / Employee Relations	34
Competition/Anti-Trust	0
Environmental Protection, Product Stewardship or Health and Safety	9
Disclosure or Misappropriation of Confidential Information	1
Violence, Threats or Security	2
Other	0
Theft or Misuse of Assets	1
Fraud	3
Protection of Privacy and Personal Data, and Security of Network and Information Systems	2
Policy Violation	13
Insider Trading, Financial Reporting and Other Securities Violations	1
Money Laundering	0
Total	125

Speak Up reports 2024/25

Concern/allegation	Number of cases
Bribery and corruption	4
Conflict of Interest	14
Discrimination, Harrassments, Bullying and Retaliation	53
Employee Rights	36
Competition/Anti-Trust	1
Environmental Protection, Product Stewardship or Health and Safety	12
Disclosure or Misappropriation of Confidential Information	1
Violence, Threats or Security	2
Other	4
Theft or Misuse of Assets	6
Fraud	5
Protection of Privacy and Personal Data, and Security of Network and Information Systems	1
Policy Violation	8
Total	147

Speak Up reports 2023/24

Concern/allegation	Number of cases
Bribery and corruption	2
Conflict of interest	10
Discrimination, including harassment and retaliation	44
Employee rights	51
Enquiry	1
Environmental protection, product stewardship or health and safety	14
Financial crime	2
Insider trading, financial reporting and other securities violations	0
Other	3
Theft or misuse of assets	3
Trade and export controls	1
Protection of Privacy & Personal Data, Network Security	5
Retaliation	2
Total	138

Recommendations following closed investigated reports in 2025/26

Please note there could be more than one recommendation per report, or some cases none	Number of cases
Separation with employee	3
Verbal or written warning	6
Coaching or training	18
Communications	27
Internal review of processes	11
Update or create new standards/controls	10
Senior leader or senior management actions	14
Remedy for the reporter or victim	13
Other	10
No recommendation*	56

Recommendations following closed investigated reports in 2024/25

Please note there could be more than one recommendation per report, or some cases none	Number of cases
Separation with employee	5
Verbal or written warning	15
Coaching or training	26
Communications	65
Internal review of processes	17
Update or create new standards/controls	14
Senior leader or senior management actions	13
Remedy for the reporter or victim	14
Other	16
No recommendation	62

Recommendations following closed investigated reports in 2023/24

Please note there could be more than one recommendation per report, or some cases none	Number of cases
Separation with employee	14
Verbal or written warning	7
Coaching or training	39
Communications	46
Internal review of processes	11
Update or create new standards/controls	4
Senior leader or senior management actions	8
Remedy for the reporter or victim	8
Other	5
No recommendation	65

*No recommendation would be given in cases whereby the allegation/concern has been found to be unsubstantiated and/or no further action was needed

Speak Up reports 2022/23

Concern/allegation*	Number of cases
Bribery and corruption	14
Conflict of interest	6
Discrimination, including harassment and retaliation	47
Employee rights	56
Enquiry	5
Environmental protection, product stewardship or health and safety	11
Financial crime	2
Insider trading, financial reporting and other securities violations	1
Other	4
Theft or misuse of assets	6
Trade and export controls	1
Total	153

*To simplify identification of issues raised, consolidation has been made of some of the categories from 2021/22.

Speak Up reports 2021/22

Concern/allegation	Number of cases
Bribery and corruption	12
Business and financial reporting	0
Competition / anti-trust	0
Confidential information and intellectual property	0
Conflict of interest	10
Discrimination, including harassment and retaliation	51
Employee rights	56
Enquiry	7
Environmental protection, product stewardship or health and safety	17
Insider trading	0
Misconduct or inappropriate behaviour	2
Physical assets	1
Theft	0
Violence or threats	0
Computer, email and internet use	1
Substance abuse	1
Total	158

Speak Up reports 2020/21

Concern/allegation	Number of cases
Bribery and corruption	18
Business and financial reporting	4
Competition / anti-trust	1
Confidential information and intellectual property	1
Conflict of interest	15
Discrimination, including harassment and retaliation	44
Employee rights	18
Enquiry	3
Environmental protection, product stewardship or health and safety	12
Insider trading	1
Misconduct or inappropriate behaviour	5
Physical assets	1
Theft	1
Violence or threats	5
Total	129

Speak Up reports 2019/20

Concern/allegation	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 enquiry	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

Recommendations following closed investigated reports in 2022/23

Please note there could be more than one recommendation per report, or some cases none	Number of cases
Separation with employee	4
Verbal or written warning	3
Coaching / training	21
Communication	34
Internal review of processes	28
Update / create new standards / controls	16
Senior leadership or management actions	21
Remedy for the reporter	6

People

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The data below represents Johnson Matthey's People information as at 31st March 2026 (for 2025/26), unless otherwise stated, and is reported on the basis of our Basis of Reporting on pages 211-215 of our Annual Report and Accounts 2026 and on the Basis of Reporting tab. Unless otherwise stated the data includes Catalyst Technology (CT) business.

Workers	2025/26		2024/25	2023/24	2022/23	2021/22	2020/21
	Permanent	Temporary					
Total as at 31st March	9,008	483	11,039	12,142	13,863	14,472	14,345
Total Employees	9,008	483	9,491	10,156	11,685	12,638	13,430
Full time	8,765	476	9,241	9,884	11,390	12,315	
Part time	243	7	250	272	295	323	
Contractors			321	521	905	949	
Agency staff			1,227	1,465	1,273	885	915
							942

Employee Headcount by gender and region	2025/26					2024/25					2023/24					2022/23					2021/22					2020/21				
	Female	Male	Not disclosed	Total	Percentage of female representation	Female	Male	Not disclosed	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation				
UK	925	2,304		3,229	29%	1,018	2,468		3,486	29%	1,166	2,713	3,879	30%	1,180	2,899	4,079	29%	2,435	5,005	7,440	33%	2,447	5,383	7,830	31%				
Rest of Europe	825	1,361	22	2,208	37%	869	1,456	25	2,350	37%	1,194	1,682	2,876	42%																
North America	414	1,428	34	1,876	22%	448	1,487	40	1,975	23%	544	1,470	2,014	27%	567	1,619	2,186	26%	715	2,120	2,835	25%	664	2,129	2,793	24%				
Asia	427	1,590	6	2,023	21%	475	1,690	7	2,172	22%	506	1,791	2,297	22%	547	1,914	2,458	23%	520	1,977	2,497	21%	455	1,826	2,281	19%				
South America	16	98	1	115	77%																									
Rest of World	2	13	5	20	10%	30	126	8	173	23%	167	452	619	27%	314	742	1,056	30%	228	430	658	35%	317	420	637	34%				
All employees	2,629	6,794	68	9,491	28%	2,849	7,227	80	10,156	28%	3,577	8,108	11,685	31%	3,773	8,865	12,638	30%	3,898	9,532	13,430	29%	3,783	9,858	13,641	28%				
Board	4	6	-	10	40%	4	5	-	9	44%	4	5	-	9	44%	3	6	-	9	33%	3	6	-	9	33%	2	5	7	29%	
Group leadership team (GLT)	2	4	-	6	33%	2	7	-	9	22%	4	9	-	13	31%	3	9	-	12	25%	2	6	-	8	25%	4	5	9	44%	
Subsidiary Directors	71	65	-	136	29%	77	65	-	142	29%	71	74	-	145	24%	11	86	-	97	13%	17	100	-	117	15%	16	95	111	14%	
Senior managers	495	1,069	2	1,566	32%	542	1,149	2	1,693	32%	507	1,190	1,697	30%	478	1,223	1,701	28%	487	1,302	1,789	27%								
All management levels	249	601	4	854	29%																									
Junior managers - first level of people management	1,488	5,342	47	6,877	27%																									
Employees in revenue-generating positions	151	379	6	536	28%																									

Employee Headcount by age	2025/26					2024/25					2023/24					2022/23					2021/22					2020/21				
	Female	Male	Not disclosed	Total	Percentage of female representation	Female	Male	Not disclosed	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation				
Board members under 30 years of age	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Board members between 30-50 years of age	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Board members age 50 plus	4	6	-	10	40%	4	5	-	9	44%	4	5	-	9	44%	3	6	-	9	33%	3	6	-	9	33%	3	6	9	33%	
Total Board members	4	6	-	10	40%	4	5	-	9	44%	4	5	-	9	44%	3	6	-	9	33%	3	6	-	9	33%	3	6	9	33%	
Board members between 40-49 years of age	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Board members between 50-59 years of age	1	2	-	3	33%	1	2	-	3	33%	1	2	-	3	33%	1	2	-	3	33%	1	2	-	3	33%	1	2	2	0%	
Board members between 60-65 years of age	-	2	-	2	0%	-	2	-	2	0%	-	2	-	2	0%	-	2	-	2	0%	-	2	-	2	0%	2	4	6	33%	
Board members age 65 plus	3	1	-	4	75%	4	1	-	5	80%	4	1	-	5	80%	3	1	-	4	75%	3	1	-	4	75%	-	-	-	-	
Employees under 30 years of age	452	889	17	1,358	33%																									
Employees between 30-50 years of age	1,766	4,295	29	6,090	29%																									
Employees age 50 plus	411	1,610	6	2,027	20%																									
Employees with Undisclosed age			16	16	0%																									
Total number of employees	2,629	6,794	68	9,491	28%	2,849	7,227	42	10,118	28%	4	1	5	80%	3	1	4	75%	3	1	4	75%	-	-	-	-	-	-	-	
Employees under 30 years of age						529	1,011	18	1,558	34%	659	1,281	1,943	34%	640	1,388	2,028	32%	719	1,509	2,228	32%	730	1,608	2,338	31%				
Employees between 30-39 years of age						1,567	3,731	27	5,315	26%	1,855	4,050	5,945	31%	1,971	4,463	6,434	31%	2,477	6,050	8,527	29%	2,331	5,927	8,258	28%				
Employees between 40-49 years of age						681	2,082	2	2,765	25%	917	2,272	3,189	29%																
Employees over 50 years of age						77	405	38	482	16%	118	415	533	22%	123	434	557	22%	703	1,972	2,675	26%	722	2,322	3,044	24%				
Employees with Undisclosed age																														

Employees Headcount by ethnicity	2025/26	
	Number	Percentage
White British or other White (including minority-white groups)	2,692	28%
Mixed/Multiple Ethnic Groups	79	1%
Asian/Asian British	1,273	13%
Black/African/Caribbean/Black British	275	3%
Other ethnic group, including Arab	220	2%
Not specified/ prefer not to say	4,952	53%
Total	9,491	100%

Senior Management Headcount by ethnicity	2025/26		2024/25	
	Number	Percentage	Number	Percentage
White British or other White (including minority-white groups)	45	62%	46	60%
Mixed/Multiple Ethnic Groups	2	3%	1	1%
Asian/Asian British	8	11%	9	12%
Black/African/Caribbean/Black British	0	0%	0	0%
Other ethnic group, including Arab	0	0%	0	0%
Not specified/ prefer not to say	18	26%	21	27%
Total	73	100%	77	100%

Board Members at a Glance	2025/26		2024/25		2023/24		2022/23		2021/22	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Chair	1	10%	1	11%	1	11%	1	11%	1	11%
Executive	3	30%	2	22%	2	22%	2	22%	2	22%
Non-Executive	6	60%	6	67%	6	67%	6	67%	6	67%
Total	10	100%	9	100%	9	100%	9	100%	9	100%
Chair and Non-Executive Directors' Tenure	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
0-1 years	1	43%	2	29%	2	29%	3	14%	4	57%
4-6 years	1	14%	4	57%	4	57%	5	71%	3	43%
7-9 years	3	43%	2	14%	1	14%	1	14%	0	0%
Total	5	100%	6	100%	7	100%	9	100%	7	100%
Nationality	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
British	4	40%	3	33%	4	44%	3	40%	5	60%
Irish	3	30%	3	33%	2	22%	2	22%	2	22%
German	2	20%	2	22%	2	22%	2	22%	2	22%
US Citizen	1	10%	1	11%	1	11%	-	0%	0	0%
Total	10	100%	9	100%	9	100%	9	100%	9	100%
Ethnicity	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
White British or other White (including minority-white groups)	9	90%	8	89%	8	89%	8	89%	-	-
Mixed/Multiple Ethnic Groups	-	0%	-	0%	-	0%	-	0%	-	-
Asian/Asian British	1	10%	1	11%	1	11%	1	11%	-	-
Black/African/ Caribbean/Black British	-	0%	-	0%	-	0%	-	0%	-	-
Other ethnic group, including Arab	-	0%	-	0%	-	0%	-	0%	-	-
Not specified/ prefer not to say	-	0%	-	0%	-	0%	-	0%	-	-
Total	10	100%	9	100%	9	100%	9	100%	9	100%

Employee Turnover	2025/26					2024/25					2023/24					2022/23					2021/22					2020/21				
	Female	Male	Not disclosed	Total	Percentage of female representation	Female	Male	Not disclosed	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation				
New recruits - all levels	741	671	10	772	11%	768	679	26	1,063	16%	765	1,737	1,067	36%	748	1,496	2,244	33%	718	1,355	2,073	35%	475	1,117	1,502	16%				
New graduate recruits	12	11	-	23	52%	12	23	52%	12	23	23	52%	12	23	23	52%	12	23	23	52%	12	23	23	52%	12	23	23	52%		
Voluntary permanent employee leavers	259	496	8	763	34%	217	517	8	739	29%	405	817	1,222	33%	449	1,082	1,531	29%	444	1,115	1,559	28%	317	797	1,114	28%				
Involuntary permanent employee leavers	236	446	-	785	30%	781	912	17	1,710	46%	442	1,025	1,467	30%	375	996	1,371	27%	511	23%	230	782	1,012	23%						
Total permanent employee leavers	495	1,042	11	1,548	32%	998	1,429	25	2,449	45%	847	1,842	2,689	31%	824	2,078	2,902	28%	550	1,311	2,070	27%	547	1,579	2,126	26%				
Voluntary permanent employee leavers turnover rate	7%	10%	11%	8%	-	7%	7%	7%	-	11%	10%	11%	-	12%	12%	12%	-	12%	12%	-	12%	-	-	8%	-	-				
Involuntary permanent employee leavers turnover rate*	8%	8%	-	8%	-	8%	12%	24%	16%	13%	13%	13%	-	10%	11%	11%	-	4%	-	-	-	-	-	8%	-	-				
Total permanent employee leavers turnover rate*	15%	18%	16%	16%	-	35%	19%	36%	23%	-	24%	22%	23%	-	23%	23%	23%	-	15%	-	-	-	-	16%	-	-				

Employee Turnover	2025/26					
	Asia	North America	Rest of Europe	South America	UK	Rest of the World
New recruits - all levels	200	176	172	3	220	772
New graduate recruits	1	6	7	-	14	28
Voluntary permanent employee leavers	184	367	200	1	211	763
Involuntary permanent employee leavers	186	145	156	11	287	785
Voluntary permanent employee leavers turnover rate	9%	9%	9%	1%	6%	8%
Involuntary permanent employee leavers turnover rate*	8%	8%	7%	8%	8%	8%
Total permanent employee leavers turnover rate*	18%	16%	16%	9%	15%	16%

Employee Turnover	2025/26				
	Under 30 years of age	Between 30-50 years of age	Age 50 plus	Not Disclosed	Total
New recruits - all levels	321	389	60	2	772
Voluntary permanent employee leavers	228	398	135	2	763
Involuntary permanent employee leavers	102	476	206	1	785
Voluntary permanent employee leavers turnover rate	16%	6%	7%	8%	8%
Involuntary permanent employee leavers turnover rate*	7%	8%	10%	6%	8%
Total permanent employee leavers turnover rate*	23%	14%	12%	19%	16%

Union representation	2025/26			2024/25			2023/24			2022/23		
	Total number of employees	Number of employees represented	% represented	Total number of employees	Number of employees represented	% represented	Total number of employees	Number of employees represented	% represented	Total number of employees	Number of employees represented	% represented
UK	3,229	-	0%	3,485	687	20%	3,879	775	20%	4,079	835	20%
Rest of Europe	2,298	-	0%	2,350	706	30%	2,876	722	25%	2,858	688	24%
South America	135	-	0%	-	-	-	-	-	-	-	-	-
North America	1,876	327	17%	1,975	481	24%	2,014	400	20%	2,186	419	19%
Asia	2,023	-	0%	2,172	743	34%	2,927	689	24%	2,459	664	27%
Rest of World	20	-	0%	173	81	47%	619	278	45%	1,056	538	51%
All employees globally	9,491	327	3%	10,156	2,698	27%	11,685	2,864	25%	12,638	3,144	25%

Collective Bargaining representation	2025/26		
	Total number of employees	Number of employees represented	% represented
UK	3,229	680	21%
Rest of Europe	2,298	672	29%
South America	135	72	53%
North America	1,876	436	23%
Asia	2,023	728	36%
Rest of World	20	-	0%
All employees globally	9,491	2,638	28%

Internal Promotion	2025/26					2024/25					2023/24					2022/23							
	Female	Male	Not disclosed	Total	Percentage of female representation	Female	Male	Not disclosed	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	
UK	103	228	-	331	10%	123	290	-	413	12%	135	271	406	10%	215	370	585	14%	-	-	-	-	
Rest of Europe	51	80	1	132	6%	78	111	1	190	8%	76	113	189	7%	83	102	185	6%	-	-	-	-	
North America	65	106	3	174	8%	77	129	8	214	11%	77	252	329	16%	99	105	304	14%	-	-	-	-	
Asia	20	111	1	132	7%	27	90	-	117	5%	43	133	176	8%	42	111	153	6%	-	-	-	-	
South America	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rest of World	-	-	-	-	-	2	7	1	10	6%	10	71	81	13%	13	38	51	5%	-	-	-	-	
All employees globally	221	525	5	751	8%	303	626	10	939	9%	341	840	1,181	10%	452	826	1,278	10%	-	-	-	-	

Parental Leave	2025/26					2024/25					2023/24					2022/23						
	Female	Male	Not disclosed	Total	Percentage of female representation	Female	Male	Not disclosed	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation	Female	Male	Total	Percentage of female representation
Total number of employees that took parental leave	114	176	-	290	16%	109	177	-	286	18%	17	118	155	24%	14	85	99	14%	-	-	-	-
Total number of employees that returned to work in the reporting period after parental leave ended	41	167	-	208	20%	44	159	-	203	22%	20	114	134	15%	14	85	99	14%	-	-	-	-

Living Wage	2025/26				2024/25				2023/24			
	Female	Male	Not disclosed	Total	Female	Male	Not disclosed	Total	Female	Male	Not disclosed	Total
Percentage of direct employees covered by a living wage benchmarking analysis	10%	24%	0%	34%	10%	24%	0%	34%	10%	23%	0%	33%

Performance and career development reviews				2025/26				2024/25				2023/24				2022/23				2021/22				
Gender	Female	Male	Not disclosed	Total	Female	Male	Not disclosed	Total	Female	Male	Not disclosed	Total	Female	Male	Not disclosed	Total	Female	Male	Not disclosed	Total	Female	Male	Not disclosed	Total
Permanent Employees	2,308	5,348	26	7,682	94%	82%	50%	85%	2,450	5,680	27	8,140	92%	81%	45%	84%	3,181	6,740	9,920	95%	92%	3,509	7,737	11,246
Temporary Employees	104	164	1	269	63%	54%	6%	56%	113	122	-	235	63%	54%	-	55%	188	212	400	71%	76%	182	230	412
All Employees	2,412	5,512	27	7,951	92%	81%	40%	84%	2,563	5,802	27	2,392	90%	80%	34%	83%	3,369	6,952	10,320	94%	85%	3,691	7,967	11,658
Senior managers	26	38	0	64	84%	86%	86%	86%	2	4	0	6	84%	86%	86%	86%	2	4	0	6	84%	86%	86%	86%
Junior managers - first level of management	246	594	4	844	99%	99%	100%	99%	2,450	5,680	27	8,140	92%	81%	45%	84%	3,181	6,740	9,920	95%	92%	3,509	7,737	11,246
Training	2025/26	2024/25	2023/24	2022/23																				
Employee average learning hours	15.50	12.7	20.5	25.5																				
Employee average learning hours (non-mandated training)	7.59	5.1	6.3	5.2																				
Graduates on the graduate programme	26	43	51	52																				
Participants in Business Skills Programme	419	1,342	5,405	3,059																				
Users on Percipio (Licenses consumed)	7,269	6,000	3,544	134																				
Training - Employee average learning hours	2025/26																							
Gender	Female	Male	Not disclosed	Total																				
Permanent Employees	14.91	17.46	5.24	16.69																				
Temporary Employees	10.50	10.48	2.92	7.09																				
All Employees	14.84	17.00	3.17	15.58																				
Senior managers	2.94	9.37	1.17	6.07																				
Junior managers - first level of management	27.15	22.40	5.55	23.67																				
Training - Employee average learning hours (non-mandated training)	2025/26																							
Gender	Female	Male	Not disclosed	Total																				
Permanent Employees	9.0	8.09	3.98	8.32																				
Temporary Employees	5.62	3.39	0.30	2.44																				
All Employees	8.69	7.78	0.58	7.59																				
Senior managers	0.31	6.59	0	3.98																				
Junior managers - first level of management	20.35	14.60	3.17	16.07																				
Training on our policies (mandated)	2025/26	2024/25	2023/24	2022/23																				
	# employees	% employees completed	# employees	% employees completed	# employees	% employees completed	# employees	% employees completed																
Code of Ethics*	255	97%	10,388	95%	11,710	87%	11,701	84%																
Anti-Bribery and Corruption Course	255	84%	380	96%	2,780	80%	6,123	64%																
Competition Law/Antitrust Training Course	-	-	-	-	611	90%	3,240	72%																
Human Rights Training Course	459	95%	228	91%	3,122	35%	-	-																
Diversity, Belonging and Inclusion Training	965	79%	1,162	73%	-	-	-	-																
Life-saving Driver training	3,816	98%	5,456	96%	2,708	81%	-	-																
Cybersecurity Training Course	6,491	93%	9,586	81%	11,004	82%	-	-																
Note: Training completion rates are not designed to tie in to year and hence completion rates may appear low.																								
*Targeted classroom training was also offered for those workers who do not have regular access to computers.																								
Employee engagement	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20																	
Participation rate	85%	86%	73%	75%	-	74%	64%																	
Employee Engagement Score using Korn Ferry	-	-	-	-	-	-	63%																	
Employee Engagement Score using Workday Peakon	7.5	7.2	6.9	-	-	-	-																	
Latest Pulse survey	No survey	No survey	72%	No survey	-	-	-																	
Chief Executive Officer to employee pay ratio including employee bonus payable	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20																	
Chief Executive Officer single figure	£2,555,103	£3,102,457	£2,589,900	£2,646,222	£1,672,000	£2,532,000	£1,462,000																	
Upper quartile	-	28:1	27:1	30:1	20:1	35:1	22:1																	
Median	-	42:1	39:1	42:1	28:1	45:1	28:1																	
Lower quartile	-	53:1	49:1	53:1	35:1	57:1	36:1																	
Chief Executive Officer to employee pay ratio excluding employee bonus payable	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20																	
Upper quartile	22:1	34:1	32:1	37:1	26:1	39:1	21:1																	
Median	32:1	47:1	42:1	49:1	34:1	50:1	29:1																	
Lower quartile	42:1	58:1	53:1	60:1	41:1	63:1	37:1																	
Total pay for individuals	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20																	
Upper quartile	£77,273	£89,167	£80,832	£72,086	£65,453	£65,225	£66,873																	
Median	£57,803	£65,339	£61,082	£54,458	£49,618	£51,039	£50,771																	
Lower quartile	£41,273	£52,948	£49,161	£44,108	£40,301	£40,377	£40,029																	

Community Investment

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We at Johnson Matthey believe that Community investment helps us to connect with each other and our local communities.

Community investment summary	Units of measurement	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20	Performance against prior year
Direct expenditure	£'000	510	530	440	594	168	1,374	940	-4%
Indirect expenditure	£'000	427	671	573	479	283	98	573	-36%
Total	£'000	937	1,201	1,013	1,073	451	1,472	1,513	-22%

Total Volunteering Days		2025/26	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20	Performance against prior year
UK	# of days	1,647	2,717	2,246	2,063	1,322	431	2,682	-39%
Rest of Europe		552	582	503					-5%
North America		397	1,181	197					-66%
Asia		320	412	419					-22%
South America		352	509	640					-31%
South America		28	33	487					-15%
Rest of World		0	0	0					-

Region	2025/26		2024/25		2023/24	
	# employees per region	Ratio of # of employees for each region and # of volunteering days	# employees per region	Ratio of # of employees for each region and # of volunteering days	# employees per region	Ratio of # of employees for each region and # of volunteering days
UK	3,229	17%	3,486	17%	3,879	13%
Rest of Europe	2,208	18%	2,350	50%	2,876	7%
North America	1,876	17%	1,975	21%	2,014	21%
Asia	2,023	17%	2,172	23%	2,297	28%
South America	135	21%				
Rest of World	20	0%	173	19%	619	79%
Total	9,491		10,156		11,685	

Calculation for indirect expenditure in community investment

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

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

Product Stewardship

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The nature of the complex chemistry in our products and manufacturing processes means that we sometimes have to use chemicals that are potentially hazardous due to their physico-chemical, toxicological and ecotoxicological properties. JM's product stewardship processes, and our commitment to Responsible Care®, a global initiative of the chemical industry, are central to ensuring our products should not pose any risk to humans or the environment when used responsibly and as intended. In addition, we continuously work to identify opportunities to further improve the safety and sustainability of our product portfolio through, for example, evaluating if more hazardous components can be substituted with safer technically equivalent chemistries.

We maintain a database of environmental, health, safety and regulatory data for all of our substances and products. This underpins our programmes to maintain compliance with applicable global chemicals regulations (e.g. TSCA in the United States, REACH and REACH-like regulations in the EU, UK, Turkey, South Korea and China) as well as the provision of hazard communication to our customers in the form of safety data sheets in the required language(s). In the event of an incident with a JM product, a 24-hour global emergency response telephone service is in place to provide safety information in the local language. We continue to comply with all applicable health and safety, labelling and marketing regulations, and voluntary codes.

GRI 416-1	Units of Measure	2025/26 incl CT	2024/25
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	%	90	90
Note: Data reflects evaluation of product and service categories, predominantly in R&D; Manufacturing and production; Disposal, reuse, or recycling phases of the life cycle.			

GRI 416-2	Units of Measure	2025/26 incl CT	2024/25	2023/24	2022/23
Incidents of non-compliance concerning the health and safety impacts of products and services	#	0	0	0	0
Note: None of the nine Speak Ups in the Ethics and Compliance tab under 'Environmental Protection, Product Stewardship or Health and Safety' related to Disclosure 416-2					

GRI 417-1b	Units of Measure	2025/26 incl CT	2024/25
Percentage of significant product and service categories covered by and assessed for compliance with procedures for product and service information labelling.	%	100	100

GRI 417-2	Units of Measure	2025/26 incl CT	2024/25	2023/24	2022/23
Incidents of non-compliance concerning product and service information and labelling	#	0	0	0	0
Note: None of the nine Speak Ups in the Ethics and Compliance tab under 'Environmental Protection, Product Stewardship or Health and Safety' related to Disclosure 417-2					

SASB (RT-CH-410c.1)	Units of Measure	2025/26 incl CT	2024/25	2023/24	2022/23
Biocatalyst & chiral products	% of sales	<0.1	<0.1	<0.1	<0.1
Notes: JM does not supply products that contain GMOs. The biocatalyst and chiral alcohol products we manufacture do not contain live organisms at the point of supply to our customers. Manufacture of these products requires the use of genetically modified organisms.					

Responsible Sourcing

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This year, we accelerated our responsible sourcing programme through enhanced supplier engagement, strengthened due diligence processes, and improved scope 3 data accuracy. We continued our membership with Together for Sustainability, meeting all member requirements and actively participating in working groups that shape ESG best practices across the chemical sector. We used the insights from our 2024/25 EcoVadis IQ assessment to guide our supplier risk mitigation activities. EcoVadis remains a key tool in evaluating supplier performance and our network now includes more than 400 suppliers, with 46% of our total procurement spend having a valid EcoVadis recognition (Committed or Medal level). We also screened our top suppliers to assess their emissions reduction targets and collected primary scope 3 data, with supplier-provided PCFs accounting for 13% of our scope 3 calculations this year. In parallel, we completed a supply-chain-wide assessment using both the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT), evaluating 65 suppliers for their sourcing of cobalt, mica, copper, nickel, lithium, natural graphite, and tin, tungsten, tantalum, and gold (3TGs). Looking ahead, we will continue monitoring our suppliers for human-rights risks to ensure they uphold our own high standards and adhere to international regulatory requirements.

See our [Supplier code of conduct](#) | [Johnson Matthey](#)

Supplier human rights screening	Suppliers for 2025/26	Suppliers for 2024/25	Suppliers for 2023/24
Total number of suppliers assessed	--	7420	500
Total % of procurement spend with assessed suppliers	79%	83%	--
Total number of suppliers identified as high risk	432	778	28
Total % of procurement spend with suppliers identified as high risk	0.60%	2.80%	--
Total number of high risk suppliers from the previous year with the risk mitigated	139	28	--
Total number of high risk suppliers from the previous year with no prior year spend	207	28	--

Supplier screening using EcoVadis ratings	Total procurement spend (%) 2025/26	Total procurement spend (%) 2024/25	Total procurement spend (%) 2023/24	Total procurement spend (%) 2022/23	Total procurement spend (%) 2021/22
Suppliers with a valid EcoVadis Recognition (Committed or Medal Recognition)	46%	44%	39%	38%	25%
Suppliers with a valid EcoVadis rating below medal achieving score	16%	2%	2%	7.0%	0.2%
Suppliers without a valid EcoVadis rating, have declined to share their rating or we have not yet requested it	37%	54%	57%	52%	73%

Supplier screening for conflict minerals - cobalt, tin, tungsten, tantalum, and gold (3TGs)	Suppliers for 2025/26	Suppliers for 2024/25	Suppliers for 2023/24
Total number of suppliers assessed for 3TGs (CMRT)	32	26	71
Total number of conformant 3TG suppliers (>75% supply chain coverage)*	25	21	67
Total number of non-conformant 3TG suppliers with sufficient risk mitigation policies	3	4	4
% of JM 3TG supply chain represented by Conflict Mineral Supplier Screening	100%	>90%	--
Total number of suppliers assessed for cobalt, mica, copper, nickel, lithium, and natural graphite (EMRT)	33	3	35
Total number of conformant cobalt suppliers (>75% supply chain coverage)*	25	3	29
Total number of non-conformant cobalt suppliers with sufficient risk mitigation policies	3	0	6
% of JM cobalt supply chain represented by Conflict Mineral Supplier Screening	100%	>90%	--

*As of 30/04/2026. All non-conformant suppliers are currently being engaged to share better conflict minerals reporting data, or being removed from our supply chain.

Local suppliers	Suppliers for 2025/26	Suppliers for 2024/25
Total % of procurement spend with local suppliers	45%	62%

Product Carbon Footprint Coverage	Emissions for 2025/26	Emissions for 2024/25	Emissions for 2023/24	Emissions for 2022/23	Emissions for 2021/22	Emissions for 2020/21	Emissions for 2019/20
Total % of Scope 3.1 emissions (excluding precious metals) calculated with PCFs	13%	15%	12%	15%	14%	13%	3%

	2025/26
Training in Human rights	% employee completed
Human rights training with procurement employees	92%

Basis of Reporting

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Performance data covers all sites that are under the financial control of the group, including all manufacturing, research and warehousing operations of Johnson Matthey Plc and its subsidiaries. Joint ventures where we have a minority share are not included.

For the purposes of reporting, separate businesses resident at the same location are counted as separate sites. Data from 58 sites was included in this databook. Data from new facilities is included from the point at which the facility becomes owned by JM and operational.

Metric name	Units of Measure	Calculation Methodology / Definition
Total Scope 1 GHG emissions	tonnes CO ₂ e	Scope 1 emissions are the direct emissions from our sites and come from a number of sources. Scope 1 emissions are emitted following combustion of fuels at our sites. This encompasses any fuels we consume in our operations (e.g. natural gas, LPG, Diesel etc). We also emit GHG directly from our processes which comprise of CO ₂ or CO ₂ equivalents. The GHG that we consider are those mentioned in the Kyoto Protocol and cover CH ₄ , N ₂ O and refrigerant gases in addition to CO ₂ . Scope 1 emissions also include emissions from fuel used in JM owned vehicles.
Total Scope 2 GHG emissions (market-based)	tonnes CO ₂ e	Scope 1 emissions from fuel use are calculated by applying calorific values and emission factors sourced from DEFRA. Scope 2 emissions are indirect emissions associated with our electricity and steam energy that we import onto site, energy that has not been generated by Johnson Matthey burning fuel, and thereby reported in the scope 1 emissions section above. The market-based Greenhouse Gas emission factors for grid electricity from suppliers that the site / business unit has purposefully chosen. This is the carbon intensity of purchased electricity. These are obtained in written direct from the supplier.
Total Scope 2 GHG emissions (location-based)	tonnes CO ₂ e	Scope 2 emissions are indirect emissions associated with our electricity and steam energy that we import onto site, energy that has not been generated by Johnson Matthey burning fuel, and thereby reported in the scope 1 emissions section above. The location-based Greenhouse Gas emission factor for grid electricity uses the carbon intensity from the location of the purchase and is sourced from the most up to date factors from eGrid (USA), DEFRA (UK) and IFA (rest of World).
Total Scope 1 and 2 GHG emissions (market-based)	tonnes CO ₂ e	This is our operational GHG footprint using the Scope 1 emissions and the Scope 2 market-based emissions as stated above.
Total Scope 1 and 2 GHG emissions (location-based)	tonnes CO ₂ e	This is our operational GHG footprint using the Scope 1 emissions and the Scope 2 location-based emissions as stated above.
Total Scope 1 and 2 carbon intensity (market-based)	tonnes CO ₂ e/tonne sales	This is the total Scope 1 emissions and Scope 2 market-based emissions, as stated above, against the weight of products sold.
Year on year change in Scope 1 and 2 carbon intensity	%	(Current year - previous year) / previous year (for example: (2025/26 # - 2024/25 #) / 2024/25 #)
Total energy consumption	MWh	This is the total energy consumed by JM (expressed in MWh) in the operations that it controls. Energy can be from fuels and covers Natural Gas, Diesel, Gasoline, LPG, LNG and fuel oil. Energy from electricity is also counted except where fuels reported by JM have been used to generate the electricity at a JM facility. Energy use includes steam that has been imported onto site and generated by a supplier. Steam produced by JM using fuel is not included in this figure.
Total energy efficiency	MWh/tonne	This is the total energy used by the business divided by amount of materials sold to customers.
Total non-renewable energy consumption	kWh	This is the total non-renewable energy consumed by JM (expressed in kWh) in the operations that it controls. Energy can be from fuels and covers Natural Gas, Diesel, Gasoline, LPG, LNG and fuel oil. Energy from electricity is also counted except where fuels reported by JM have been used to generate the electricity at a JM facility. Energy use includes steam that has been imported onto site and generated by a supplier. Steam produced by JM using fuels reported is not included in this figure.
Total renewable energy purchased or generated	kWh	This is calculated by taking the total energy consumption and subtracting the renewable energy consumption. This is the total amount of renewable energy (expressed in kWh) supplied to site or generated on site for use in our operations. The energy is certified renewable or is purchased as a renewable supply.
Certified renewable electricity consumption	%	This is the total amount of renewable electricity supplied to site or generated on site as a percentage of the total electricity used by JM. The total amount includes non renewable electricity generated by JM on our own sites as well as all electricity supplied to JM through grid or direct connection.
Net zero carbon electricity consumption	%	This is the total amount of net zero carbon electricity supplied to site or generated on site as a percentage of the total electricity used by JM. The total electricity used by JM includes non renewable electricity generated by JM on our own sites as well as all electricity supplied to JM through grid or direct connection.
Total Electricity consumption	kWh	This is the total amount of electrical energy used on site (expressed in kWh) and includes all grid supplied electricity. It also includes 100% Renewable Electricity (NOT grid connected) purchased locally from 3rd party generator - Electricity which is generated locally from renewable sources either on or directly connected to a JM site (e.g. solar, wind, hydro...). The facility will be owned and operated by a 3rd party. It also includes 100% renewable electricity generated from facility owned & operated by JM - This will be generated from an installation owned and operated by JM staff. It also includes all non renewable electrical energy generated by JM on site (i.e. not provided from an external grid).
Total Natural gas consumption	kWh	This is the energy from natural gas use (expressed as kWh) that is used within JM processes. The gas use will be reported as an energy amount (id billed in that way) or the natural gas usage gas is converted to energy by applying a calorific value to s metered volume of gas used. Calorific values are taken from the most up to date DEFRA conversion factors data at the time of reporting.
Non-renewable fuels purchased and consumed	kWh	This is the total energy consumed by JM (expressed in kWh) in the operations that it controls. Energy from non renewable fuels and covers Natural Gas, Diesel, Gasoline, LPG, LNG and fuel oil. The volume or weight of the fuel is converted into an energy value by applying calorific values sourced from the most up to date version of the DEFRA emissions factors data set.
Non-renewable electricity purchased	kWh	This is the total of non renewable electrical energy (expressed as kWh) purchased from a grid that is consumed for site operations. Values are taken from supplier invoices that cover the time period in question.
Steam/heating/cooling and other energy (non-renewable) purchased	kWh	This is the steam energy (expressed as kWh) purchased from a supplier and not produced on a JM site. The steam is supplied by consuming non renewable energy sources by the supplier. The steam is supplied as a weight and this is converted to an energy using temperatures, pressures and latent heat of the supplied energy.
Non-renewable energy from the fuel used or mileage travelled by JM controlled vehicles on company business	kWh	This is the energy used from either the direct fuel used or mileage traveled by JM vehicles or JM employees in road vehicles when on company business.
Total renewable energy purchased or generated	kWh	This is the total amount of renewable energy (expressed as kWh) supplied to site or generated on site for use in our operations. The energy is certified renewable or is purchased as a renewable supply.
Renewable electricity generated from facility owned and operated by JM	kWh	Solar power
Total Scope 3 (Category 1) Purchased Goods and Services GHG emissions	tonnes CO ₂ e	Where mass of purchased goods was available, emissions were preferentially calculated using supplier specific factors and mass based factors (ecoinvent). For the remaining purchased goods and services where mass data was not available, spend-based emission factors were applied from an EEIO model, CEDA by Watershed.
Total Scope 3 (Category 2) Capital goods GHG emissions	tonnes CO ₂ e	Financial allocation (EEIO model from CEDA by Watershed) using geographical breakdown of data shown in note 11, 'Property, plant and equipment,' on page 163 of ARA2026.
Total Scope 3 (Category 3) Fuel and Energy-related GHG emissions	tonnes CO ₂ e	DEFRA's GHG reporting conversion factors 2025 were used to calculate well-to-tank GHG emissions from fuel usage, transmission and distribution losses from purchased electricity, and well-to-tank and transmission and distribution losses of energy from steam.
Total Scope 3 (Category 4) Upstream transportation and distribution GHG emissions	tonnes CO ₂ e	A financial allocation approach was taken using intensity factors from an EEIO model (CEDA by Watershed), with data split into upstream/downstream using invoice information.
Total Scope 3 (Category 5) Waste generated in operations GHG emissions	tonnes CO ₂ e	Where GHG footprints were available from waste service providers they were used, otherwise DEFRA's GHG reporting conversion factors 2025 were used according to mass of waste disposal by destination.
Total Scope 3 (Category 6) Business travel GHG emissions	tonnes CO ₂ e	Footprints for business travel for air, rail and hotel were obtained from our business travel service providers, where possible. For all other travel-related items, distance was derived from spend and public data to be used in combination with DEFRA's GHG reporting conversion factors 2025. Accounting is by date of financial transaction report.
Total Scope 3 (Category 7) Employee commuting GHG emissions	tonnes CO ₂ e	Data is obtained through an annual employee survey of distance travelled per week by modes of transport. DEFRA's GHG reporting conversion factors 2025 are used to calculate the GHG intensity of each transport mode and MPH emissions.
Total Scope 3 (Category 8) Upstream leased assets GHG emissions	tonnes CO ₂ e	Activity-based secondary emissions were used for floor space where available, using PCAF emission factors for European leases, else CIBSE data was combined with IEA factors to calculate geographies not covered in PCAF. Where no floor space data is available, averages by country/building type were derived and applied.
Total Scope 3 (Category 9) Downstream transportation and distribution GHG emissions	tonnes CO ₂ e	A financial allocation approach was taken using intensity factors from an EEIO model (CEDA by Watershed), with data split into upstream/downstream using invoice information.
Total Scope 3 (Category 10) Processing of sold products GHG emissions	tonnes CO ₂ e	Where possible, calculations have been made using the mass or number of products sold and attributing an emissions conversion associated with a catalyst activation step by downstream customers for products requiring this. For Clean Air products, an emission factor associated with wellhead/rainfall was used.
Total Scope 3 (Category 11) Use of sold products GHG emissions	tonnes CO ₂ e	We have removed Use of sold products from our footprint by agreement with the SBTi, as it determined that the emissions we reported in this category were 'indirect' and should not, therefore, be included.
Total Scope 3 (Category 12) End of life treatment of sold products GHG emissions	tonnes CO ₂ e	Given no visibility of the end-of-life treatment/use of JM products, the mass of sold products has been mapped against an emission factor associated with the recycling of PGMs to retain the precious metals, with remainder mass associated with GHG emissions for landfill activities or open/closed loop metal scrap where known.
Total Scope 3 (Category 13) Downstream leased assets GHG emissions	tonnes CO ₂ e	Activity-based secondary emission factors were used on floor space and geographical data.
Total Scope 3 (Category 14) Franchises GHG emissions	tonnes CO ₂ e	JM does not have any franchises.
Total Scope 3 (Category 15) Investments GHG emissions	tonnes CO ₂ e	GHG intensity factors from our pensions trustee providers were used and applied to pension-related financials. Scope 1 and 2 emissions from JM's joint ventures, proportional to JM's stake of ownership.
Total Scope 3 GHG emissions	tonnes CO ₂ e	Total Scope 3 GHG emissions.
Total municipal water supplies	m ³	This is fresh water that is supplied to site via mains pipework.
Fresh surface water	m ³	This is water that is extracted from fresh surface water
Fresh groundwater	m ³	Water in soil beneath the soil surface, usually under conditions where the pressure in the water is greater than the atmospheric pressure, and the soil voids are substantially filled with the water.
Total freshwater withdrawal (all sources)	m ³	This is the total fresh mains water, water extracted from the surface of the earth and water extracted from beneath the ground.
Total water discharged back to original source	m ³	This is wastewater that is returned to its original source and is of equal or higher quality than the water that was originally extracted. In JM we only consider water returned to fresh surface water (lakes, rivers etc).
Total wastewater discharged	m ³	This is the total amount of wastewater that is discharged from all JM operations and includes wastewater that may require further treatment from municipal sewerage systems, water that requires no further treatment that is sent to brackish surface water and water that requires no treatment that is returned to the groundwater source from which it was originally extracted.
Average direct Chemical Oxygen Demand of wastewater (COD)	mg/L	This is the Chemical Oxygen Demand (COD) of the wastewater that JM discharges from site. COD is a measure of the capacity of water to consume oxygen during the decomposition of organic matter and the oxidation of inorganic chemicals such as Ammonia and nitrite. COD is seen as being an indicator of chemical contamination in water. COD is measured on wastewaters discharged from site.
Coverage for COD reporting	%	This represents the amount of wastewater at JM where COD is routinely measured.
Net freshwater consumption	000's m ³	This indicator equates to the net fresh water usage indicator as per the DJSI reporting criteria.
		This equates to the fresh water taken into site from mains, surface and ground water which is adjusted for any water that is returned to fresh surface or ground water.
		This indicator equates to the net fresh water usage indicator as per the DJSI reporting criteria in areas that are rated as "high" or "extremely high" baseline water stress under the WRI Aqueduct model.
Freshwater consumed in regions of high or extremely high baseline water stress	000's m ³	This equates to the fresh water taken into site from mains, fresh surface water and fresh ground water. This is then adjusted for any water that is returned at the same or at higher quality to fresh surface water or fresh ground water.
Liquid hazardous waste	tonnes	The JM facility coordinates are entered into the WRI Aqueduct model and the baseline water stress is calculated. Baseline water stress measures the ratio of total water withdrawals to available renewable surface water and ground water supplies. Water withdrawals include domestic, industrial, irrigation, and livestock consumptive and nonconsumptive uses. Available renewable water supplies include the impact of upstream consumptive water users and large dams on downstream water availability. Higher values indicate more competition among users.
Solid hazardous waste	tonnes	Hazardous waste is material deemed hazardous under the terms of the Basel Convention Annex I, II, III, 179 and VIII. A liquid waste is any item that can be poured and is transported in IBC, tanker or sealed container.
Total hazardous waste sent off site for treatment	tonnes	Hazardous waste is material deemed hazardous under the terms of the Basel Convention Annex I, II, III, 179 and VIII. A solid waste is any item that is transported in a skip or similar container that cannot be poured.
Liquid non-hazardous waste	tonnes	This represents all hazardous waste that is generated and then sent offsite for treatment. Hazardous waste is material deemed hazardous under the terms of the Basel Convention Annex I, II, III, 179 and VIII.
Solid non-hazardous waste	tonnes	Non Hazardous waste is material not deemed hazardous under the terms of the Basel Convention Annex I, II, III, 179 and VIII. A liquid waste is any item that can be poured and is transported in IBC, tanker or sealed container.
Total non-hazardous waste	tonnes	Non Hazardous waste is material that is not deemed hazardous under the terms of the Basel Convention Annex I, II, III, 179 and VIII. A solid waste is any item that is transported in a skip or similar container that cannot be poured.
		This represents all non hazardous waste that is generated and then sent offsite for treatment. Non Hazardous waste is material that is not deemed hazardous under the terms of the Basel Convention Annex I, II, III, 179 and VIII.

Total waste reused	tonnes	Total waste represents both liquid and solid waste. Total waste includes both hazardous and non hazardous waste. Reused waste is waste that can be reused for its original purpose or some other purpose without any modification to the waste material. Total waste represents both liquid and solid waste. Total waste includes both hazardous and non hazardous waste.
Total waste recycled	tonnes	Recycling means any operation whereby recovered waste materials are reprocessed into products, materials or substances whether for the original or some other purpose. It includes the reprocessing of organic material but does not include energy recovery and the reprocessing into materials that are to be used as fuels or for backfilling operations. This is the total waste that is recycled or reused. Total waste represents both liquid and solid waste. Total waste includes both hazardous and non hazardous waste.
Total waste sent off site for incineration with energy recovery	tonnes	This category counts waste that is sent offsite from JM to a third party facility that is licensed and authorised to incinerate waste materials. The incineration process will give rise to waste heat that is recovered for reuse as heat or to generate electricity. This is the total waste that is recycled or reused. Total waste represents both liquid and solid waste. Total waste includes both hazardous and non hazardous waste.
Total waste sent off site to incineration or treatment without energy recovery	tonnes	This category covers waste that is either sent offsite from JM to a third party facility that is licensed and authorised to incinerate waste materials. No waste heat or energy will be recovered from the incineration process. This category also covers waste that is sent offsite from JM to a third party and that the waste is treated by the third party before disposal. Treatment usually means that the waste is neutralised, or reacted chemically by the third party. This treatment type usually gives no benefit. This is the total waste that is recycled or reused. Total waste represents both liquid and solid waste. Total waste includes both hazardous and non hazardous waste.
Total waste sent off site to landfill	tonnes	Landfill is considered as disposal by burying waste underground at a licensed / authorised facility external to JM. This is the total waste that is recycled or reused. Total waste represents both liquid and solid waste. Total waste includes both hazardous and non hazardous waste.
Total waste sent off site	tonnes	This is the total waste sent from the JM site for reuse, recycling incineration with energy recovery, incineration / treatment without energy recovery or landfilling.
Total hazardous waste recycled/reused	tonnes	Hazardous waste is waste that contains hazardous properties and if mismanaged has the potential to cause harm to the environment or humans. In general, hazardous waste is material deemed hazardous under the terms of the Basel Convention Annex I, II, III, 179 and VIII. Reused waste is that waste that can be reused in its original or some other purpose without any modification to the waste material. Recycling means any operation whereby recovered waste materials are reprocessed into products, materials or substances whether for the original or some other purpose. It includes the reprocessing of organic material but does not include energy recovery and the reprocessing into materials that are to be used as fuels or for backfilling operations.
Total Hazardous waste sent off site to landfill	tonnes	Hazardous waste is waste that contains hazardous properties and if mismanaged has the potential to cause harm to the environment or humans. In general, hazardous waste is material deemed hazardous under the terms of the Basel Convention Annex I, II, III, 179 and VIII. Landfill is considered as disposal by burying waste underground at a licensed / authorised facility external to JM.
Total Hazardous waste sent offsite for incineration with energy recovery	tonnes	Hazardous waste is waste that contains hazardous properties and if mismanaged has the potential to cause harm to the environment or humans. In general, hazardous waste is material deemed hazardous under the terms of the Basel Convention Annex I, II, III, 179 and VIII. This category counts waste that is sent offsite from JM to a third party facility that is licensed and authorised to incinerate waste materials. The incineration process will give rise to waste heat that is recovered for reuse as heat or to generate electricity, and is incinerated as the method of disposal.
Total Hazardous waste sent offsite for incineration or treatment without energy recovery	tonnes	Hazardous waste is waste that contains hazardous properties and if mismanaged has the potential to cause harm to the environment or humans. In general, hazardous waste is material deemed hazardous under the terms of the Basel Convention Annex I, II, III, 179 and VIII. This category covers waste that is either sent offsite from JM to a third party facility that is licensed and authorised to incinerate waste materials. No waste heat or energy will be recovered from the incineration process. This category also covers waste that is sent offsite from JM to a third party and that the waste is treated by the third party before disposal. Treatment usually means that the waste is neutralised, or reacted chemically by the third party. This treatment type usually gives no benefit.
Total hazardous waste sent off site for treatment	tonnes	Hazardous waste is waste that contains hazardous properties and if mismanaged has the potential to cause harm to the environment or humans. In general, hazardous waste is material deemed hazardous under the terms of the Basel Convention Annex I, II, III, 179 and VIII. This is the total waste sent from the JM site for reuse, recycling incineration with energy recovery, incineration / treatment without energy recovery or landfilling. This is a sum of the above total hazardous waste indicators.
Total solid waste sent off site to be reused	tonnes	A solid waste is any item that is transported in a skip or similar container that cannot be poured. This represents the total hazardous and non hazardous waste sent offsite by JM for reuse.
Total solid waste sent off site to be recycled	tonnes	A solid waste is any item that is transported in a skip or similar container that cannot be poured. This represents the total hazardous and non hazardous waste sent offsite by JM for recycling.
Total solid waste disposed off site	tonnes	A solid waste is any item that is transported in a skip or similar container that cannot be poured. This indicator represents the total solid waste (hazardous and non hazardous) that is sent offsite to incineration (with or without energy recovery), further treatment before disposal and landfill. This indicator considers solid waste that cannot be recovered, reused or recycled.
Total solid waste generated for treatment off site	tonnes	A solid waste is any item that is transported in a skip or similar container that cannot be poured. The total solid waste is the total of all solid hazardous and non hazardous waste sent offsite by JM.
Nitrogen oxides (NOx) emissions to air	tonnes	This is the generation of nitric oxides either through high temperature combustion processes or by the use of concentrated nitric acid in production processes. Including Nitric Oxide (NO), Nitrogen Dioxide (NO2), Dinitrogen Dioxide (N2O2) and Dinitrogen Trioxide (N2O3).
Sulphur oxides (SOx) emissions to air	tonnes	Usually generated from high temperature combustion involving contaminants in the fuel source. Sulphur Dioxide (SO2) is one of a group of gases called sulphur oxides (SOx). The other gases in the group are much less common in the atmosphere e.g. SO3 and SO (Sulphur Trioxide and Sulphur Monoxide).
Volatile organic chemicals (VOCs) emissions to air	tonnes	Volatile organic compounds/chemicals (VOCs) are a large group of organic chemicals that include any compound of carbon (excluding carbon monoxide, carbon dioxide, carbonic acid, metallic carbides or carbonates, and ammonium carbonate). Full details behind VOC can be found on technical websites such as https://www.epa.gov/indoor-air-quality-iaq/technical-guidance-volatile-organic-compounds
Coverage for NOx reporting	%	This represents the percentage of JM operational production sites reporting NOx values.
Coverage for SOx reporting	%	This represents the percentage of JM operational production sites reporting SOx values.
Coverage for VOCs reporting	%	This represents the percentage of JM operational production sites reporting VOCs values.
Tonnes of GHGs avoided by using JM technology	tonnes CO ₂ e	Our methodology for calculating avoided GHG emissions was developed in-house and independently verified by EcoActTM for all product families contributing towards our target to ensure it complies with industry best practice. EcoAct concluded that our approach complied with recognised public guidelines and considered our calculations to be both fairly stated and representative of a balanced view of our contribution in enabling avoided emissions through relevant technologies. EcoAct also determined that our calculations follow industry best practice for measurement. Their full statement is available on request. For each qualifying JM technology solution, we first determine its functional unit. The functional unit is used to determine the boundary of the analysis, to ensure that the scope of the calculation covers the relevant life-cycle stages leading to the avoided emissions. Performance comparisons for our technology solution scenario are then made against identified reference scenarios, which represent current day, conventional technologies dominant in the market, which our emerging technologies are seeking to improve upon. This is a measurement of an % recycled platinum group metals in our manufactured goods at a mass basis. We include use of the platinum - platinum, palladium, rhodium, ruthenium and iridium in our target. This is defined as the weighted global average of all PGM sponge used to manufacture goods in our plants over the course of the reporting year and includes metal that is both sourced and funded by JM and metal sourced and funded by our customers. We define primary metal as metal from a mine or originating outside of the refining loop. This is measured by recording the amount of metal matching this description that has been used in product manufacturing over the given time-period. We define secondary or recycled metal as platinum-group metal-bearing material that has come from an end use (including post-consumer product scrap and waste materials) and has not come to JM in the form of ingot, concentrate or matte directly from a mining process. This makes up the balance of metal that has been used in product manufacturing over the given time-period. Refining "intake" figures are based on estimated assays, based on the scrap etc that is sent in from customers and sampled, prior to the Refining process. The assay amounts are finalised throughout the year, and adjustments are periodically made to the reporting figures to account for any differences between the original estimated numbers vs. the final
% of recycled PGMs (Platinum Group Metals) in Johnson Matthey's manufacturing products	%	
Annual OSHA severity rate	days lost * 200,000 / annual worked hrs	The OSHA severity rate monitors the severity of injuries occurring at JM sites by counting all the lost days away from normal work (including restricted duties) for all personnel conducting its process activities (i.e. employees, temporary staff and agency employees). The total number of injuries is multiplied by the 200,000 OSHA standardised factor and divided by the total number of hours worked (by employees, temps and agency employees).
Lost Time Case	-	Lost Time Case is a work-related injury or illness case that requires an employee to spend one or more full days away from work other than the day of injury or illness
Lost Time Injury Frequency Rate (LTIFR) employees	n/million hrs	$\text{LTIFR employees} = \frac{\text{annual employee + temporary employees lost time injury events} \times 1,000,000}{\text{annual employee + temporary employees hours worked}}$
Lost Time Injury Frequency Rate (LTIFR) contractors	n/million hrs	$\text{LTIFR contractors} = \frac{\text{annual contractor lost time injury events} \times 1,000,000}{\text{annual contractor hours worked}}$
Occupational Illness Frequency Rate (OIFR)	n/million hrs	$\text{Occupational illness frequency rate (OIFR)} = \frac{\text{annual employee + temporary employees occupational illness events} \times 1,000,000}{\text{annual employee + temporary employees hours worked}}$
Tier 1 Process Safety events rate	Tier 1 events	A Tier 1 Process Safety Event (T-1 PSE) is a loss of primary containment (LOPC) with the greatest consequence as defined by American Petroleum Institute recommended practice (RP) 754 $\text{Tier 1 rate} = \frac{\text{annual Tier 1 process safety events} \times 1,000,000}{\text{total annual hours worked}}$
Total Recordable Injury and Illness Rate (TRIR) employees + contractors	n/200,000 hrs	Total recordable injury and illness rate (TRIR) is defined as the number of recordable cases per 200,000 hours worked in a rolling year and includes cases affecting both our employees and contractors. 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. $\text{TRIR} = \frac{\text{annual employee + temp + cont recordable injury/illness events} \times 200,000}{\text{annual employee + temp + cont hours worked}}$
Total number of lost time accidents (LTA's)	#	The total number of LTA's is a subset of the total recordables.
Lost Time Injury Frequency Rate (LTIFR)	n/million hrs	Any involving Temporary Workers have been included under the "Contractors" heading. JM's lost time injury frequency rate (LTIFR) uses a 1,000,000 standardised multiplier, and additionally includes contractor accidents occurring whilst working on JM sites.
Lost Time Injury and Illness Rate (LTIR)	n/200,000 hrs	JM's lost time injury and illness rate (LTIR) is based upon the US OSHA accident reporting metric (using the OSHA 200,00 standardised multiplier) but additionally includes contractor accidents occurring whilst working on JM sites.

ICCA Process Safety Event Severity Rate (PSESR)	PSESR/200,000hrs	<p>The process safety event severity rate (PSESR) is measured according to the methodology approved by International Council of Chemical Associations (ICCA). 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. 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).</p> <p>ICCA process safety event severity rate (Level 4 to Level 1) = Total severity score for all events per 200,000 hrs worked during the year</p>
Lifesaving Policy	-	Our Group Environmental, Health and Safety (EHS) Policy is supported by a core group of eight health and safety policies which we call "Lifesaving policies". These policies are available in local languages and cover high risk topics, where policy breaches could endanger life or lead to serious injury.
Employee	-	Defined as an individual who is paid on a Johnson Matthey's payroll and have a contract of employment Permanent headcount = regular Non permanent/Temporary = Fixed term, graduate, intern and apprentice
Contractor	-	Work is directly supervised by JM - paid via payroll An individual who is not on Johnson Matthey's payroll, but performs tasks on Johnson Matthey's behalf. They are hired for a specific purpose and usually for a certain period of time e.g. Consultant, Contractor, Vendor
Agency staff	-	Example could be catering, cleaning or grounds maintenance. Continuously site based Person employed by an agency performing tasks that would normally be expected to be undertaken by a JM employee.
Gender	-	Work is directly supervised by JM - paid directly via invoice We recognise that our colleagues have a range of gender identities and that not everyone's gender identity aligns to their sex assigned at birth. Our
Senior managers	-	Group leadership team (GLT) and Group leadership team (GLT)-1
% of female representation at all management levels	%	For the purposes of this databook, we use the identifiers 'female', 'male' and 'not disclosed' for the category of gender as captured in our systems. Colleague's gender is determined based on their registered gender at birth or otherwise legally recognised gender as disclosed by the individual.
Junior managers - first level of people management	#	All management levels refers to all employees whether they are a people manager or not, at a minimum compensation grade All employees who are people managers and at a maximum compensation grade
Employees in STEM-related roles	#	All employees whose primary roles fall within science, technology, engineering, and mathematics-related job families. In this dataset, STEM roles are identified based on job family classifications including Architecture, Business Systems Development, General Engineering, Maintenance, Planning, Production, Scientist, Security, Service Management and ITIL, Infrastructure and Operations, Assurance and Risk, Intellectual Property, Environment, Health and Safety (EHS), and General Quality.
Employees in revenue-generating positions	#	All employees in roles directly contributing to business growth and income. In this dataset, they are identified by job families such as Sales, Sales (SIP), Marketing and Business Development, and Business Analyst.
New recruits	#	External joiners
Voluntary permanent employee leavers	#	Resignation only
Involuntary permanent employee leavers	#	Leavers initiated by employer
Voluntary permanent employee leavers turnover rate	#	Resignation only Number of leavers over last 12 months divided by average headcount as at data points 1 April and the following 31 March Employee turnover rate initiated by employer
Involuntary permanent employee leavers turnover rate	#	Number of leavers over last 12 months divided by average headcount as at data points 1 April and the following 31 March Includes business divested during the year
Internal promotion	#	An internal promotion happens when an internal candidate is promoted to a new position — instead of the organization hiring an external candidate.
Employee Engagement score	#/10	Average score given by survey respondents in response to three engagement questions (engagement, loyalty, satisfaction)
Calculation for indirect expenditure in community investment	£'000	<p>Calculation for indirect expenditure in community investment</p> <p>Number of working days in a year is five days per week for 50 weeks per year.</p> $\frac{\text{Average cost of one day of employee time}}{\text{Average number of permanent employees}} = \frac{\text{Total employee benefits expense in year}}{\text{Number of working days in year} \times \text{Average number of permanent employees}}$
UN SDG Sales alignment	%	<p>Johnson Matthey has chosen 4 key UN SDGs wherein we believe we are strategically aligned towards, namely;</p> <p>SDG 3 - Good Health and Well-Being</p> <ul style="list-style-type: none"> -- Automotive: <ul style="list-style-type: none"> -- Products & services that remove toxic or hazardous emissions, e.g. Emission control systems for ICE vehicles -- Products & services that eliminate the need for toxic or hazardous materials -- Chemicals: <ul style="list-style-type: none"> -- Products & services that 'remove' or eliminate the need for toxic or hazardous materials, e.g. VOC abatement -- Products & services for pharmaceuticals and medical-related applications -- Products & services that remove or eliminate the need for toxic or hazardous materials -- e.g. Emission control for stationary applications -- e.g. Catalysts & additives for low sulphur production of fuel SDG 7 - Affordable and Clean Energy <ul style="list-style-type: none"> -- Automotive <ul style="list-style-type: none"> -- Products & services that enable hydrogen use in industrial heat -- Products & services that produce useable low carbon hydrogen as a product or significant by-product -- Chemicals <ul style="list-style-type: none"> -- Products & services that enable hydrogen use in industrial heat -- Products & services that produce useable low carbon hydrogen as a product or significant by-product -- Energy <ul style="list-style-type: none"> -- Products and services for the production of electrolytic (green) hydrogen SDG 12 - Responsible Consumption and Production <ul style="list-style-type: none"> -- Automotive <ul style="list-style-type: none"> -- Recycling PGM autocatalysts & components for ICE vehicles -- Recycling PGM components for fuel cell vehicles -- Chemicals <ul style="list-style-type: none"> -- Delivering critical material recycling services -- Capture of compounds which damage necessary process consumables or equipment -- Products & services that significantly reduce waste -- Energy <ul style="list-style-type: none"> -- Delivering critical material recycling services -- Capture of compounds which damage necessary process consumables or equipment -- Products & services that significantly reduce waste SDG 13 - Climate Action <ul style="list-style-type: none"> -- Automotive <ul style="list-style-type: none"> -- Products and services to produce fuel cells -- Chemicals <ul style="list-style-type: none"> -- Products & services to produce significantly lower GWP alternatives -- Energy <ul style="list-style-type: none"> -- Products & services to produce fuel cells
UN SDG R&D alignment	%	<p>Johnson Matthey has chosen 4 key UN SDGs wherein we believe we are strategically aligned towards, namely;</p> <p>SDG 3 - Good Health and Well-Being</p> <p>SDG 7 - Affordable and Clean Energy</p> <p>SDG 12 - Responsible Consumption and Production</p> <p>SDG 13 - Climate Action</p> <p>Our R&D costs are categorised into alignment with one of these four SDGs, through knowledge of its intended field of research, customer joint venture or market for application. Alignment is calculated on the basis of employee resources spent on project development and their assigned UN SDG.</p>
Percentage of sites with ISO 45001 certification	%	The total number of sites that hold a valid ISO 45001 certificate, as a percentage of the total number of sites. Only manufacturing and R&D sites are included, no offices are included in this data point. ISO 45001 is applicable to any organization looking to implement an Occupational Health & Safety management system, regardless of size, industry or geographic location. It is especially valuable for higher-risk industries like the chemical industry and enables an organisation to systematically assess hazards and implement risk control measures, leading to reduced workplace injuries, illnesses and incidents.