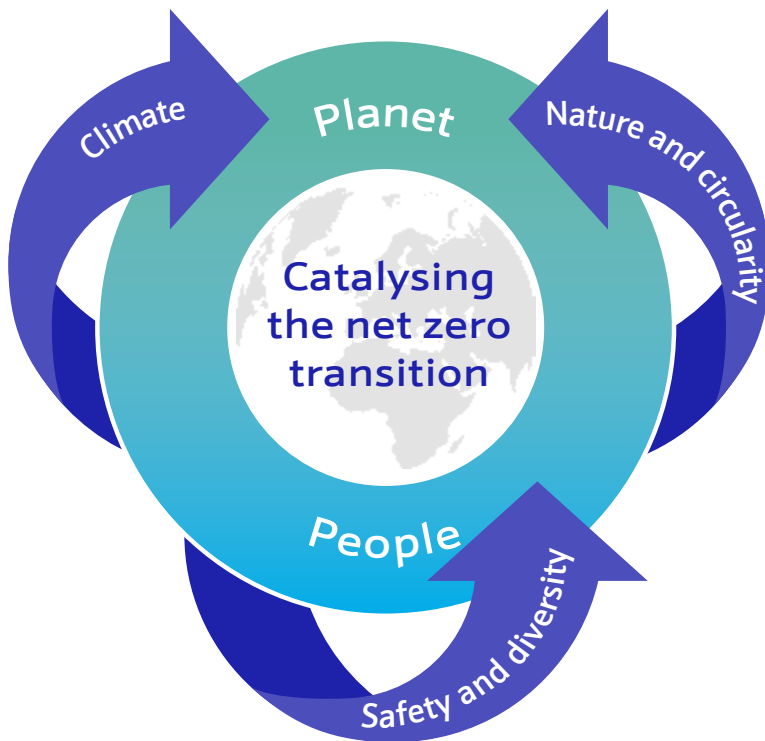


Sustainability

We are a global leader in sustainable technologies. Through inspiring science and continued innovation, we aspire to enhance life for everyone. That is why we have firmly embedded our sustainability priorities of climate, nature and circularity, safety and diversity throughout our business and value chain.

Our approach to sustainability



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Our core material topics

In 2022 we partnered with a third party to refresh our materiality assessment. They reviewed public domain opinions of our investors, customers and social media users, as well as interviewing leaders inside JM. Our material topics were identified as:

- | | | |
|----------------------|------------------------------------|--------------------------------|
| Climate change | Circularity and product innovation | Community impact |
| Air emissions | Health and safety | Responsible sourcing |
| Water and wastewater | Human rights | Governance and risk management |
| Waste management | Diversity and inclusion | |

Sustainability continued

Our sustainability targets for 2030

For over 200 years our expertise in metal chemistry has helped to solve some of the world’s most complex challenges such as air pollution, and now our technologies are accelerating the transition to net zero¹.

Our sustainability targets for 2030 are ambitious, but they build off the incredible impact our products and services already have. Our technologies are now helping the global chemical industry reduce its GHG emissions and move to sustainable feedstocks, and our business model is underpinned by our circular PGM economy that helps reduce waste and make the most of scarce resources.

Our GHG reduction targets for 2030 have been approved by the Science Based Targets initiative (SBTi) thereby putting us on the SBTi’s 1.5°C trajectory and placing us among the leading group of global businesses aiming for a rise of no more than 1.5°C.

Goals	Key performance indicators (KPIs)	Baseline Value	2030 target, 2030 value	2023/24 performance	2022/23 performance ²
Planet: Protecting the climate					
Our goal: Drive lower global greenhouse gas (GHG) emissions	1. GHG emissions avoided per year using technologies enabled by JM’s products and solutions, compared to conventional offerings	223,946 tCO ₂ e	50,000,000 tCO ₂ e	1,110,057 tCO₂e	841,721 tCO ₂ e ³
Our goal: Achieve net zero by 2040	2. Reduction in Scope 1 and Scope 2 GHG emissions	405,770 tCO ₂ e	44% on baseline, 227,231 tCO ₂ e	30% on baseline, 282,403 tCO₂e	15% on baseline, 344,910 tCO ₂ e
	3. Reduction in Scope 3 GHG emissions from purchased goods and services	3,433,660 tCO ₂ e	42% on baseline, 1,991,523 tCO ₂ e	26% on baseline, 2,531,576 tCO₂e	29% on baseline, 2,450,529 tCO ₂ e
Planet: Protecting nature and advancing the circular economy					
Our goal: Conserve scarce resources	4. Recycled PGM content in JM’s manufactured products	70%	75%	69%	69%
Our goal: Minimise our environmental footprint	5. Reduction in total hazardous waste	42,480 tonnes	50% on baseline, 21,240 tonnes	0.4% on baseline, 42,300 tonnes	1% on baseline, 41,854 tonnes
	6. Reduction in net water usage	1,932,000 m ³	25% on baseline, 1,449,000 m ³	9% on baseline, 1,755,000 m³	5% on baseline, 1,826,000 m ³
People: Promoting a safe, diverse and equitable society					
Our goal: Keep people safe	7. Total recordable injury and illness rate (TRIIR) for employees and contractors	0.79	0.25	0.36	0.47
	8. ICCA process safety event severity rate (PSESr)	1.18	0.40	0.88	1.02
Our goal: Create a diverse, inclusive and engaged company	9. Employee engagement score	6.9	8.0	7.2	6.9
	10. Female representation across all management levels ⁴	30%	40%	30%	28%

1. Net zero is the reduction of absolute GHG emissions by 90% or more, with any remaining emissions neutralised through carbon offsets.

2. Rebaselined to remove divested businesses, please see page 210 for more information.

3. Restated due to calculation refinement.

4. All employees whether they are a people manager or not, at a minimum compensation grade.

🔗 For more data see our Sustainability Performance Databook, matthey.com/sustainability-databook

Sustainability continued



Our products and services are aligned with four of the UN SDGs where we believe we can make the biggest positive contributions.



- **Emission control technologies** that reduce harmful oxides of nitrogen (NO_x) and particulates from vehicle tailpipes and stationary engines, enabled by PGMs
- **Purification technologies** that reduce harmful contaminants, such as mercury, from industrial processes
- **Refinery additives** to mitigate NO_x and oxides of sulphur (SO_x) emissions
- **Catalysts** used to make pharmaceutical ingredients



- **Renewable (green) hydrogen technologies** that will support the drive to zero carbon hydrogen production using renewable energy and electrolysis, enabled by PGMs
- **Low-carbon (blue) hydrogen technologies** that are available today to help make low-carbon hydrogen at scale



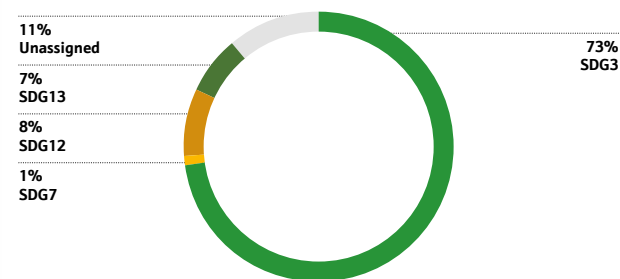
- **PGM recycling** to recover and reuse scarce resources
- **Chloride guards** to prevent corrosion
- **PURACARE™ services** to reduce maintenance lifetime and end-of-life recovery
- **CAT-AID™ products** to extend catalyst life



- **Technologies** that turn high sources of carbon, such as household waste, into sustainable aviation fuels
- **Fuel cell components** for low-carbon transportation and distributed power unit

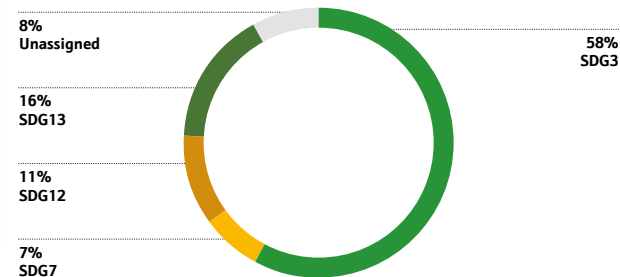
Sales from products contributing to priority UN SDGs

89%



R&D spend contributing to priority UN SDGs

92%



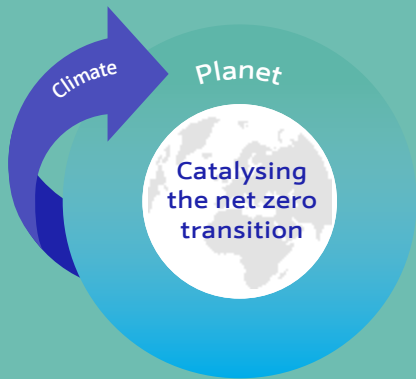
Product life cycle assessment

This year, Johnson Matthey continued to grow its Life Cycle Assessment (LCA) capability through recruitment and training, forming a community of practitioners across the business.

The number of LCAs for JM's products and services is increasing year on year. One example of new LCA data now available is in Catalyst Technologies, where a cradle-to-gate LCA study was conducted to measure and compare the environmental impact of JM's methanol technologies, which are licensed to customers for methanol production.

🔗 Visit the IPA website for more information: ipa-news.de

🔗 See matthey.com/sustainability for more details



Planet: Protecting the climate

Our company purpose is to catalyse the net zero transition because we believe this represents the biggest benefit we can bring to society. Sales of our products and services, when used by our customers, will bring about millions of tonnes of GHG avoided. We are also committed to net zero by 2040 for our operations.

→ You can read more about how climate change is bringing opportunity and risks to our business in our Task Force on Climate-related Financial Disclosures (TCFD) report on pages 53-61

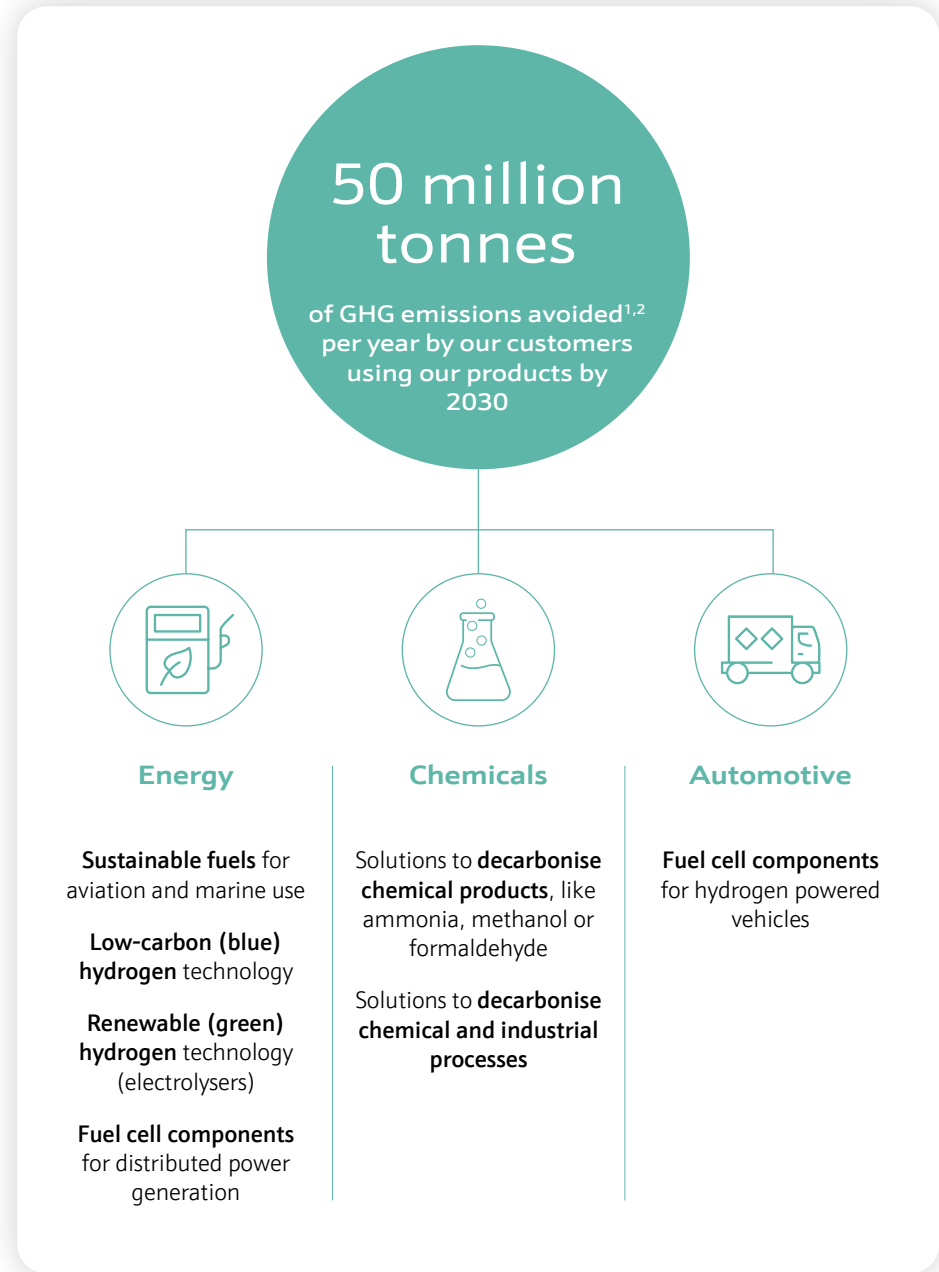
Our goal: Drive lower global greenhouse gas (GHG) emissions

To drive our positive contribution to climate protection, we set ourselves the target that JM technologies will contribute towards avoiding 50 million tonnes^{1,2} of GHGs entering the atmosphere per year by 2030, compared to conventional technologies in 2020. This is equivalent to avoiding the emissions from half of UK transport³. Over the past year, we have signed significant licences and partnerships in key technology areas contributing to this goal, such as licences for production of low-carbon (blue) hydrogen, and for the production of sustainable aviation fuel. This financial year we achieved a significant milestone in avoiding over 1 million tonnes of GHG emissions. The target is largely reliant on our growth businesses of Hydrogen Technologies and Catalyst Technologies.

Sustainability Accounting Standards Board (SASB) Resource efficiency indicator: We have identified our revenues that align with the 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. In 2023/24, those sales were £0.84 billion (with sales excluding precious metals as £3.90 billion) compared with £0.97 billion⁴ in 2022/23. This reduction is mainly due to reduced demand in the secondary PGMs market see pages 20-21 for more details.

🔗 For our full SASB Index response see matthey.com/sasb-index

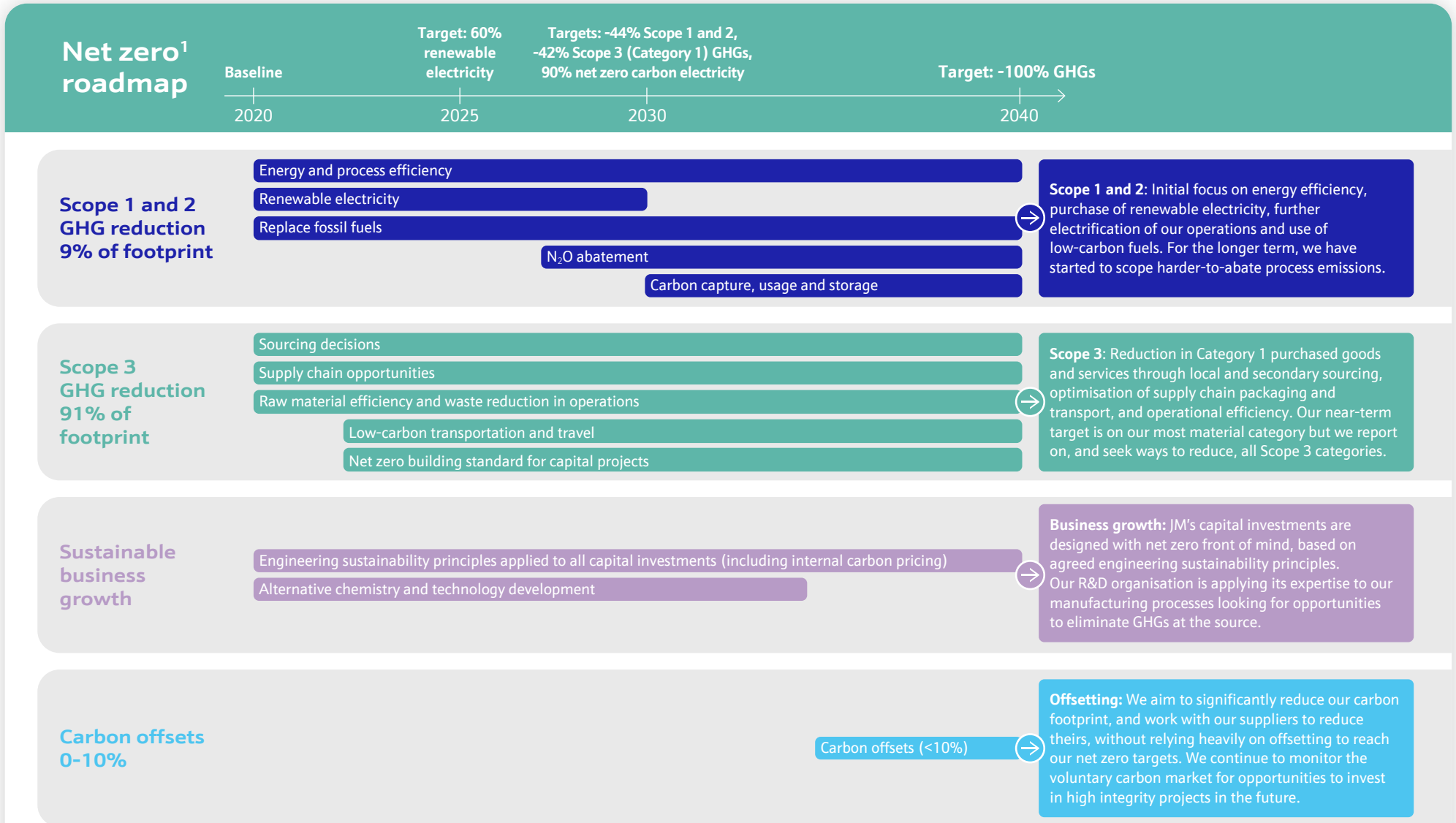
1. Using technologies enabled by JM products and solutions: avoided emissions compared to conventional technologies in 2020.
 2. For more information on our calculation methodology please see our Basis of reporting on pages 210-215.
 3. <https://www.gov.uk/government/statistics/provisional-uk-greenhouse-gas-emissions-national-statistics-2021>.
 4. Rebaselined to remove divested businesses, please see page 210 for more information.



Planet: Protecting the climate

Our goal: Achieve net zero by 2040

This year our long-term target of net zero by 2040 was approved by the Science Based Targets initiative (SBTi) under their net zero standard. Having confirmed our precise roadmaps to 2030, we are working to identify and develop the full range of solutions we will implement to achieve net zero by 2040, indicated on our refreshed net zero roadmap below.



JM believes in a just energy transition, ensuring no one is left behind. See next page for how we approach this

1. Net zero is the reduction of absolute GHG emissions by 90% or more, with any remaining emissions neutralised through carbon offsets.

Planet: Protecting the climate

Ensuring a just transition to net zero

JM believes that we should decarbonise the economy whilst ensuring that no one is left or pushed behind. Being as fair and inclusive as possible to everyone affected will increase the chances of long-term success and sustainability of the energy transition.

We consider fully the risks and opportunities of all aspects of our plans and the impact on our various stakeholders. For example, through strategic supplier relationships, operating with a strict code of conduct and due diligence, we are increasingly creating opportunities for collaboration. We will continue to disclose risks identified in our supply chain and the action plans we develop. And we have strong connections with our local communities, ensuring both the company and our employees contribute actively to local initiatives.

→ See page 51 for more information on how we are engaging with our communities

In order to meet the opportunities created by the global energy transition, we have to transform JM (see pages 8-9). Whilst this transformation will bring many new employment and career opportunities for current and future employees, inevitably some roles will change significantly or indeed cease to exist.

For example, during 2023/24 we completed the full closure of two of our Clean Air plants to optimise our manufacturing footprint: Clean Air Royston in the UK and Germiston in South Africa, impacting around 800 employees in total. In addition to these two closures we also consolidated our production sites in Shanghai, China from two to one, and sold our plant in Krasnoyarsk, Russia. We supported the affected employees with help in finding alternative employment, either in JM or elsewhere. This included CV clinics, retirement workshops, counselling assistance, financial advice, and support in finding alternative employment. In Royston, out of 400 colleagues, we were able to find alternative roles for 90. Over 100 colleagues found employment elsewhere during the process. Over a third of our Germiston employees had secured alternative employment at the time of the plant closure.

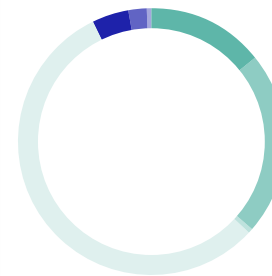
Our progress in 2023/24

We continue to deliver on our roadmap to net zero¹ by 2040. This year saw an 18% reduction in our Scope 1 and 2 greenhouse gas (GHG) emissions from last year, which represents a 30% reduction since our baseline year of 2019/20. This significant reduction was achieved mainly through increasing our purchase of renewable energy, in line with our energy strategy, and we have also improved the underlying energy efficiency of a number of processes.

Our GHG emissions from Scope 3 purchased goods and services in 2023/24 were 2,531,576 tCO₂e, which is a 26% reduction from baseline year. This is an increase from 2,450,529 tCO₂e² in 2022/23, which reflects changes in business demands, see pages 18-25 for more information. We continue to work with partners to identify GHG hot spots and potential reduction actions.

→ For more information on our calculation methodology please see our Basis of reporting on pages 210-215

Energy mix



● Non-renewable, grid-supplied electricity	14.4%
● Certified renewable electricity from the grid	22.2%
● Renewable electricity generated locally	0.6%
● Natural gas used on site	55.8%
● Other fossil fuels used on site	4.4%
● Non-renewable steam procured	2.3%
● Fuel used on public roads by JM vehicles on company business	0.3%

Total: 1,211,683 MWh

Total greenhouse gas emissions



● Total Scope 1	6.5%
● Total Scope 2 (market-based)	2.0%
● Scope 3 - Purchased goods and services	76.5%
● Scope 3 - All other categories	15.0%

Total: 3.3 million tonnes CO₂e

1. Net zero is the reduction of absolute GHG emissions by 90% or more, with any remaining emissions neutralised through carbon offsets.
2. Rebaselined to remove divested businesses, please see page 210 for more information.

Planet: Protecting the climate

Energy efficiency and security

A focus on energy conservation and energy efficiency continues to underpin our net zero strategy. We continue to implement ISO 50001 across our most energy-intensive manufacturing sites, using the energy management framework developed and introduced to our site teams last year. Examples of energy efficiency projects completed this year include:

- Further adoption of waste heat recirculation, with savings achieved at Clean Air sites in Poland, India and China
- Improved control has enabled expansion of the low temperature hot water network to provide heating for laboratories at one of our UK sites
- Reducing the idle time of one of our electric induction furnaces

For our engineering and capital projects we have developed sustainable engineering principles and applied a rigorous assessment process for all capital project investments, such as asset renewal and growth projects. For example, replacing steam boilers to best in class burner design at one of our UK sites, has resulted in lower energy use (and lower NO_x emissions).

Three of our largest manufacturing sites also make electricity using combined heat and power plants (CHPs) to optimise our energy efficiency. Although these run off natural gas, our CHPs generated 36,313 MWh of our total electricity this year, reducing our energy demand.

This year our Winter Energy Taskforce became a cross-functional Energy Risk Steering Committee, to manage the long-term energy strategy for JM, which is to increase our proportion of net zero carbon energy procured through opportunities which drive cost stability, energy security and resilience.

Renewable energy

This year 57% of our electricity consumption came from certified renewable sources, compared to 41% in 2022/23. This significant increase was due to renewable energy purchases in the regions of North Macedonia, India and China. We are therefore on track to achieve our ambition of purchasing 60% of our electricity from certified renewable sources by 2025.

This year we created a JM Renewable Energy Standard to provide clarity on our position and strategy for renewable energy sourcing, and a hierarchy of preferred solutions to inform decision-making for our operations and procurement teams. We use green tariffs to ensure renewable electricity consumption in Europe and the US, and recognised Energy Attribute Certificates in regions such as India and China. Longer term we will focus on Power Purchase Agreements in regions where this procurement option is available. We continue to benefit from some on-site generation as part of the current energy portfolio in a number of sites, and further investment in our Taloja, India site this year has added 44,198 kWh capacity of self-generated solar energy.

To increase our ambition we agreed a new target aiming for 90% of our electricity from certified net zero carbon sources by 2030.

Strengthening partnerships throughout the value chain



JM became a member of Together for Sustainability (TfS), a flagship initiative launched by companies in the chemical industry that helps drive sustainability in our supply chain through collaboration.



We continue our collaboration with the Carbon Disclosure Project (CDP) Supply Chain. In the past year we engaged with our biggest suppliers representing 85% of our annual spend to better understand their carbon footprint and net zero plans.



This year
57%
of our electricity consumption came from certified renewable sources, compared to 41% in 2022/23

Planet: Protecting the climate

Scope 1 and 2 greenhouse gas (GHG) footprint and energy efficiency

	2023/24			2022/23 ¹			% change (global)
	Global	UK only	Global (excl UK)	Global	UK only	Global (excl UK)	
Total Scope 1 GHG emissions (tonnes CO ₂ e)	215,429	103,022	112,407	215,368	102,084	113,284	0%
Total Scope 2 GHG emissions (market-based) (tonnes CO ₂ e)	66,974	634	66,340	129,542	1,024	128,518	-48%
Total Scope 2 GHG emissions (location-based) (tonnes CO ₂ e)	196,812	21,677	175,135	204,018	21,710	182,308	-4%
Total Scope 1 and 2 GHG emissions (market-based) (tonnes CO₂e)	282,403	103,656	178,747	344,910	103,108	241,802	-18%
Total Scope 1 and 2 GHG emissions (location-based) (tonnes CO ₂ e)	412,241	124,699	287,542	419,386	123,795	295,591	-2%
Total Scope 1 and 2 carbon intensity (market-based) (tonnes CO₂e/tonne sales)	2.6	21.6	1.1	3.2	22.7	2.3	-18%

	2023/24			2022/23 ¹			% change (global)
	Global	UK only	Global (excl UK)	Global	UK only	Global (excl UK)	
Total energy consumption (MWh) ²	1,211,683	348,473	863,210	1,208,836	337,748	871,088	0.2%
Total energy efficiency (MWh/tonne) ³	11.2	72.6	8.4	11.2	74.3	8.4	0.4%

Scope 3 GHG emissions by category

(tonnes CO₂e)

Category	Category number	2023/24	2022/23 ¹	2021/22 ¹	2020/21 ¹	2019/20 ¹
Purchased goods and services	1	2,531,576	2,450,529	2,978,197	2,812,518	3,433,660
Capital goods	2	170,185	177,009	162,949	240,810	365,781
Fuel and energy-related activities	3	38,687	41,789	44,709	37,589	38,985
Upstream transportation and distribution	4	81,707	96,589	120,343	94,348	97,424
Waste generated in operations	5	3,855	4,003	5,204	4,545	3,428
Business travel	6	9,236	7,671	1,925	439	14,006
Employee commuting	7	28,991	13,627	13,517	15,718	25,763
Upstream leased assets	8	6,441	6,810	6,368	5,856	5,094
Processing of sold products	10	11,391	11,353	10,382	10,974	11,151
End of life treatment of sold products	12	23,078	21,003	21,001	23,063	27,334
Investments	15	121,257	125,196	118,356	119,005	129,337
Total		3,026,404	2,955,579	3,482,951	3,364,865	4,151,963

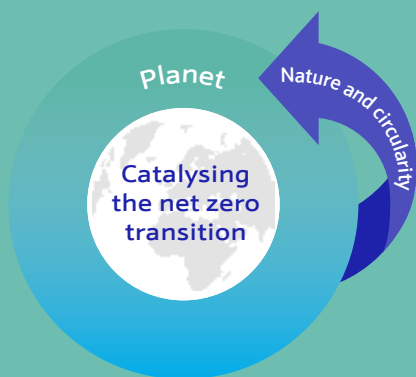
Five-year performance table

	2023/24	2022/23 ¹	2021/22 ¹	2020/21 ¹	2019/20 ¹
Total energy consumption (MWh) ²	1,211,683	1,208,836	1,275,821	1,204,571	1,236,160
Total energy efficiency (MWh/tonne) ³	11.2	11.2	11.7	11.3	10.9
Total Scope 1 and 2 GHG emissions (market-based) (tonnes CO ₂ e)	282,403	344,910	395,251	396,885	405,770
Total Scope 1 and 2 carbon intensity (market-based) (tonnes CO ₂ e/tonne sales)	2.6	3.2	3.6	3.7	3.6
Total Scope 3 GHG emissions (tonnes CO₂e)	3,026,404	2,955,579	3,482,951	3,364,865	4,151,963

1. Rebaselined to remove divested businesses, please see page 210 for more information.

2. Energy consumption is reported here in MWh, which is equal to 1,000kWh. Total global energy consumption for 2023/24 is 1,211,682,598 kWh.

3. This is the total energy used by the business divided by amount of materials sold to customers.



Planet: Protecting nature and advancing the circular economy

In 2023/24 we developed and ratified a new Nature strategy. We commit to promoting nature protection, restoration and sustainable use of natural resources. Our corporate commitments are described in our new Nature statement, found at matthey.com

Circularity is an essential part of the net zero transition, and as the world's largest secondary PGM refiner we will play a crucial role in securing the metal needed to supply existing and future demand.

matthey.com/nature-statement

Our goal: Conserve scarce resources

We helped create one of the world's first circular economies in platinum group metals and our increasing use of secondary, or recycled, Platinum Group Metals (PGMs) is helping to significantly reduce the emissions and environmental impact associated with mining these vital materials, see pages 20 and 21 for more details on secondary PGMs.

We are also applying our longstanding recycling expertise to sustainable technologies that utilise PGMs, such as fuel cells and electrolyser stacks. We are upgrading our infrastructure to allow us to recover and refine the PGMs used in these technologies to a very high purity in the same way we do today with production scrap. This will allow us to create a continuous loop of PGM availability for the hydrogen product economy.

Our performance in 2023/24

We set a 2030 target of 75% recycled PGM content in our products, and in 2023/24 this number was 69%. As existing secondary routes decline, e.g. automotive market, and new technologies have yet to establish these routes, we may see declines in recyclable material rates, until routes for the new products, e.g. hydrogen fuel cells, are developed.

Closing the PGMs loop to meet our customers' evolving sustainability demands remains our driver, and will play an important role in the transition to net zero. In 2023/24 we achieved several milestones which will further enable this ambition.

- Our methodology for specific customers across JM to purchase 100% recycled PGM content has been reviewed and accepted by the Carbon Trust as being in line with industry recommendations. In our PGM refinery process we mix secondary and primary metal feeds, so there is no way to physically distinguish the origin of the metal in the output. Now we can offer 100% recycled metal to specific customers through our mass balance approach.
- We have applied our recycling expertise, and upgraded our infrastructure, to allow us to recover and refine the PGMs used in emerging technologies, such as fuel cells and electrolyser stacks. Our new HyRefine™ technology integrates both the PGM catalyst and catalyst coated membrane (CCM) manufacturing processes. We believe this is the first demonstration of circularity for the PGM and the ionomer together. This enables us to provide our customers with a full service offering. Please see page 21 for more details.

In 2023/24 we set up a voluntary employee network of Sustainability Champions. They are employees engaged and passionate about sustainability. Supported by the central sustainability team our champions are already working locally on initiatives, and going forward we want to maintain a balance of corporate involvement with a bottom-up approach to sustainability. Impact on nature is by definition a local issue, and this network provides that grass-roots view of where the risks and opportunities are.



Planet: Protecting nature and advancing the circular economy

Our goal: Minimise our environmental footprint

We are committed to protecting the ecosystems around our sites and minimising all our potentially harmful interactions.

Our global environmental, health and safety (EHS) policies, processes and management system help us to maintain a high level of environmental performance. All our sites are assessed against these standards by our centralised EHS audit team at least once every three years. 93% of our manufacturing sites use environmental management systems that are certified as meeting ISO 14001 standard, as at 31st March 2024.

Minimising waste: reduce, reuse, recycle

We are committed to minimising waste generation and recycling as much as possible. Our operations create waste, which is always treated in line with local regulations. But beyond that we are committed to disposing of it responsibly and in a safe manner, working with specialist treatment companies.

The ongoing investment planned in our new PGM refinery in the UK will be a significant project towards meeting our 2030 target on hazardous waste reduction. We are always looking for ways to reduce waste at all of our sites. For example, last year at our site in Smithfield, the US we upgraded our NO_x abatement system. This year the new system has demonstrated not only a reduction in our emissions, but it also made a significant reduction in hazardous waste on site, expecting to reduce hazardous waste in JM by 2% and reduce JM's waste to landfill by 19%.

Total waste sent off site has increased this year by 4% compared with last year mainly due to decommissioning of manufacturing facilities.

We continue to work with third-party waste providers, looking for opportunities to divert our waste away from disposal.

We have established processes to recover PGMs from our production waste and subsequently recycle in our own refineries.

Using water responsibly

This year our Oberhausen site in Germany managed to reduce their water consumption, which will result in a 50% reduction in their annual water consumption going forward, through collaboration with the downstream effluent treatment system operator.

To understand where we need to act most quickly for most benefit, we use the World Resource Institute's (WRI) Water Risk Atlas tool to analyse usage at our sites. This year the tool identified 12 manufacturing facilities which are located in regions with a high or extremely high baseline water stress level. This means that they are at higher risk of declining water availability or increased cost in the future due to drought or groundwater table decline. The 12 manufacturing facilities accounted for 402,254 m³ (23%) of our net freshwater consumption in 2023/24.

We discharged 1.2 million m³ wastewater during the year, 96% to municipal treatment plants and the remainder back to its original freshwater source after treatment. We treated 0.9 million m³ of wastewater on site, of which we recycled 33% back into our manufacturing processes instead of discharging.

We seek to minimise the chemical burden in our wastewater discharged.

Reducing emissions to air

Some of our operations produce other air emissions as by-products of chemical reactions, including nitrogen oxides (NO_x), sulphur oxides (SO_x) and volatile organic compounds (VOCs).

All our permitted sites monitor these emissions to ensure they comply with local regulations.

This year we saw a further decrease in our year-on-year NO_x emissions due to the enhanced NO_x abatement system at our Smithfield site, US, delivering improved NO_x removal efficiency. Capital investment to

replace steam boilers to best in class burner design, at one of our UK sites, has also resulted in a reduction in NO_x emissions.

We don't produce ozone-depleting substances (ODS) through our operations, however, any small leaks of refrigerant gases are reported in our Scope 1 GHG emissions.

Types of waste produced and sent off site for treatment by a third party

Type of waste (tonnes)	2023/24	2022/23 ¹	2021/22 ¹	2020/21 ¹	2019/20 ¹
Liquid hazardous waste	39,342	38,518	45,151	41,020	40,011
Solid hazardous waste	2,958	3,336	2,639	2,620	2,469
Liquid non-hazardous waste	10,626	7,056	8,559	7,014	7,772
Solid non-hazardous waste	12,299	13,896	15,230	11,482	13,530
Total hazardous waste sent off site for treatment	42,300	41,854	47,790	43,640	42,480
Total waste sent off site	65,225	62,806	71,579	62,136	63,782

Methods of waste treatment applied by our third-party providers

Type of treatment (tonnes)	2023/24	2022/23 ¹	2021/22 ¹	2020/21 ¹	2019/20 ¹
Off site reuse	532	1,038	1,002	1,031	718
Off site recycling	37,078	36,853	38,270	23,366	19,437
Off site incineration with energy recovery	1,213	1,071	2,041	1,000	1,663
Incineration or other off site treatment	23,064	19,529	26,158	33,570	38,973
Total waste disposed off site to landfill	3,338	4,315	4,107	3,169	2,990
Total waste sent off site	65,225	62,806	71,578	62,136	63,781

Water consumption

	2023/24	2022/23 ¹	2021/22 ¹	2020/21 ¹	2019/20 ¹
Net freshwater consumption (000's m ³)	1,755	1,826	1,929	1,837	1,932
Total wastewater discharged (000's m ³)	1,205	1,349	1,391	1,493	1,381
Average direct Chemical Oxygen Demand of wastewater (COD) (mg/L)	264	242	220	112	104

Emissions to air

Type of emissions (tonnes)	2023/24	2022/23 ^{1,2}	2021/22 ^{1,2}	2020/21 ^{1,2}	2019/20 ^{1,2}
Nitrogen oxides (NO _x) emissions to air	318	337	358	338	320
Sulphur oxides (SO _x) emissions to air	36	31	73	42	16
Volatile organic chemicals (VOCs) emissions to air	45	42	50	39	47
Coverage for NO _x reporting	88%	86%	85%	85%	82%
Coverage for SO _x reporting	68%	36%	34%	36%	32%
Coverage for VOCs reporting	80%	57%	56%	54%	53%

1. Rebaselined to remove divested businesses, see page 210 for more information.

2. Restated due to improvement in methodology, see page 210 for more information.

Planet: Protecting nature and advancing the circular economy**Product stewardship throughout the value chain**

The nature of the complex chemistry in our products and manufacturing processes means that we sometimes have to use chemicals that are potentially hazardous.

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, and that we comply with all relevant laws and regulations. We require the same of our suppliers, see our Supplier Code of Conduct, supporting them when we identify deficiencies in e.g. hazard classifications or regulatory compliance. Our customers can access support on how to handle and dispose of our products safely, beyond what we provide in our safety data sheets, via published guides and direct engagement with product specialists. 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. This year, we received no reports of significant health effects from the use of our products, and we continue to comply with all applicable health and safety, labelling and marketing regulations, and voluntary codes.

Per- and polyfluoroalkyl substances (PFAS)

We are aware of the increasing levels of concern over potential risks posed by a subset of PFAS entering the environment and are committed to reducing our uses, developing alternatives, better understanding and limiting impacts on human health and the environment from PFAS in our operations and products. An exciting demonstration of this is our new HyRefine™ technology that delivers circularity for the PGMs as well as the valuable ionomer components in fuel cell and water electrolyzers, at end-of-life. We continued to work directly with suppliers, customers, trade bodies, NGOs and regulators to ensure responsible use and proportionate regulations of PFAS. In 2023 JM actively contributed, individually and as part of various trade bodies, to the EU consultation on the PFAS restriction proposal; UK PFAS policy options; and to the US proposals under the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA).

Biotechnology in JM

We continue to invest in growing our biocatalyst product-offering and manufacturing capabilities, within our Life Sciences Technology business. Biocatalysts deliver sustainability and safety benefits to traditional catalysts, such as requiring less energy intensive reaction conditions and reduced need for organic solvents. Our biocatalysts are manufactured using genetically engineered microorganisms. None of our biocatalyst products contain live organisms at the point of supply to our customers, and they currently represent just 0.02% of our sales.

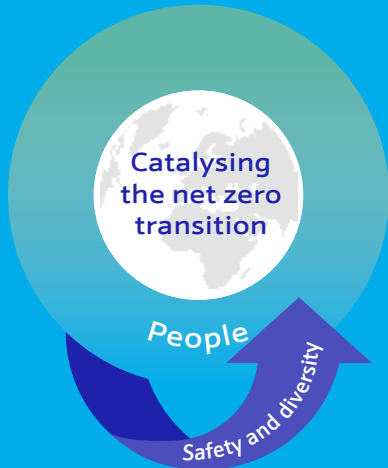
🔗 See matthey.com/sustainability for more information



chemsec
CHEMSCORE

4th

out of the world's top 50
chemicals companies



People: Promoting a safe, diverse and equitable society

We rely on our 11,600+ talented and passionate employees to drive our purpose. Ensuring that they are fulfilled in their careers, work safely and return home well to their families each day is our number one priority.

See our EHS policy, which applies to everyone who works for us, at matthey.com/ehs-policy

Our goal: Keep people safe

The nature of our business means we have complex chemical processes that often involve heavy machinery and hazardous chemicals. Our ability to catalyse the net zero transition depends on the mitigation of potential risks and the safe operation of our manufacturing sites.

Take 5 is one of our key global environmental, health and safety (EHS) programmes and continues to drive global improvements in health and safety performance. During 2023 we ran a campaign that focused on our key risk areas such as hand cuts, sprains and strains. We also created a Centre of Expertise in Industrial Hygiene by centralising industrial hygiene resources so that these can be deployed more effectively to where the risks are across the group.

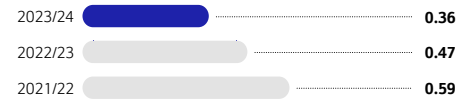
In terms of regional EHS performance we have initiated a project to review and improve safety at our facilities in the North America region. A local team comprising operations and EHS managers has developed an improvement plan that addresses common safety issues at our US facilities, including ergonomics, job risk analysis and competency. The project leaders report progress to the Group Operations Leadership Team on a quarterly basis.

Three of our businesses have introduced site-specific improvement plans for the small number of sites that drive their lagging indicator performance. These plans are currently ongoing and are reviewed by the business unit leadership team.

Our occupational health and safety performance

Lost time injury and illness rate (LTIIR) reduced from 0.24 last year to 0.17. In our total recordable injury and illness rate (TRIIR), for employees and contractors, we went from 0.47 to 0.36 this year which is a 23% improvement. This is a demonstration of the effectiveness of our Take 5 programme and the impact of our annual Global Safety Day, as well as additional local campaigns at site level which have focused on site-specific safety issues. We have had no fatalities since 2015.

TRIIR (employees and contractors)



For more data see our Sustainability Performance Databook, matthey.com/sustainability-databook

Our process safety performance

Our International Council of Chemicals Association (ICCA) process safety event severity rate (PSESR) has decreased from 1.02 last year to 0.88 PSESR per 200,000 hours worked. There were three Tier 1¹ process safety events this year, compared to nine the previous year. We have improved the governance process for our high risk process safety scenarios and there has been great progress in reducing the number of open scenarios. With the creation of new engineering teams at group level and in the businesses, we now have a joint EHS and Engineering working group to understand better ways of working to effectively address implementation of process safety requirements at site level such as asset integrity and installation of modern automated control systems.

We continue to embed process safety training across JM. In the last five years process safety training has been completed by over 3,000 operations-based staff, plus in-depth training for over 700 managers and senior executives. We have also completed individual process safety competency assessments for 305 managers and engineers in process safety-critical roles at facilities rated as 'high hazard' with an ongoing programme of assessments for new starters.

All of our high hazard facilities have now been subject to a formal corporate EHS audit within the last three years and a process safety audit within the last five years.

Global Safety Day 2023

This year's event focused on Taking 5 Together, with the theme 'It's In Our Hands' designed to encourage employees to feel empowered to take responsibility for their own safety and that of their colleagues.

JM teams, globally, dedicated a day to safety, attended workshops, made personal safety pledges and celebrated successes. Our employees across all sites and offices took part in safety-related activities that really brought to life the importance of us all being accountable for safety.

Helping people to feel healthy, secure, supported and connected

We have a wellbeing strategy in place to support all employees and help them focus on four wellbeing pillars: physical, financial, social and mental health. Employees are provided with Elements, a personalised web platform and app to access wellbeing resources and support. This includes an employee assistance programme (Assist) which provides confidential counselling for mental health and work-life services. See page 48 for more details.

1. 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.

People: Promoting a safe, diverse and equitable society

Our goal: Create a diverse, inclusive and engaged company

A high-performance culture is critical to the execution of our strategy. We are making good progress in creating a more market-focused, agile and less bureaucratic company, where our people can be truly customer-centric and thrive in their roles.

Building an engaged, high-performance culture

At our launch of the 'Play to Win' strategy in 2022, we identified three aspects of our culture that we needed to enhance:

- Take accountability
- Keep it simple
- Drive results

It is critical that our leaders – at all levels – in JM take the lead in accelerating this throughout the organisation. This year we established a series of 'Play to Win Through People' workshops for managers across the entire organisation to give them the tools to bring the strategy to life with their teams, to clarify expectations on them as managers, and to build their skills and confidence to drive performance, employee engagement and change.

Secondly, we updated our performance management approach during the year with a focus on delivering ongoing dialogue around expectations, forward-focused feedback and development. We now require all our managers to hold regular feedback and performance discussions with their team members. The new approach has been well adopted, and employees report they are having better ongoing dialogue, with improved quality of feedback, recognition and development conversations.

We have also built on our digital recognition platform, Say Thanks, where colleagues can send appreciation through an eCard or nominate significant contributions for awards.

Supporting our people's professional and personal growth remains at the core of our commitment as an employer. During 2023/24 we took several initiatives to support this, including strengthening our succession planning into critical leadership roles, ongoing investment in the future pipeline of leaders through our graduate programmes, various talent accelerator programmes, and broad development initiatives such as customer-centricity training, business skills programmes, and the implementation of a new global digital learning platform, Percipio.

To support and reinforce all these initiatives we are now supplementing our revamped annual employee survey with quarterly all-company pulse survey check-ins, ensuring that all our managers are proactively leading their teams through change whilst providing ongoing feedback, recognition and development.

For more information see our [Sustainability Performance Databook](https://matthey.com/sustainability-databook), matthey.com/sustainability-databook



Engagement score improved from 6.9 in March 2023 to

7.2

in January 2024 (on a scale from 1-10)

"Taking action from last survey" score improved

+0.8

(on a scale from 1-10) from March 2023 to January 2024

Say Thanks:

84%

of all employees in JM have accessed the portal and employees have received three recognition moments on average through the year

People: Promoting a safe, diverse and equitable society

Advancing diversity, inclusion and belonging

Performance and innovation require diversity of thought, background and representation as well as a culture of inclusion and belonging. This year we have taken strategic and practical steps to ensure our diversity, inclusion and belonging (DI&B) journey is meaningful and has long-lasting impact. We have continued to drive activities in line with our DI&B roadmap to progress towards achieving our sustainability goal, targets and commitments.

[See our Diversity, Equity, Inclusion and Belonging Policy, matthey.com/DIEB](#)

Developing and attracting talent

Our female representation at all management levels² is 30%, an improvement on last year's 28%, and a step forward towards our target of 40% by 2030, with a milestone of 31% in 2025.

Our Talent Acquisition team and DI&B team have continued to build partnerships with organisations such as the Society of Women in Engineering, Women in Chemicals and Association for Black and ethnic minority engineers to ensure we can source and attract the best talent from a range of diverse backgrounds in the market.

In 2023/24 we formed a partnership with STEM Returners, a leading organisation in the UK in returner programmes, to help STEM professionals return to work after a career break. To date, we have six returners in the business in engineering, legal and procurement with all returners now being offered either extended contracts or made permanent employees.

Once we have recruited talented people into the business, providing the right environment for all to progress through the organisation and reach their full potential is critical. In September we launched our 'Elevating women in leadership' pilot programme, and to support the development of our Black, Asian and ethnic minority employees, we continued to participate in the Black British Business Awards talent acceleration programme in the UK and the McKinsey connected leadership development programme in the US.

Earlier this year, we ran a diversity data campaign across our senior leadership to better understand the ethnic representation of this population.

In line with the Parker Review recommendations, we have set targets to improve senior representation for minority ethnic individuals, targeting

15%

representation in our senior management by 2027, based on our current representation of 9%.

Included in this 2027 target is a separate target for Black representation of

3%

We continued to create awareness around our DI&B agenda and build confidence in speaking about difference, with our nine employee resource groups remaining at the core of this work. We also implemented a new DI&B events structure to better engage our employees. This resulted in widely attended local events and webinars with external and internal speakers for International Women's Day, LGBTQIA Pride Month, Hispanic Heritage Month, Black History Month, and International Day of Persons with Disabilities, along with the creation of our first Global Inclusion Day.

Disability inclusion

Last year, we conducted a site accessibility audit which resulted in a recommendation to provide all customer-facing staff with disability equality and awareness training, specifically including deaf awareness. Our DI&B and Learning and Development teams engaged an external partner to design some disability inclusion training, which we piloted with our Royston, UK reception staff. We then worked on a train the trainer model to allow us to roll out the training across JM for all employees in a customer-facing role.

Gender diversity statistics (as at 31st March 2024)

	% Female	Female	Male	Total
Board	44%	4	5	9
Group Leadership Team (GLT)	31%	4	9	13
Subsidiary directors	24%	23	74	97
Senior managers ¹	38%	30	48	78
All management levels ²	30%	507	1,190	1,697
New recruits	38%	765	1,232	1,997
All employees	31%	3,577	8,108	11,685

[For more information regarding gender, age and ethnicity of our people see our Sustainability Performance Databook, matthey.com/sustainability-databook](#)

1. Within JM our senior managers are defined as direct reports of the GLT. The UK Corporate Governance Code 2018 requires companies to disclose the gender balance of senior management, which is defined in the Code as a company's executive committee and the Company Secretary; the statistics for this are included in the GLT row above. Some individuals are included in more than one category.
 2. All employees whether they are a people manager or not, at a minimum compensation grade.

People: Promoting a safe, diverse and equitable society

Freedom of association

We respect and uphold the freedom of association and the effective recognition of the right to collective bargaining. In 2023/24 a quarter of our people globally were covered by collective bargaining agreements and/or represented by works councils or trade unions.

Regular engagement is undertaken directly with our employee representative groups on a range of topics including freedom of association and collective bargaining. These groups include recognised trade unions, or elected employee representative groups where trade unions are not present.

The engagement is conducted on a regular and routine basis to ensure employee representative groups are well informed across a range of business and people-related topics. Several of our transformation initiatives have been guided and subject to thorough collaboration and consultation with employee representatives to ensure all relevant aspects are covered and managed.

Union representation, % of global headcount

	31 st March 2024
UK	20%
Rest of Europe	25%
North America	20%
Asia	30%
Rest of the world	45%
Workforce globally	25%

For more information see our Sustainability Performance Databook, matthey.com/sustainability-databook

Fair pay

We operate a 'total reward' approach at JM, and we aim to provide a total reward offering that is flexible, market competitive in each country in which we operate and affordable for JM. For this, we are committed to providing fair reward that is consistent with our goal of being an inclusive and sustainable company.

We understand that there is pressure on our people's finances because of the current economic environment and for the second year in a row, we have given a larger portion of the global salary budget to non-management roles, recognising that cost-of-living pressures are felt more acutely here.

We are developing our approach to global pay transparency in line with EU legislation and have already disclosed our UK gender pay gap report in accordance with UK law. In 2023/24 our UK gender pay gap was 7.6% which puts us ahead of the national average of 14.3%.

In addition to our employees' pay, we have provided support through an employee assistance programme (Assist), which provides JM employees and dependants with confidential, external professional advice on a variety of financial wellbeing topics such as debt management, mortgages, and loans, in addition to broader mental, physical and social wellbeing topics. Our temporary employees received the same benefits as our permanent employees.

View our gender pay gap report: matthey.com/gender-pay-gap

Parental leave

We recognise the significance to our employees of starting and supporting a growing family. To support employees, we maintain a Global Parental Leave Standard. This standard provides a global minimum standard of 16 weeks fully paid leave for new parents (including adoptive parents) who are regarded as the primary caregiver.

Please see our Global Employee Leave Policy for more information, matthey.com/global-employee-leave

For more details see our Sustainability Performance Databook, matthey.com/sustainability-databook



Accreditation as Living Wage Employer UK and exploring opportunity to apply living wage policy globally

7.6%
Gender pay gap in UK



People: Promoting a safe, diverse and equitable society

Upholding human rights and high ethical standards

We support the principles of the Universal Declaration of Human Rights and the International Labour Organisation (ILO) Core Conventions. We are aligned with key frameworks that define human rights principles for businesses, including UN Guiding Principles on Business and Human Rights and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

Our approach to human rights considers our entire value chain, including our own operations, suppliers, partners and customers. We have set ourselves a commitment to assess all of our value chain partners for human rights risks by 2030.

matthey.com/human-rights-policy

Our operations

Our Human Rights policy sets out our commitments and provides for regular processes to identify and mitigate risks in our operations. Where we have operating sites in high-risk countries we work with local teams to implement remedial actions where required.

Our suppliers and customers

We initiated a human rights risk assessment for suppliers accounting for 85% of our annual procurement spend (excluding PGMs). Utilising the EcoVadis IQ Module, we rated 529 suppliers, with 5% identified as (very) high risk. We are working with these suppliers to address these risks effectively.

Where required, mitigations and remedial actions have been put in place and continued monitoring has been implemented.

We actively engage and support our suppliers on their sustainability journey. Last year we reported the case of a supplier in a higher risk region that we were working with to improve their EcoVadis assessment, following a human rights assessment. As a result the supplier has this year achieved a silver medal for their commitment to sustainable and responsible business practices.

[For Ecovadis KPIs of our suppliers see our Sustainability Performance Databook, \[matthey.com/sustainability-databook\]\(https://matthey.com/sustainability-databook\)](#)

This year we included detailed human rights expectations into our updated Supplier Code of Conduct as well as our standard Terms and Conditions of Purchase and template purchasing agreements. These require our suppliers to not only comply with all applicable human rights laws, but also to put robust internal procedures in place to mitigate and remediate human rights risks. These obligations apply both to our direct suppliers, existing and new, as well as their supply chain and subcontractors.

[See our refreshed Supplier Code of Conduct, \[matthey.com/supplier-code\]\(https://matthey.com/supplier-code\)](#)

We also work closely and collaboratively with our customers to provide open and transparent disclosure. We see our customers as valued partners and we contribute to their sustainability goals by actively engaging and providing data and information about climate-related, human rights, diversity and governance topics. Our commitment extends to informing them about our sustainable practices in both our products and operations, ensuring transparency in all sustainability developments concerning JM. Moving forward, our dedication remains unwavering as we strive to enhance our

engagement with customers, empowering them to make informed choices that play a crucial role in shaping a more sustainable and resilient future.

Modern Slavery Statement

We are committed to ensuring no modern slavery exists in our business and to identify, mitigate and remediate any issues we find in our value chain. We publish our Modern Slavery Statement annually to demonstrate our progress.

matthey.com/modern-slavery

Doing the right thing underpins everything we do

Our new, refreshed and simplified digital Code of Ethics, called 'Doing the Right Thing. Together.' is a practical guide for us all to use. It provides guidance around four key areas applicable to everyone:

1. What doing the right thing means and our Code commitments
2. Making good, ethical decisions
3. Asking for help when you are unsure what to do; and
4. How to speak up with serious concerns

Included within is a new decision-making tool, which assists anyone facing an ethical dilemma or difficult decision. Our global network of ethics ambassadors is called out as an on-site resource should employees have ethical queries or concerns. And we have included a people manager section, highlighting the role and responsibilities line managers have in promoting an ethical culture within their teams across JM.

To complement our refreshed Code of Ethics we rolled out a new programme of ethics training globally. We also run bespoke training courses for specific

groups, for example on competition law and anti-bribery and corruption for externally facing employees. This year we also rolled out a human rights training course to targeted groups.

[See our full set of policies on our website](#)

[For details of training courses see our Sustainability Performance Databook, \[matthey.com/sustainability-databook\]\(https://matthey.com/sustainability-databook\)](#)

Our Speak Up culture

Our independent Speak Up helpline is available for anyone wishing to raise a concern.

We analyse Speak Up metrics quarterly to identify key themes and significant trends and share these with the Societal Value Committee and relevant senior leaders.

[→ See page 89 for more information about our Societal Value Committee](#)

During the year there were 138 Speak Ups, of which two related to bribery and corruption. JM has a zero-tolerance approach to bribery and corruption, and our Ethics & Compliance team thoroughly investigated to determine whether the allegations could be proven or whether any recommendations should be made, as it does with all categories of Speak Ups. Even where allegations of bribery and corruption are not proven, an assessment is made to ensure the risk of bribery and corruption taking place in the future is properly mitigated. During the year no legal cases regarding bribery and corruption were brought against JM or its employees.

[See our Speak Up Policy, \[matthey.com/speak-up-policy\]\(https://matthey.com/speak-up-policy\)](#)

[For details of the Speak Up reports see our Sustainability Performance Databook, \[matthey.com/sustainability-databook\]\(https://matthey.com/sustainability-databook\)](#)

People: Promoting a safe, diverse and equitable society

Responsible sourcing

Our global multi-tiered supply chain encompasses a wide range of suppliers providing raw materials, goods and services. We foster a responsible and sustainable supply chain by collaborating closely with our suppliers. In 2023/24 our supplier spend was £3 billion (excluding precious group metals).

In 2023/24 we developed responsible sourcing principles. Led by our commitment to creating a positive impact through our operations, the responsible sourcing principles embody our dedication to ethical and environmentally-conscious practices across our value chain. All new suppliers receive and acknowledge the refreshed Supplier Code of Conduct which includes an environmental section.

We also conducted a review of our Scope 3 emissions from purchased goods and services, to map existing decarbonisation commitments from suppliers and identify additional levers to reach our 2030 target. This work will help us prioritise our engagement with suppliers, and guide our work with initiatives such as Together for Sustainability, to ensure we maximise the positive impact we can have on our supply chain.

We continue our partnership with Tealbook and Minority Supplier Development UK (MSDUK). In the next year we aim to use MSDUK to help us set a long-term supplier diversity strategy and target. We have estimated that 3% of our spend with suppliers is allocated to diverse or small businesses, and we identified several opportunities to improve our sourcing practices to be more inclusive as well as enhance our internal training and adoption of the programme. We are also embedding the Tealbook services into our conversations with customers and suppliers and update them on the diversity spend.

For more information see our Sustainability Performance Databook, matthey.com/sustainability-databook

Conflict minerals and cobalt

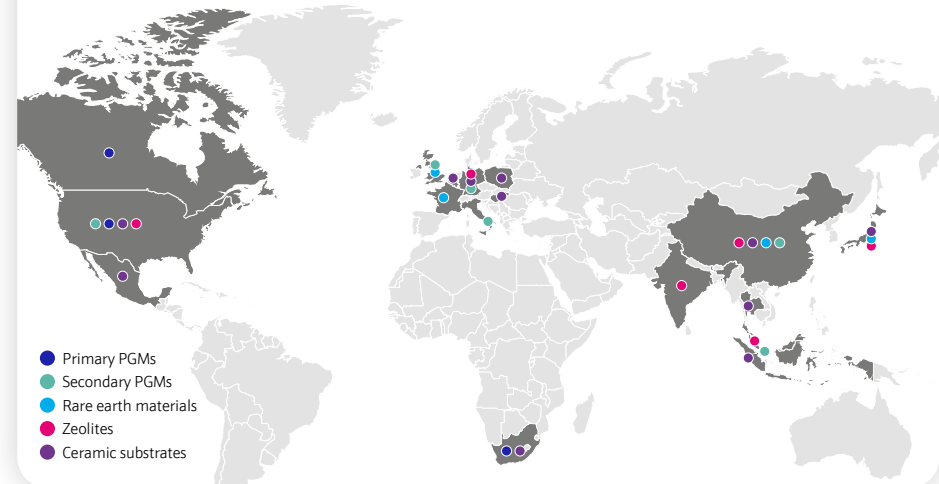
In alignment with both our Conflict Minerals & Cobalt Policy and the OECD's Due Diligence Guidance for Responsible Supply Chains or Minerals from Conflict-Affected and High-Risk Areas, we engage with suppliers to get information on 3TGs (tin, tantalum, tungsten and gold) and cobalt in our products.

Of the 3TGs, tungsten is used in our autocatalyst products, though we recognise we may have small amounts of the others in finished goods and refining intakes. We have identified 85 suppliers providing 3TGs and cobalt going into our products. These suppliers have each provided due diligence industry standard reporting templates, of which four did not fully meet our requirements due to low supply chain coverage (less than 75%). We are working with these suppliers on remediation plans.

Responsible sourcing principles

- 1 Reduce GHG emissions
- 2 Maximise resource efficiency and promote circularity
- 3 Protect nature
- 4 Promote ethical behaviours, uphold human rights, source minerals responsibly
- 5 Provide and create a safe workplace and safety culture
- 6 Live diversity and inclusivity across our value chain

Where we source strategic raw materials



Platinum group metals (PGMs)

We collaborate with industry associations such as the International Platinum Group Metals Association (IPGA) to ensure ethical sourcing of PGMs. Supporting the adoption of the Initiative for Responsible Mining Assurance (IRMA) standard, we recognise the challenges and continue assisting our suppliers on this journey. Our UK and US refineries adhere to the London Platinum and Palladium Market's 'Good Delivery' lists and Responsible Platinum and Palladium Guidance, annually confirmed through third-party audits by RCS Global.

- More on the IRMA responsible mining standard: matthey.com/IRMA
- Annual LPPM compliance: matthey.com/lppm-compliance
- See our Supplier Code of Conduct: matthey.com/supplier-code

Forestry products

We ensure palm oil is being purchased from sustainable sources, as set out in our Supplier Code of Conduct which can be found on our website. As a certified member of the Roundtable on Sustainable Palm Oil (RSPO) we successfully completed an audit by TÜV NORD Integra according to the RSPO Supply Chain Certification Standard in August 2023.

Doing business in higher-risk jurisdictions

In 2023/24 we completed the disposal of our production facility in Krasnoyarsk in Russia, which we previously put into dormant status during 2022/23, and have now exited Russia completely.

Several raw materials to our products, including PGMs, rare earth metals and zeolites, are sourced from China. No major concerns have been identified, however, we continue the process of reviewing the detailed due diligence templates and will implement mitigations or put remedial actions in place, as required.

People: Promoting a safe, diverse and equitable society

Investing in our communities

Being a responsible neighbour continues to be core to our community investment approach. Through our activities we aim to strengthen the communities surrounding our sites by contributing to their long-term resilience and sustainability, and in particular by removing barriers to STEM education.

Our performance in 2023/24

Our colleagues volunteer throughout the year, however, much of this activity centres around our two campaigns, #JMvolunteers, coinciding with International Volunteer Day, and Earth Month, which we ran for the first time this year, and that encourages volunteering with an environmental focus.

2,246

volunteering days during 2023/24, a 9% increase from last year despite a decrease in employees

£1,013,000

Expenditure in community investment

Tackling STEM inequality

We remain committed to working with local partners and schools to tackle STEM inequality and break down barriers young people often face in accessing quality STEM education and opportunities.

Our global community impact programme, Science and Me, enables us to make progress in this area by contributing to projects with funding, expertise and time. Science and Me has been fostering curiosity and stimulating an interest in STEM since launching three years ago.

In 2023, Science and Me awarded grants for new projects in the US, UK and North Macedonia. North Macedonia 2025, for example, aims to enhance access to quality STEM education for 15 primary schools across North Macedonia by delivering hands-on learning experiences that will inspire around 1,500 students and 25 science teachers. Since its inception, our Science and Me programme has awarded a total of 30 grants to help tackle STEM inequality.

11 Science and Me grants

were awarded in 2023, to five non-profits and six schools, engaging nine JM sites in three countries.

Community investment summary

£'000	2023/24	2022/23	% change
Direct expenditure	440	594	-26%
Indirect expenditure	573	479	20%
Total	1,013	1,073	-6%

For more information see our Sustainability Performance Databook, matthey.com/sustainability-databook

Examples of initiatives

We launched a pilot with Tent Partnership for Refugees with sites across the UK, Sweden and Germany, enabling our people to volunteer by taking up mentorship roles supporting refugee women back into work.

35 colleagues from our Wayne and Devon sites helped clean up trash and debris from a local watershed, helping protect the local ecosystem.

Empowered by a sense of communal responsibility, our colleagues in China and Japan responded to local natural disasters by donating funds and relief supplies to the victims.

45 colleagues from eight UK locations participated in the Peak District Ultra Challenge, raising £25,000 for 27 charities, which was doubled through our match funding scheme.

The annual Poland Business Run saw 220 colleagues globally run a combined total of 880km in support of a non-profit, raising funds and awareness for people with disabilities.

Our teams in China mobilised over 320 colleagues to support nature conservation initiatives, promoting the preservation of Chongming island's ecosystem.

In response to the conflict impacting Israel and Gaza, we donated to Médecins Sans Frontières (MSF) Doctors Without Borders, funding emergency medical care where it is most needed.

People: Promoting a safe, diverse and equitable society



How we engage with our external stakeholders

As a global company with a leading role in the net zero transition, we engage actively with non-profit organisations, policy makers, business associations and global alliances. This helps ensure we maximise our positive impact on society, by playing our role in developing sustainable solutions, and setting the right sustainability objectives.

Throughout the year, we attended flagship events and debates to keep up to date with the latest sector trends and rapidly evolving regulatory landscapes. For instance, we were present at COP28 to follow the climate negotiations and to enable better understanding of the role that our solutions, such as sustainable aviation fuels and clean hydrogen, can play in the journey to net zero. We attended several conferences to share insights on our key markets, such as the World Hydrogen Leaders conference, ADIPEC and the London Platinum Week.

Business associations and non-profits

We actively engaged with business associations last year. For instance, we worked with the Association for Emissions Control by Catalyst (AECC) on the introduction of Euro 7 standards in the EU and on other regulations promoting clean air and sustainable mobility solutions. We also engaged with Hydrogen Europe and the Hydrogen Council to provide expert insight on hydrogen technologies, as well as on the PGM markets, to inform policy and support the critical role of PGMs in the energy transition.

We also joined the Industry Council of the US Department of Energy's Energy Innovation Hub. We will help inform the Critical Materials Innovation Hub's five-year programme on PGMs, using our unique and longstanding depth of knowledge across the entire PGM ecosystem.

In addition, we engaged with several non-profit organisations and think tanks on sustainability topics, including our Nature strategy, JM Renewable Energy Standard, and how to best embed sustainability in our capital investments.

We provided insights to the British Society of Chemical Industry (SCI) on the business case for an industrial science and innovation strategy in the UK, underpinned by sustainability, which was used in their Manifesto released in August.

Global alliances

JM is a member of global alliances which can help drive business outcomes and shape the low-carbon markets we play in. For instance, we are actively involved in the World Economic Forum's Securing Minerals for the Energy Transition initiative, where we provide expert insights on the supply and demand of the PGM market, including the key role of the secondary market and their contributions to sustainable technologies.

Examples of business associations and global alliances which were a key focus of engagement on sustainability in 2023/24

