

## Section 430(2B) Statement in relation to Robert MacLeod

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

Robert MacLeod stepped down as a Director from the Board on 28 February 2022, but will continue as a JM employee to support the transition process until the Company's Annual General Meeting on 21st July 2022 when he will then retire from JM. He will receive the payments set out below (after required tax deductions), in accordance with his service contract and Johnson Matthey's approved remuneration policy:

1. Salary and all contractual benefits, including pension supplement, as normal up to 21st July 2022.
2. Accrued but unused annual leave as at 21st July 2022.
3. Robert is eligible for the 2021-22 Annual Incentive Plan for the year ending 31 March 2022. The remuneration committee will determine the level of any bonus after the end of the financial year. Should a bonus be approved for payment, it is expected to be less than a target payout, which is 90% of base salary. 50% of any payment will be deferred in Johnson Matthey shares for three years through the Deferred Bonus Plan. Full disclosure of any payments made will be included in the 2022 Annual Report. Robert will not be entitled to participate in the 2022-23 Annual Incentive Plan.
4. Robert MacLeod holds the following unvested Deferred Bonus Plan awards, which will continue to vest on their normal release dates:

Award Year	Shares Awarded	Normal Release Date
2019	10,493	1 August 2022
2020	9,292	1 August 2023
2021	23,706	1 August 2024

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

5. Robert MacLeod has the following outstanding awards under the Performance Share Plan. The 2020 and 2021 awards will be pro-rated based on the number of complete months from the start of the relevant performance period to his retirement date. To the extent the award performance conditions are met the shares will vest and then be subject to a further two year holding period. Dividends accruing to vested shares in the holding period will be reinvested in Johnson Matthey shares.

Award Year	Shares Awarded	Shares Retained	Normal Release Date	Holding Period End Date
2019	53,324	53,324	1 August 2022	1 August 2024
2020	79,415	59,561	1 August 2023	1 August 2025
2021	54,829	22,845	1 August 2024	1 August 2026

Robert MacLeod will not receive a 2022 Performance Share Plan Award.

6. No loss of office payments will be made.

Full details of all payments made to Robert MacLeod will be disclosed in the Directors' Remuneration Report within the Company's Annual Report and Accounts for the year ending 31 March 2022.