

20th November 2025

Johnson Matthey Plc
(the Company)

Appointment of Chief Financial Officer and Chief Operating Officer

The Company is pleased to announce the appointment of Alastair Judge as Chief Financial Officer and Executive Director, effective from 1st January 2026. On the same date, Richard Pike, the Company's current Chief Financial Officer, will assume the role of Chief Operating Officer and will remain on the Board as an Executive Director.

As the Company transitions into a more highly focused and lean business, the Group Leadership team has been streamlined further, from nine to six people. These changes, which will support the focused implementation of JM's strategy, are also effective from 1st January 2026.

Alastair joined Johnson Matthey in July 2018 and has held several key leadership positions, including Finance Director and Interim Chief Executive Officer of Clean Air, Chief Executive Officer of PGM Services and more recently, Head of Strategy and Operations. Prior to joining Johnson Matthey, Alastair started his career at Unilever, before moving to Asda and then spending 12 years with Avon Cosmetics in a variety of senior finance leadership roles. He brings to the Board extensive financial expertise and strategic insight. Alastair is a qualified management accountant.

In addition to Chief Financial Officer roles, Richard Pike has held a variety of operations and general management remits, working in large internationally diversified manufacturing businesses such as Pilkington plc and Associated British Foods plc, including the role of Managing Director of British Sugar, which have helped him develop a strong understanding and appreciation of front-line refining and manufacturing operations.

Andrew Cosslett, Chair said: "We are delighted to welcome Alastair to the Board as Chief Financial Officer and to see Richard move into a new role of Chief Operating Officer. These appointments reflect the Board's continued focus on ensuring the Company's management structure supports the delivery of our primary objectives to drive cash generation and increase shareholder returns."

Upon joining the Board, Alastair will succeed Richard as a member of the Investment Committee and Societal Value Committee.

There are no matters that require disclosure under UKLR 6.4.8R of the UK Listing Rules of the Financial Conduct Authority.

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Enquiries:

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Johnson Matthey Plc is listed on the London Stock Exchange (JMAT)
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