Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2022

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 07/01/2022 and ending 06/30/2023

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [X] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
JOHNSON MATTHEY INC. AMENDED AND RESTATED SALARIED EMPLOYEES PENSION PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 07/01/1950

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
JOHNSON MATTHEY INC.

435 DEVON PARK DRIVE, SUITE 600
WAYNE, PA 19087-1998

2b Employer Identification Number (EIN) 23-0411710

2c Plan Sponsor's telephone number 610-971-3000

2d Business code (see instructions) 332900

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	08/02/2024	TOM ADAIR
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	08/02/2024	KARIL BLACK WOLLITZ
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		
5	Total number of participants at the beginning of the plan year	**5**	1845
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	533
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	482
b	Retired or separated participants receiving benefits	**6b**	498
c	Other retired or separated participants entitled to future benefits	**6c**	638
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	1618
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	113
f	Total. Add lines **6d** and **6e**.	**6f**	1731
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1A

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)

(1)	[ ]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

(1)	[ ]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

(1)	[X]	**R** (Retirement Plan Information)
(2)	[ ]	**MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3)	[X]	**SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

(1)	[X]		**H** (Financial Information)
(2)	[ ]		**I** (Financial Information – Small Plan)
(3)	[ ]	0	**A** (Insurance Information)
(4)	[X]		**C** (Service Provider Information)
(5)	[X]		**D** (DFE/Participating Plan Information)
(6)	[ ]		**G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 07/01/2022 and ending 06/30/2023

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
JOHNSON MATTHEY INC. AMENDED AND RESTATED SALARIED EMPLOYEES PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
JOHNSON MATTHEY INC.

D Employer Identification Number (EIN)
23-0411710

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 07 Day 01 Year 2022

2 Assets:

a Market value	**2a**	298203454
b Actuarial value	**2b**	298203454

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	609	107702190	107702190
b For terminated vested participants	708	72087833	72087833
c For active participants	533	92514219	95378847
d Total	1850	272304242	275168870

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	4.80 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	5452010
b Expected plan-related expenses	**6b**	970000
c Total (line 6a + line 6b)	**6c**	6422010

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary — Date: 02/15/2024

VANESSA SOSKIND, ASA, EA, MAAA — Type or print name of actuary

23-06307 — Most recent enrollment number

MERCER — Firm name

813-207-6306 — Telephone number (including area code)

3031 N ROCKY POINT DRIVE WEST
SUITE 700
TAMPA, FL 33607

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	67824264	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	
9	Amount remaining (line 7 minus line 8)	67824264	0
10	Interest on line 9 using prior year's actual return of -20.87 %	-14154924	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		9085309
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.68 %		516046
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	c Total available at beginning of current plan year to add to prefunding balance		9601355
	d Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	53669340	0

Part III Funding Percentages

14	Funding target attainment percentage	14	88.86 %
15	Adjusted funding target attainment percentage	15	108.37 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	162.77 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
07/18/2022	775000	56680	01/17/2023	324000	56355
08/17/2022	775000	57690	02/24/2023	324000	37334
09/16/2022	324000	38225	03/20/2023	324000	36772
10/18/2022	324000	37768	04/17/2023	324000	36970
11/16/2022	324000	37577	05/16/2023	324000	36569
12/16/2022	324000	37715	06/16/2023	324000	35667
			Totals ► 18(b)	4790000	18(c) 505322

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date.	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	4695549

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment: %	2nd segment: %	3rd segment: %	[X] N/A, full yield curve used

b Applicable month (enter code) **21b**

22 Weighted average retirement age	**22**	63

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [X] Prescribed - separate [ ] Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ..... [X] Yes [ ] No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ..... [X] Yes [ ] No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ..... [X] Yes [ ] No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... [X] Yes [ ] No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years.....	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c).....	**31a**	6422010
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	**34**	6422010

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	1726461		1726461

36 Additional cash requirement (line 34 minus line 35).....	**36**	4695549
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	**37**	4695549

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....	**39**	0
40 Unpaid minimum required contributions for all years.....	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. [ ] 2019 [ ] 2020 [ ] 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2022** **This Form is Open to Public Inspection.**

For calendar plan year 2022 or fiscal plan year beginning 07/01/2022 and ending 06/30/2023

A Name of plan
JOHNSON MATTHEY INC. AMENDED AND RESTATED SALARIED EMPLOYEES PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
JOHNSON MATTHEY INC.

D Employer Identification Number (EIN)
23-0411710

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MERCER

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 13 15 17 38 50 64 70	NONE	412247	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

THE BANK OF NEW YORK MELLON

13-5160382

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 25 28 31 50 60 61 62 71 72	NONE	137039	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

(a) Enter name and EIN or address (see instructions)

BDO USA, P.C.

13-5381590

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	17050	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MORGAN, LEWIS & BOCKIUS LLP

2222 MARKET STREET
PHILADELPHIA, PA 19103-3007

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	12432	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 07/01/2022 and ending 06/30/2023

A Name of plan
JOHNSON MATTHEY INC. AMENDED AND RESTATED SALARIED EMPLOYEES PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
JOHNSON MATTHEY INC.

D Employer Identification Number (EIN)
23-0411710

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: BNYM-M DB SL LT CREDIT BIF

b Name of sponsor of entity listed in (a): BNY MELLON, N.A.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
25-6078093-062	C	194277501

a Name of MTIA, CCT, PSA, or 103-12 IE: BNYM-M DB SL BROAD MKT SIF

b Name of sponsor of entity listed in (a): BNY MELLON, N.A.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
25-6078093-106	C	18574358

a Name of MTIA, CCT, PSA, or 103-12 IE: EB TEMP INV FD VAR RT 12/31/49 F CL

b Name of sponsor of entity listed in (a): BNY MELLON, N.A.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
25-6078093-336	C	1991250

a Name of MTIA, CCT, PSA, or 103-12 IE: BNYM-M DB SL LGUS T-STRIPS BIF

b Name of sponsor of entity listed in (a): BNY MELLON, N.A.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
25-6078093-023	C	41272236

a Name of MTIA, CCT, PSA, or 103-12 IE: BNYM-M DB SL INT CREDIT BIF

b Name of sponsor of entity listed in (a): BNY MELLON, N.A.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
25-6078093-060	C	5025736

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 07/01/2022 and ending 06/30/2023

A Name of plan
JOHNSON MATTHEY INC. AMENDED AND RESTATED SALARIED EMPLOYEES PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
JOHNSON MATTHEY INC.

D Employer Identification Number (EIN)
23-0411710

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)	18845	53144
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	298194309	261141081
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	298213154	261194225
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	77633	0
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through1j)	1k	77633	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	298135521	261194225

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	4790000	
(B) Participants	2a(1)(B)	505322	
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		5295322
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		-1426884
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		3868438
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	40068606	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		40068606
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)	441729	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	137039	
(4) Other	2i(4)	162360	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		741128
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		40809734
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-36941296
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: BDO USA, P.C. **(2)** EIN: 13-5381590

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	

		Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 497595.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 07/01/2022 and ending 06/30/2023

A Name of plan
JOHNSON MATTHEY INC. AMENDED AND RESTATED SALARIED EMPLOYEES PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
JOHNSON MATTHEY INC.

D Employer Identification Number (EIN)
23-0411710

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 25-1880033

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 101

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ Yes ☒ No ☐ N/A

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ Yes ☐ No ☐ N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ Yes ☐ No ☒ N/A

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ Increase ☒ Decrease ☐ Both ☐ No

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ Yes ☐ No

11 **a** Does the ESOP hold any preferred stock? ..... ☐ Yes ☐ No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ Yes ☐ No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ Yes ☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
Stock: 6.6 % Investment-Grade Debt: 93.4 % High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☒ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☒ Other (specify): OPTION ADJUSTED DURATION

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation_____

Johnson Matthey Inc.
Amended and Restated Salaried Employees Pension Plan

Financial Statements and
ERISA-Required Supplemental Schedules
As of June 30, 2023 and 2022
and for the Years Then Ended

The report accompanying these financial statements was issued by BDO USA, P.C., a Virginia professional corporation, and the U.S. member of BDO International Limited, a UK company limited by guarantee.

Johnson Matthey Inc.
Amended and Restated Salaried Employees Pension Plan

Financial Statements and ERISA-Required Supplemental Schedules
As of June 30, 2023 and 2022 and for the Years Then Ended

Johnson Matthey Inc.
Amended and Restated Salaried Employees Pension Plan

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Philadelphia, PA 19103

Independent Auditors' Report

To the Plan Administrator
Johnson Matthey Inc. Amended and Restated Salaried Employees Pension Plan
Wayne, Pennsylvania

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of the Johnson Matthey Inc. Amended and Restated Salaried Employees Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C), which comprise the statements of net assets available for benefits as of June 30, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years ended June 30, 2023 and 2022, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained certifications from a qualified institution as of June 30, 2023 and 2022, and for the years ended June 30, 2023 and 2022, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and the procedures performed as described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP); and

- the certified investment information in the accompanying financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

BDO USA, P.C., a Virginia professional corporation, is the U.S. member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.

BDO is the brand name for the BDO network and for each of the BDO Member Firms.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for administering the Plan and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) as of June 30, 2023 and schedule of reportable transactions for the year ended June 30, 2023 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

- the certified investment information in the supplemental schedules agrees to, or are derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

BDO USA, P.C.

Philadelphia, Pennsylvania
August 2, 2024

Financial Statements

Johnson Matthey Inc.
Amended and Restated Salaried Employees Pension Plan

Statements of Net Assets Available for Benefits

June 30,	**2023**	2022
Assets		
Investments		
Common collective trusts	**$ 261,141,081**	$ 298,194,309
Receivables		
Participant contributions receivable	**53,144**	18,845
Total Assets	**261,194,225**	298,213,154
Liabilities		
Administrative expenses payable	**-**	77,633
Net Assets Available for Benefits	**$ 261,194,225**	$ 298,135,521

See accompanying notes to financial statements.

Johnson Matthey Inc.
Amended and Restated Salaried Employees Pension Plan

Statements of Changes in Net Assets Available for Benefits

Year ended June 30,	**2023**	2022
Contributions		
Employer contributions	**$ 4,790,000**	$ 9,340,000
Participant contributions	**505,322**	643,817
Total Contributions	**5,295,322**	9,983,817
Net depreciation in fair value of common collective trusts	**(1,426,884)**	(82,642,637)
Benefits paid to participants and beneficiaries	**(40,068,606)**	(39,081,868)
Administrative expenses	**(741,128)**	(735,868)
Net Decrease	**(36,941,296)**	(112,476,556)
Net Assets Available for Benefits, beginning of year	**298,135,521**	410,612,077
Net Assets Available for Benefits, end of year	**$ 261,194,225**	$ 298,135,521

See accompanying notes to financial statements.

1. Description of Plan

The following description of the Johnson Matthey Inc. Amended and Restated Salaried Employees Pension Plan (the Plan) provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

General

The Plan is a defined benefit plan covering all salaried employees of Johnson Matthey Inc. (the Company), including certain employees of other companies who were acquired in prior years. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. The Plan was amended and restated as of July 1, 2018 to incorporate all prior amendments adopted after July 1, 2015.

Trustee and Administration of the Plan

The Bank of New York Mellon/BNY Mellon, N.A., is the trustee of the Plan. Overall responsibility for administering the Plan rests with the Benefits Investment Committee of the Company. The Plan's trustee is responsible for management and control of the Plan's assets and has certain discretionary authority and control over such assets.

Eligibility

Under the terms of the Plan, employees who have completed 1,000 hours of service are eligible to participate in the Plan. As of August 31, 2013, the Plan was closed to new hires. Effective July 1, 2019, the Plan was closed to those employees who transfer from collectively bargained or union status to non-union status.

Contributions and Participant Accounts

The Plan required employee contributions, as of April 1, 2014, for participants who were employed by the Company and actively earning an accrued benefit under the Plan. Participants were required to contribute 1.5% of their payroll on an after tax-basis to the Plan each payroll period. As a result of the Company amending the Plan document on March 28, 2023, no participant contributions will be required or permitted after June 30, 2023.

An Employee Contribution Account will be maintained for each participant and is credited with the participant's contributions made prior to July 1, 2023 and an annual credit of interest. Participants are always 100% vested in their Employee Contribution Account.

Pension Benefits

Employees with five years of credited service are entitled to pension benefits beginning at the normal retirement age of 65. Generally, the normal retirement benefit formula takes into account the years of credited service, the final average monthly earnings received for the highest 60 consecutive months and the social security breakpoint. The normal retirement benefit formula will include an actuarial equivalent value of the Employee Contribution Account as of April 1, 2014. For certain other participants' service, benefits and payments have been calculated under the provisions of the plans of the acquired companies, as defined.

The Plan also permits early retirement, which can be subject to a reduced benefit depending on the participant's age and years of service, as defined in the Plan Agreement. If employees terminate before rendering five years of service, they forfeit the right to receive the portion of their accumulated plan benefits attributable to the Company's contribution. The employee will be entitled to receive the value within their Employee Contribution Account. Benefits for unmarried participants are payable monthly with sixty months guaranteed; for married participants benefits are generally in the form of a qualified joint-and-survivor annuity.

On March 28, 2023, the Plan was amended to freeze all future benefit accruals as of June 30, 2023.

Death and Disability Benefits

If an active participant dies after completing a minimum of five years of credited service, the participant's surviving spouse shall be entitled to receive a survivor's annuity benefit beginning in the month the participant would have reached age 55 had the participant lived.

Participants who become disabled after completing a minimum of ten years of credited service are entitled to receive pension benefits commencing as of the participant's normal retirement date or, at the participant's election, the early retirement date. Such benefits are computed as if the participant had continued in employment and as if earnings had not changed from the date of disability to the normal retirement date if such election is made.

2. Summary of Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared using the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America (GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, disclosure of contingent assets and liabilities and the actuarial present value of accumulated benefits at the date of the financial statements. Accordingly, actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Company's Benefit Investment Committee determines the Plan's valuation policies utilizing information provided by its investment adviser and custodian. See Note 5 for a discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

The Company pays some of the administrative costs of the Plan associated with professional services provided to the Plan, the balance being paid directly by the Plan. Expenses that are paid by the Company are excluded from these financial statements. Administrative expenses recorded in the Plan may include professional fees, investment fees and the insurance premiums for the Pension Benefit Guaranty Corporation.

3. Funding Policy for Company Contributions

The Company's policy is to make cash contributions to the Plan in amounts that will provide for employees' benefits by the time they retire.

Employer contributions to the Plan are made monthly on the basis of actuarial calculations of the normal cost and required amortization payments and are sufficient to satisfy funding requirements under applicable federal income tax regulations and ERISA. The Plan has met or exceeded the minimum funding requirements of ERISA for both Plan years.

4. Certified Investment Information

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments held at June 30, 2023 and 2022 and net depreciation in fair value of common collective trusts for the years ended June 30, 2023 and 2022, was obtained by management and agreed or derived from information certified as complete and accurate by Bank of New York Mellon/BNY Mellon, N.A., a qualified institution.

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing such certified investment information to the related investment information in the financial statements, including reading the disclosures related to the investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP, and in the ERISA-required supplemental schedules, including assessing whether the supplemental schedules are in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

5. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under Accounting Standards Codification (ASC) 820, *Fair Value Measurements* are described as follows:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets.
- Quoted prices for identical or similar assets or liabilities in inactive markets.
- Inputs other than quoted prices that are observable for the asset or liability.
- Inputs that are derived principally from, or corroborated by, observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The investments in the common collective trusts are valued at net asset value (NAV) per unit, as determined by the trustee at year end. The NAV is used as the practical expedient to estimate fair value. There have been no changes in the methodology used at June 30, 2023 and 2022.

The valuation methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes is valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Fair Value of Investments that Calculate NAV

The following table summarizes investments measured at fair value based on NAV per share as of June 30, 2023 and 2022, respectively.

June 30, 2023	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Temporary Investment Fund	$ 1,991,250	N/A	Daily	Daily
Intermediate Credit Bond Index Fund	5,025,736	N/A	Daily	Daily
Long Term Credit Bond Index Fund	194,277,501	N/A	Daily	Daily
Broad Market Stock Index Fund	18,574,358	N/A	Daily	Daily
Long U.S. Treasury STRIPS Index Fund	41,272,236	N/A	Daily	Daily

June 30, 2022	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Temporary Investment Fund	$ 5,310,114	N/A	Daily	Daily
Long Term Credit Bond Index Fund	213,385,448	N/A	Daily	Daily
Broad Market Stock Index Fund	19,709,614	N/A	Daily	Daily
Long U.S. Treasury STRIPS Index Fund	59,789,133	N/A	Daily	Daily

The Plan has common collective trust investments with The Bank of New York Mellon. These funds are direct filing entities.

6. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to: (a) retired or terminated employees or their beneficiaries; (b) beneficiaries of employees who have died; and (c) present employees or their beneficiaries. Benefits under the Plan are based on a benefit formula including the years of credited service, the final average monthly earnings and the social security breakpoint. The benefit formula, as of April 1, 2014, will include an actuarial equivalent value of the employee contribution account. The accumulated plan benefits for active employees are based on the benefit formula for normal retirement using the final average monthly earnings and years of credited service at the date of determination (valuation date). Benefits payable under all circumstances - retirement, death, disability, and termination of employment - are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

A summary of the actuarial present value of accumulated plan benefits as of July 1, 2022, the date of the latest actuarial valuation, is as follows:

July 1, 2022	
Actuarial Present Value of Accumulated Plan Benefits	
Vested benefits	
Participants currently receiving payments	**$ 228,880,601**
Other participants	**89,483,761**
Total vested benefits	**318,364,362**
Nonvested benefits	**1,817,880**
Total Actuarial Present Value of Accumulated Plan Benefits	**$ 320,182,242**

A summary of the change in the accumulated plan benefits from July 1, 2021 to July 1, 2022 is as follows:

Actuarial present value of accumulated plan benefits at July 1, 2021	$ 364,741,285
Increase (decrease) during the year attributable to:	
Benefits accumulated	17,955,582
Benefits paid	(39,081,868)
Increase from interest due to the decrease in the discount period	10,307,157
Change in actuarial assumptions	(33,739,914)
Actuarial present value of accumulated plan benefits at July 1, 2022	$ 320,182,242

The change in actuarial assumptions in the July 1, 2022 valuation relates to the increase in the discount rate and changes to the interest rate on participant contributions and lump sum interest rates and mortality.

The actuarial present value of accumulated plan benefits is determined by Mercer Human Resource Consulting and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

As of July 1, 2022, significant assumptions underlying the actuarial calculations are as follows:

Discount rate	-	3.70%
Mortality - Healthy	-	Pri-2012 employee/annuitant, sex-distinct mortality tables with no collar adjustment, projected generationally using scale MP-2021
Mortality - Disabled	-	Pri-2012 disabled, sex-distinct mortality table, projected generationally using scale MP-2021
Retirement age	-	Based on the probabilities below, applied to the remaining employees eligible for retirement at the age indicated.

Retirement Rate Age	Less than 15 years service	15 or more years service
55-58	5.0%	2.0%
59-60	5.0%	7.0%
61	10.0%	10.0%
62	10.0%	25.0%
63	10.0%	5.0%
64	10.0%	30.0%
65-66	25.0%	30.0%
67-69	25.0%	60.0%
70	100.0%	100.0%

These actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The computation of the actuarial present value of accumulated benefits were made as of July 1, 2022. Had the valuation been performed as of June 30, there would be no material differences.

7. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

(a) Benefits attributable to employee contributions, taking into account those paid out before termination.

(b) Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.

(c) Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. government agency) up to the applicable limitations.

(d) All other vested benefits (that is, vested benefits not insured by the PBGC).

(e) All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

8. Tax Status

The Internal Revenue Service (IRS) has determined and informed the Company by a letter dated August 23, 2016, that the Plan and related trust are designed in accordance with the applicable sections of the Internal Revenue Code. Although the Plan was amended prior to receiving the determination letter, the Plan Administrator believes the Plan is designed and currently operating in compliance with the applicable provisions of the IRC.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by federal, state and/or local taxing authorities. The Plan is subject to routine audits by taxing jurisdictions. The IRS audit relating to the June 30, 2019 year end was closed on April 4, 2023 with no changes.

9. Related-Party and Party In Interest Transactions

Certain Plan investments are managed by an affiliate of The Bank of New York Mellon/BNY Mellon, N.A., the trustee of the Plan. The Plan paid certain expenses related to plan operations and investment activity to various service providers. These transactions are exempt party in interest transactions under ERISA.

10. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect the amounts reported in the statements of net assets available for benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimates and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

11. Subsequent Events

The Plan has evaluated subsequent events through August 2, 2024, the date the financial statements were available to be issued.

ERISA-Required Supplemental Schedules

Johnson Matthey Inc.
Amended and Restated Salaried Employees Pension Plan

Schedule of Assets (Held at End of Year) as of June 30, 2023
Employer Identification Number: 23-0411710 Plan Number: 001

(a)	*(b)*	*(c)*	*(d)*	*(e)*
	Identity of issuer, borrower or similar party	Description of investment, including maturity date, rate of interest, collateral, par or maturity value**	Cost	Current Value
	Common collective trusts:			
*	BNY Mellon	EB TEMPORARY INVESTMENT FUND VAR RT 12/31/49 FEE CL 00	$ 1,990,180	$ 1,991,250
*	BNY Mellon	BNYM-M DB SL INTERMEDIATE CREDIT BOND INDEX FUND	232,007,887	5,025,736
*	BNY Mellon	BNYM-M DB SL LONG TERM CREDIT BOND INDEX FUND	9,254,079	194,277,501
*	BNY Mellon	BNYM-M DB SL BROAD MARKET STOCK INDEX FUND	4,904,761	18,574,358
*	BNY Mellon	BNYM-M DB SL LONG US TREASURY STRIPS INDEX FUND	53,172,151	41,272,236
			$ 301,329,058	$ 261,141,081

* A party-in-interest as defined by ERISA.

** There is no maturity date, rate of interest, collateral, par or maturity value for the investments in the Plan.

Johnson Matthey Inc.
Amended and Restated Salaried Employees Pension Plan

Schedule of Reportable Transactions
For the Year Ended June 30, 2023
Employer Identification Number: 23-0411710 Plan Number: 001

(a) Identity of Party Involved*	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset at Transaction Date	(i) Net Gain or (Loss)
Series of Reportable Security Transactions Exceeding 5% of Plan Assets:							
EB TEMPORARY INVESTMENT FUND VAR RT 12/31/49 FEE CL 00	Common Collective Trust	$ 29,878,112	$ -	$ -	$ 29,878,112	$ 29,878,112	$ -
EB TEMPORARY INVESTMENT FUND VAR RT 12/31/49 FEE CL 00	Common Collective Trust	-	33,197,251	-	33,197,251	33,197,251	-
BNYM-M DB SL LONG TERM CREDIT BOND INDEX FUND	Common Collective Trust	-	24,850,000	-	31,228,100	24,850,000	(6,378,100)
BNYM-M DB SL LONG TERM CREDIT BOND INDEX FUND	Common Collective Trust	4,400,000	-	-	4,400,000	4,400,000	-
BNYM-M DB SL LONG US TREASURY STRIPS INDEX FUND	Common Collective Trust	-	17,475,000	-	22,577,173	17,475,000	(5,102,173)
BNYM-M DB SL LONG US TREASURY STRIPS INDEX FUND	Common Collective Trust	5,175,000	-	-	5,175,000	5,175,000	-

* There are no catergory (i), (ii) or (iv) transactions.

Schedule SB, line 26 — Schedule of Active Participant Data

Distribution of active participants accruing benefits as of July 1, 2022

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25											
25–29											
30–34				1							1
35–39			2	7	3						12
40–44			1	9	13	8					31
45–49			1	14	25	18	6				64
					87,669						
50–54			2	10	17	13	15	4			61
55–59			2	13	28	17	11	9	8		88
					75,503						
60–64			2	18	19	9	7	5	10	1	71
65–69			2	6	7	2	1	2	1	1	22
70 & up				1		2					3
Total			12	79	112	69	40	20	19	2	353
											91,891

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average pay for 2021/2022 plan year limited to $290,000. Average pay is not shown for cells with fewer than 20 participants.

Schedule SB, line 26 — Schedule of Active Participant Data

Distribution of frozen active participants as of July 1, 2022

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25											
25–29		1									1
30–34	2	14	1								17
35–39	3	26	17								46
		2,038									
40–44		16	21	4							41
			7,257								
45–49	1	12	11	9	1						34
50–54	2	8	7	3							20
55–59	1	5	1	1		1	1				10
60–64		5	1			1					7
65–69		1				1					2
70 & up		1								1	2
Total	9	89	59	17	1	3	1			1	180
											5,889

In each cell, the top number is the count of frozen active participants for each age/service combination and the bottom number is the average frozen annual accrued benefit payable at normal retirement date. The average frozen annual benefit is not shown for cells with fewer than 20 participants.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Actuarial assumptions for July 1, 2022 funding valuation

Discount rate sponsor elections	
Segment rates or full yield curve	Full Yield Curve
Mortality sponsor elections	
• Healthy and disabled participants	Section 430(h)(3) prescribed separate static annuitant and nonannuitant mortality tables. These tables are based on the RP-2014 mortality tables with improvements beyond 2006 removed with static mortality improvement based on the IRS methodology and projection scale MP-2020.
Other economic assumptions	
• Salary increases	See Table of Sample Rates. The salary increase applied to the 2022-2023 pay is expected to be 100 basis points higher at each age than the rates shown and reverts to the rates shown thereafter.
• Social Security wage base	2.95% per year
• Inflation	2.20% per year
• Interest on employee contributions	120% of the Federal Mid-term Rate, 3.59% for 2022
• Expenses	$970,000 added to current year normal cost
• Lump sums	
— Interest	Same as funding
— Mortality	2022 417(e) unisex mortality

Rationale for economic assumptions

- Discount rate – Selected by Johnson Matthey Inc. from one of the allowable methods prescribed by The Pension Protection Act.
- Interest on employee contributions – This assumption is based on 120% of the Federal Mid-term rate as of the valuation date as prescribed by the IRS.
- Salary increases – This assumption is based on an experience study covering the period July 1, 2012 to June 30, 2016. Based on facts and circumstances discussed with the Company, the distribution of pay increases is not expected to change, but the average compensation increase is expected to be 3.00% overall.
- Social Security taxable wage base increases – This assumption reflects 0.75% real wage growth. This assumed level is based on a review of historical US average wage increases and annual average CPI-U over extended time periods, and consideration of more recent and potential future prospects for real wage increases.
- Inflation – This assumption is based on the inflation assumption periodically published by Mercer Investment Consulting in their Capital Markets Outlook.
- Expenses – The expense load is based on the prior plan year actual expenses, less PBGC premiums paid, increased by 5% and adjusted for expected PBGC premiums in the upcoming year and rounded up to the nearest $10,000.
- Lump sums - Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

based on funding interest rates rather than 417(e) rates and the current year 417(e) unisex mortality. For 2022, the funding interest rates are the full yield curve.

Demographic assumptions

Withdrawal	See table of sample rates
Disability incidence	82% of the Class 1 table (sex-distinct) from the 1985 study performed by the Conference of Consulting Actuaries. See Table of Sample Rates.

- Retirement age

Attained age	Percentage < 15 Years of Service	Percentage 15+ Years of Service
55	5%	2%
56	5%	2%
57	5%	2%
58	5%	2%
59	5%	7%
60	5%	7%
61	10%	10%
62	10%	25%
63	10%	5%
64	10%	30%
65	25%	30%
66	25%	30%
67	25%	60%
68	25%	60%
69	25%	60%
70	100%	100%

- Benefit commencement age for
  - Future vested deferred: 65 (50% assumed to receive immediate lump sum)
  - Current vested deferred: 65 (62 if eligible for unreduced benefits)
- Spouse assumptions

	Male participants	Female participants
Percentage married	90%	60%
Spouse age difference	2 years younger	2 years older

Form of payment - males and females	Life annuity with 60 months guaranteed	Joint and survivor 75%	Joint and survivor 50%	Deferred lump sum	Immediate lump sum
Active retirements	25%	25%	0%	N/A	50%
Future vested deferred	7.5%	7.5%	0%	15%	70%
Future disabilities	100%	0%	0%	0%	0%
Future deaths	0%	0%	100%[1]	0%	0%
Current vested deferred	25%	25%	0%	50%	0%

Unpredictable contingent event assumptions Not applicable

[1] Retirement eligible actives are valued with a Joint and 100% Survivor annuity.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Contribution strategy assumptions where different from Funding Valuation	
• Healthy participant mortality	Pri-2012 employee/annuitant, sex-distinct mortality tables with no collar adjustment, projected generationally using scale MP-2021. Mortality for current survivors is based on the Pri-2012 contingent spouse, sex-distinct mortality with no collar adjustment, projected generationally using scale MP-2021.
• Disabled participant mortality	Pri-2012 disabled, sex-distinct mortality table, projected generationally using scale MP-2021.

Table of sample rates

	Percentage			
			Disability incidence	
Attained age	Withdrawal	Salary increases	Male	Female
20	8.90%	7.15%	0.02%	0.02%
25	6.60%	6.55%	0.03%	0.04%
30	4.60%	5.95%	0.04%	0.07%
35	3.90%	5.35%	0.06%	0.11%
40	3.60%	4.75%	0.10%	0.17%
45	3.20%	4.15%	0.17%	0.26%
50	2.90%	3.55%	0.29%	0.44%
55	2.60%	2.95%	0.59%	0.78%
60	2.30%	2.35%	1.03%	0.95%
65	1.90%	1.75%	0.00%	0.00%
70	0.00%	0.00%	0.00%	0.00%

Rationale for demographic assumptions

- Mortality – Prescribed by the IRS based on plan sponsor elections.
- Withdrawal rates – The withdrawal rates are based on an experience study undertaken in 2017 using data for the period July 1, 2012 to June 30, 2016, adjusted to remove terminations resulting from the sales of the Salt Lake City Refinery and the Research Chemicals business, and the expectation that the future turnover patterns and circumstances of the employer will not differ significantly from the period studied.
- Retirement rates – The retirement rates are based on an experience study undertaken in 2017 using data for the period July 1, 2012 to June 30, 2016 and the expectation that the future retirement patterns and circumstances of the employer will not differ significantly from the period studied.
- Disability incidence – the disability incidence table is based on the Conference of Consulting Actuaries 1985 Pension Disability Study Class 1 rates because the plan population most closely resembles the Class 1 occupations.
- Forms of payment – This assumption is based on a blending of the actuary’s experience with many plans and discussions with employer representatives and an experience study undertaken 2017

using data from July 1, 2012 to June 30, 2016. It is the plan sponsor's expectations that the results of the study can reasonably be expected to carry into the future.

Actuarial methods for funding

Asset methods

The asset valuation method is the fair market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break-in-service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- This plan provides postretirement death benefits that are not a function of a participant's accrued benefit or years of service. This benefit is allocated to funding target based on the ratio of the participant's service at the beginning of the plan year to their service at each decrement age and is allocated to target normal cost based on the proportionate benefit attributable to the increase in the participant's service and compensation during the plan year.
- This plan provides disability benefits that are only partially based on a participant's accrued benefit or years of service. This benefit is allocated to funding target based on the accrued benefit on the valuation date plus a portion of the excess of the benefit over the accrued benefit multiplied by the ratio of the participant's service at the beginning of the plan year to their service at each decrement age. This benefit is allocated to target normal cost based on the proportionate benefit attributable to the increase in the participant's service and compensation during the plan year.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

Johnson Matthey Inc.
Amended and Restated Salaried Employees Pension Plan

Schedule of Reportable Transactions
For the Year Ended June 30, 2023
Employer Identification Number: 23-0411710 Plan Number: 001

(a) Identity of Party Involved*	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset at Transaction Date	(i) Net Gain or (Loss)
Series of Reportable Security Transactions Exceeding 5% of Plan Assets:							
EB TEMPORARY INVESTMENT FUND VAR RT 12/31/49 FEE CL 00	Common Collective Trust	$ 29,878,112	$ -	$ -	$ 29,878,112	$ 29,878,112	$ -
EB TEMPORARY INVESTMENT FUND VAR RT 12/31/49 FEE CL 00	Common Collective Trust	-	33,197,251	-	33,197,251	33,197,251	-
BNYM-M DB SL LONG TERM CREDIT BOND INDEX FUND	Common Collective Trust	-	24,850,000	-	31,228,100	24,850,000	(6,378,100)
BNYM-M DB SL LONG TERM CREDIT BOND INDEX FUND	Common Collective Trust	4,400,000	-	-	4,400,000	4,400,000	-
BNYM-M DB SL LONG US TREASURY STRIPS INDEX FUND	Common Collective Trust	-	17,475,000	-	22,577,173	17,475,000	(5,102,173)
BNYM-M DB SL LONG US TREASURY STRIPS INDEX FUND	Common Collective Trust	5,175,000	-	-	5,175,000	5,175,000	-

* There are no catergory (i), (ii) or (iv) transactions.

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 07/01/2022 and ending 06/30/2023

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
JOHNSON MATTHEY, INC. AMENDED AND RESTATED SALARIED EMPLOYEES PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
JOHNSON MATTHEY, INC.

D Employer Identification Number (EIN)
23-0411710

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 07 Day 01 Year 2022

2 Assets:

a Market value	**2a**	298,203,454
b Actuarial value	**2b**	298,203,454

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	609	107,702,190	107,702,190
b For terminated vested participants	708	72,087,833	72,087,833
c For active participants	533	92,514,219	95,378,847
d Total	1,850	272,304,242	275,168,870

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	4.80%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	5,452,010
b Expected plan-related expenses	**6b**	970,000
c Total (line 6a + line 6b)	**6c**	6,422,010

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE VSS
Signature of actuary

02/15/2024
Date

VANESSA SOSKIND, ASA, EA, MAAA
Type or print name of actuary

2306307
Most recent enrollment number

MERCER
Firm name

813-207-6306
Telephone number (including area code)

3031 N ROCKY POINT DRIVE WEST
SUITE 700
TAMPA FL 33607
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	67,824,264	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	
9	Amount remaining (line 7 minus line 8)	67,824,264	0
10	Interest on line 9 using prior year's actual return of -20.87 %	-14,154,924	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		9,085,309
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.68 %		516,046
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	c Total available at beginning of current plan year to add to prefunding balance		9,601,355
	d Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	53,669,340	0

Part III Funding Percentages

14	Funding target attainment percentage	14	88.86 %
15	Adjusted funding target attainment percentage	15	108.37 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	162.77 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
07/18/2022	775,000	56,680			
08/17/2022	775,000	57,690			
09/16/2022	324,000	38,225			
10/18/2022	324,000	37,768			
11/16/2022	324,000	37,577			
12/16/2022	324,000	37,715			
01/17/2023	324,000	56,355			
02/24/2023	324,000	37,334			
03/20/2023	324,000	36,772			
04/17/2023	324,000	36,970			
05/16/2023	324,000	36,569			
06/16/2023	324,000	35,667			
			Totals ▶ 18(b)	4,790,000	18(c) 505,322

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	4,695,549

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment: %	2nd segment: %	3rd segment: %	[X] N/A, full yield curve used

b Applicable month (enter code) **21b**

22 Weighted average retirement age	**22**	63

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [X] Prescribed - separate [ ] Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. [X] Yes [ ] No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. [X] Yes [ ] No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. [X] Yes [ ] No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... [X] Yes [ ] No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	6,422,010
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	6,422,010

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	1,726,461		1,726,461

36 Additional cash requirement (line 34 minus line 35)	**36**	4,695,549
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	4,695,549

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. [ ] 2019 [ ] 2020 [ ] 2021

Plan: Johnson Matthey Inc. Amended and Restated Salaried Employees Pension Plan
EIN/PN: 23-0411710/001
Valuation Date: 07/01/2022

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2022	808,291	1,213,589	14,225,040	16,246,920
2023	1,350,195	1,591,413	9,212,911	12,154,519
2024	1,997,172	1,880,421	9,003,322	12,880,915
2025	2,624,898	2,288,960	8,781,953	13,695,811
2026	3,228,981	2,584,083	8,545,269	14,358,333
2027	3,811,479	2,928,305	8,298,145	15,037,929
2028	4,353,371	3,226,629	8,035,430	15,615,430
2029	4,846,619	3,570,934	7,761,753	16,179,306
2030	5,321,384	3,873,580	7,474,980	16,669,944
2031	5,729,505	4,036,343	7,173,072	16,938,920
2032	6,109,159	4,342,438	6,852,686	17,304,283
2033	6,456,406	4,485,841	6,527,254	17,469,501
2034	6,727,730	4,632,448	6,190,901	17,551,079
2035	6,979,640	4,850,043	5,844,857	17,674,540
2036	7,220,461	5,120,332	5,490,683	17,831,476
2037	7,382,429	5,256,676	5,130,304	17,769,409
2038	7,569,625	5,461,371	4,765,932	17,796,928
2039	7,759,682	5,640,341	4,400,013	17,800,036
2040	7,900,452	5,674,635	4,035,172	17,610,259
2041	7,977,245	5,631,632	3,674,116	17,282,993
2042	7,976,653	5,776,699	3,319,636	17,072,988
2043	8,021,692	5,829,570	2,974,572	16,825,834
2044	7,968,716	5,840,121	2,641,715	16,450,552
2045	7,815,809	5,823,944	2,323,758	15,963,511
2046	7,651,575	5,788,814	2,023,242	15,463,631
2047	7,487,662	5,694,129	1,742,495	14,924,286
2048	7,240,708	5,505,778	1,483,573	14,230,059
2049	6,977,463	5,318,418	1,248,149	13,544,030
2050	6,702,159	5,092,890	1,037,320	12,832,369
2051	6,388,677	4,884,549	851,497	12,124,723
2052	6,060,579	4,635,841	690,353	11,386,773
2053	5,704,167	4,379,910	552,917	10,636,994
2054	5,338,554	4,107,567	437,694	9,883,815
2055	4,972,306	3,833,770	342,765	9,148,841
2056	4,600,918	3,562,110	265,913	8,428,941
2057	4,233,851	3,298,685	204,758	7,737,294
2058	3,876,182	3,038,039	156,898	7,071,119
2059	3,529,318	2,785,876	120,020	6,435,214
2060	3,196,074	2,543,146	91,998	5,831,218
2061	2,878,747	2,310,724	70,962	5,260,433
2062	2,578,520	2,089,263	55,318	4,723,101
2063	2,296,343	1,879,503	43,762	4,219,608
2064	2,032,843	1,681,686	35,251	3,749,780
2065	1,788,283	1,496,048	28,976	3,313,307
2066	1,562,749	1,322,712	24,325	2,909,786
2067	1,356,141	1,161,688	20,844	2,538,673
2068	1,168,198	1,012,918	18,207	2,199,323
2069	998,516	876,305	16,178	1,890,999
2070	846,539	751,709	14,588	1,612,836
2071	711,568	638,956	13,314	1,363,838

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 63.

(A)	(B)	(C)	(D)	(E)
Retirement age	Retirement Percent	Lx	Number of employees expected to retire (B) x (C)	(A) x (D)
55	2.00%	10,000	200	11,000
56	2.00%	9,800	196	10,976
57	2.00%	9,604	192	10,944
58	2.00%	9,412	188	10,904
59	7.00%	9,224	646	38,114
60	7.00%	8,578	600	36,000
61	10.00%	7,978	798	48,678
62	25.00%	7,180	1,795	111,290
63	5.00%	5,385	269	16,947
64	30.00%	5,116	1,535	98,240
65	30.00%	3,581	1,074	69,810
66	30.00%	2,507	752	49,632
67	60.00%	1,755	1,053	70,551
68	60.00%	702	421	28,628
69	60.00%	281	169	11,661
70	100.00%	112	112	7,840
Total				631,215
Average				63.12

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions

Effective date and plan year	Original plan: July 1, 1950 Restated plan: July 1, 2018 Plan year: July 1 to June 30
Most recent amendment	Amendment 2020-1 effective January 1, 2020 An amendment to freeze the plan effective July 1, 2023
Status of the plan	The plan has ongoing benefit accruals but is closed to any employee hired or rehired on or after September 1, 2013. The plan will be frozen to future accruals effective July 1, 2023.
Significant events that occurred during the year	N/A
Definitions	
• Eligibility	Each employee of a participating location hired before September 1, 2013 will be eligible on the first day of the employment year in which he/she is paid for at least 1,000 hours. Employees hired on or after September 1, 2013, including rehired employees, will not be eligible to participate in this plan.
• Employee contributions	Contributions were required of all participants until April 1, 1974. Under the Choice Program, effective April 1, 2014, participants who elected to continue accruing benefits and service in the Pension Plan are required to contribute 1.5% of cash compensation (excluding bonuses and overtime) to do so. Contributions will be discontinued for all participants effective July 1, 2023.
• Vesting service	Vesting Service is based on plan years with 1,000 hours with no partial credit for less than 1,000 hours except as noted in the Credited service section below. Effective for severance periods that begin after December 31, 2017, participants do not earn vesting service while receiving severance payments.
• Credited service	For Employees hired before September 1, 2013, any period of employment as an Employee of a Participating Employer. Prior to July 1, 1982, service is measured in years and completed months of elapsed time. After June 30, 1982, a full Year of Credited Service is earned for each year a participant is credited with 2,080 hours. Partial credit is given in one-month increments during any year that a participant is credited with less than 2,080 hours. Alfa division employees receive Vesting Service from their original date of hire and benefit service from the later of their date of hire and February 13, 1989 through the earlier of their date of termination and September 30, 2015. SMA employees receive Vesting Service from their original date of hire and benefit service from the later of their date of hire and February 13, 2001. Pharm-Eco employees receive Vesting Service from their original date of hire and benefit service from the later of their date of hire and April 20, 2001. CMC employees receive Vesting Service and benefit service from their original date of hire. Synetix employees receive Vesting Service and benefit service from their original date of hire. (Service prior to November 1, 2002 is based on the provisions of the ICI Americas Pension Plan.)

Schedule SB, Part V — Summary of Plan Provisions

	JM Vehicle Testing and Development employees receive Vesting Service from the later of their date of hire and February 3, 1999 and benefit service from April 1, 2005. Lancaster Labs employees receive vesting and benefit service from the later of their date of hire and October 1, 2004. Quest TruTec employees receive vesting and benefit service from the later of their date of hire and April 21, 2006. Argillon employees receive Vesting Service from the later of their date of hire and February 6, 2008 and benefit service from the later of their date of hire and April 1, 2009. For participants who elected to switch to the new DC Plus Plan, effective April 1, 2014, Credited Service is frozen as of March 31, 2014. Employees rehired on or after September 1, 2013 who previously had accrued a benefit under the Plan will not be eligible to earn Credited Service for benefit accrual purposes after rehire. They will, however, earn Vesting Service. Effective for severance periods that begin after December 31, 2017, participants do not earn credited service while receiving severance payments. Credited service will be frozen for all employees effective July 1, 2023.
• Final average monthly earnings	Average of the cash compensation (excluding bonuses and overtime) received for the highest 60 consecutive months. For non-highly compensated Synetix employees, cash compensation included bonuses and overtime until October 31, 2006. For participants who elected to switch to the new DC Plus Plan effective April 1, 2014, Final Average Earnings is frozen as of March 31, 2014. Final Average Earnings will be frozen for all participants effective July 1, 2023.
• Social Security Breakpoint	$916.67 times the ratio of the Social Security Taxable Wage Base for the year of termination, divided by the Social Security Taxable Wage Base for 1982 (which is $32,400). The Social Security Taxable Wage for the year of termination is based on a weighted average of the current and preceding year's Social Security Taxable Wage Base. For participants who elected to switch to the new DC Plus Plan effective April 1, 2014, Social Security Breakpoint is frozen as of March 31, 2014. For all other participants, the Social Security Breakpoint will be frozen effective July 1, 2023.
• Accrued benefit	Amount earned to date of determination based on benefit formula for Normal Retirement (using Final Average Monthly Earnings and Years of Credited Service at date of determination). The Accrued Benefit is increased by the benefit attributable to the value of any employee contributions made prior to April 1, 1974. For participants making employee contributions after March 31, 2014, the accrued benefit cannot be less than (a) + (b) + (c) below, where: a) Accrued benefit as of March 31, 2014; b) Accumulated employee contributions with interest through termination date, converted to a life annuity with 60 months guaranteed; and c) 50% of the benefit accrued after March 31, 2014 Accrued benefits will be frozen effective July 1, 2023.

Schedule SB, Part V — Summary of Plan Provisions

Normal retirement	
• Eligibility	Retirement on the first day of the month coincident with or following attainment of age 65 and completion of five years of Vesting Service.
• Benefit	-1.4% x Years of Credited service (35-year maximum) x final average monthly earnings up to the Social Security Breakpoint; plus -1.7% x Years of Credited service (35-year maximum) x final average monthly earnings in excess of the Social Security Breakpoint; plus -1.7% x Years of Credited service over 35 (5-year maximum) x final average monthly earnings For Synetix employees who were participants of the ICI Americas Pension Plan, the benefit for service prior to November 1, 2002 is determined under the terms of the ICI Americas Pension plan. For non-highly compensated Synetix employees, the Johnson Matthey portion of the benefit cannot be less than the benefit accrued under the Johnson Matthey plan formula through October 31, 2006, but using the ICI Americas Pension Plan definition of pay. For participants who elected to switch to the new DC Plus Plan effective April 1, 2014, Normal Retirement Benefit is frozen as of March 31, 2014.
Early retirement	
• Eligibility	Retirement on the first day of any month coincident with or following attainment of age 55 and completion of five years of Vesting service.
• Benefit	If the Participant has less than 15 years of Vesting service, Accrued benefit to date of termination is reduced 1/180 for each of the first 60 months and 1/360 for each of the next 60 months of early commencement. If a Participant has 15 or more years of Vesting service at the time of termination and is age 55 or older, unreduced benefits are payable at age 62. If a Participant has at least 15 years of Vesting service at the time of termination and is age 55 or older, the Accrued benefit is reduced by 1/240 for each of the first 60 months and 1/150 for each of the next 24 months of early commencement. For participants with less than 15 years of vesting service, the accrued benefit is reduced from age 65. For participants with 15 or more years of vesting service, the accrued benefit is reduced from age 62. For certain Synetix employees, the early retirement reduction under the ICI Americas Pension Plan provisions applies to benefits accrued prior to October 31, 2006, if more favorable than the Johnson Matthey plan provisions.
Late retirement	
• Eligibility	Retirement after attainment of normal retirement age.
• Benefit	Accrued benefit as of late retirement date.
Deferred vested	
• Eligibility	Termination after completion of at least five years of Vesting service.
• Benefit	Accrued benefit payable at Normal Retirement Date or reduced for early commencement after age 55. Participant may elect immediate payment within 120 days of termination as either a lump sum, annuity in the normal form, or as a 75% J&S. This last option is only available for married participants with their spouse as the beneficiary. Participants who elect to defer commencement beyond the 120-day period following termination of employment can commence anytime following the attainment of age 55 and all optional forms are available at that time. Benefits commencing prior to age 65 are reduced as follows:

Schedule SB, Part V — Summary of Plan Provisions

	For annuity starting dates prior to July 1, 2017, on an actuarial equivalent basis from age 65 using UP84 mortality and an 8.0% interest rate. For annuity starting dates on and after July 1, 2017, on an actuarial equivalent basis from age 65 using the applicable mortality table specified under section 417(e)(3)(B) of the code and the applicable interest rates specified under section 417(e)(3)(C) of the code for the March immediately preceding the plan year in which payments begin. Under no circumstance will the early retirement benefit be less than the benefit accrued through December 31, 2017 (or termination date, if earlier) reduced using the actuarial basis described immediately above.
Disability	
• Eligibility	Retirement due to disability (as determined by the Committee on basis of independent medical evidence) after completion of at least 10 years of Vesting Service.
• Benefit	Continued benefit accruals until Normal Retirement Date. Employee may elect to commence a benefit after attainment of age 55 with applicable reduction for early retirement.
Pre-retirement death	
• Eligibility prior to early retirement	Participant vested in Accrued Benefit and married for at least one year.
• Benefit prior to early retirement	Annuity payable to participant's spouse equal to 50% of the benefit the employee would have received had the employee terminated the day before his/her death, retired when first eligible for early retirement, and elected the Joint & 50% Survivor option. If participant had employee contributions, they will be paid with interest to the beneficiary.
• Eligibility after early but before normal retirement	Participant eligible for early retirement, not yet receiving a benefit; married for at least one year.
• Benefit after early but before normal retirement	Annuity payable to participant's spouse equal to 100% of the benefit the employee would have received had the employee retired on the day before his/her death and elected the Joint & 100% Survivor option. If a participant had employee contributions, they will be paid with interest to the beneficiary.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity with 60 months guaranteed.
• Automatic form for married participants	Joint and 50% Survivor Annuity (actuarially reduced).
• Optional forms	Life annuity; Life annuity with 60 or 120 months guaranteed; Joint and 50%, 66 2/3%, 75%, or 100% Survivor annuity; Unlimited lump-sum payment. Synetix employees who were participants of the Unichema pension plan may elect a full lump-sum payment for benefits accrued prior to October 31, 2006.
• Optional form conversion factors	For annuities with Annuity Start Dates prior to July 1, 2017 - UP84 mortality with three year setback for beneficiaries and 8.0% interest. For all lump sums and annuities with Annuity Start Dates on or after July 1, 2017– 417(e) interest rates for the month of March preceding the plan year in which the payment is made and the applicable 417(e) mortality table.
Miscellaneous	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in

Schedule SB, Part V — Summary of Plan Provisions

	which the 12-month period begins. This limit is indexed annually. For 2022/2023, the limit is $305,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2022/2023, the limit is $245,000.
• Funding medium	Master trust fund with Mellon Capital Management Corporation.

Benefits included or excluded

Unless noted below, all benefits provided by the plan, as restated effective July 1, 2018 are included in this valuation.

- **Most recent plan amendments included:** Amendment 2020-1 (which extended the required distribution age to 72 as permitted under the SECURE Act).
- Plan amendments excluded: None.
- Late retirement increases:
  - *Active participants:* The plan provides benefit suspension notices to participants who work beyond normal retirement; therefore, late retirement actuarial increases only apply to participants who defer retirement beyond age 70½. This valuation includes increases for current participants over age 70 ½.
  - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding

Additional benefits included or excluded

- **IRC Section 436 benefit restrictions:**
  - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits for events that occurred before the valuation date but includes contingent event benefits for events that are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
  - *Plan amendments:* See above.
  - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
  - Benefit accruals: The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.

- Scheduled benefit increases: N/A
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

- Maximum compensation amounts and maximum benefit amounts under IRS rules were updated from 2021 to 2022.

Johnson Matthey Inc.
Amended and Restated Salaried Employees Pension Plan

Schedule of Assets (Held at End of Year) as of June 30, 2023
Employer Identification Number: 23-0411710 Plan Number: 001

(a)	*(b)*	*(c)*	*(d)*	*(e)*
	Identity of issuer, borrower or similar party	Description of investment, including maturity date, rate of interest, collateral, par or maturity value**	Cost	Current Value
	Common collective trusts:			
*	BNY Mellon	EB TEMPORARY INVESTMENT FUND VAR RT 12/31/49 FEE CL 00	$ 1,990,180	$ 1,991,250
*	BNY Mellon	BNYM-M DB SL INTERMEDIATE CREDIT BOND INDEX FUND	232,007,887	5,025,736
*	BNY Mellon	BNYM-M DB SL LONG TERM CREDIT BOND INDEX FUND	9,254,079	194,277,501
*	BNY Mellon	BNYM-M DB SL BROAD MARKET STOCK INDEX FUND	4,904,761	18,574,358
*	BNY Mellon	BNYM-M DB SL LONG US TREASURY STRIPS INDEX FUND	53,172,151	41,272,236
			$ 301,329,058	$ 261,141,081

* A party-in-interest as defined by ERISA.

** There is no maturity date, rate of interest, collateral, par or maturity value for the investments in the Plan.

Schedule SB, line 25 — Change in Method

Method changes since prior valuation

Johnson Matthey has elected to use interest rates under the Full Yield Curve beginning with the July 1, 2022 valuation.

Schedule SB, line 24 — Change in Actuarial Assumptions

- Lump sum mortality was updated to 2022 417(e) unisex mortality.
- The expense component of normal cost increased from $780,000 to $970,000 to reflect our expectations for the current plan year.
- The interest rate on employee contributions increased from 1.20% to 3.59%.
- The salary increase rate at each age was increased by three basis points to result in an average salary increase of 3.0%. The rates shown in the table reflect the updated rates. The salary increase applied to the 2022-2023 pay is expected to be 100 basis points higher at each age and reverts to the rates shown thereafter.