




# ESG Targets and Goals

HMG’s ESG strategic framework is operationalized through 17 key performance indicators (KPIs) that serve as metrics of success in embedding sustainability across the Group. The following table shows HMG’s targets, covering all three pillars of our Sustainability framework, as well as our progress against baseline performance.

Focus Area	Material Topic	Commitment	Baseline (2022)	2024	Target
<b>Environment</b> 	Climate change impact and energy efficiency	Reduce Scope 1 emissions by 70% by 2030*	17,219 tCO <sub>2</sub>	5,897 tCO <sub>2</sub>	5,165 tCO <sub>2</sub>
		Reduce Scope 2 emissions by 20% by 2030*	94,797.2 tCO <sub>2</sub>	151,368.4 tCO <sub>2</sub>	75,837.78 tCO <sub>2</sub>
		Develop a detailed decarbonization plan by 2025	-	In Progress	-
	Efficient water use	Reduce water consumption by 30% by 2030	616,284.9 m <sup>3</sup>	470,266.4 m <sup>3</sup>	431,399.45 m <sup>3</sup>
	Sustainable waste management	Reduce waste to landfill by 30% by 2030	4,440 tons	5,943 tons	3,108 tons
<b>Social</b> 	Employee experience and wellbeing	Increase employee engagement and satisfaction to 80% by 2027	-	In progress (4% improvement)	80%
		Establish a mental and physical wellbeing program by 2027	-	In progress	Mental Health program
		Increase female representation in the leadership team to 15% by 2030	3%	-	15%
	Accessible treatment	Establish mobile clinics	-	-	One mobile clinic by 2026, with future expansion based on pilot results.
	Human rights and fair working conditions	Develop human rights policy by 2025	-	In progress	Standalone human rights policy
<b>Governance</b> 	Innovation	Integrate sustainability themes into HMG’s Innovation Growth Hub (HIGH) program by 2026	-	In progress	Sustainability themes integration into HIGH program
		Invest in local and international startups by 2030	-	₹ 8.5m+	Target amount to be announced in 2025 ESG Report
	Regulatory Compliance	Develop an anti-corruption and anti-bribery policy by 2025	-	In progress	Develop a standalone policy

\*For a detailed breakdown of Scope 1, 2 and 3 emissions, refer to the table titled ‘Emission Sources Distribution’. Additionally, GHG emissions are classified into three scopes: Scope 1 covers direct emissions from fuel, refrigerants and fugitive emissions, Scope 2 includes indirect emissions from purchased energy and Scope 3 captures all other indirect emissions across the value chain.

