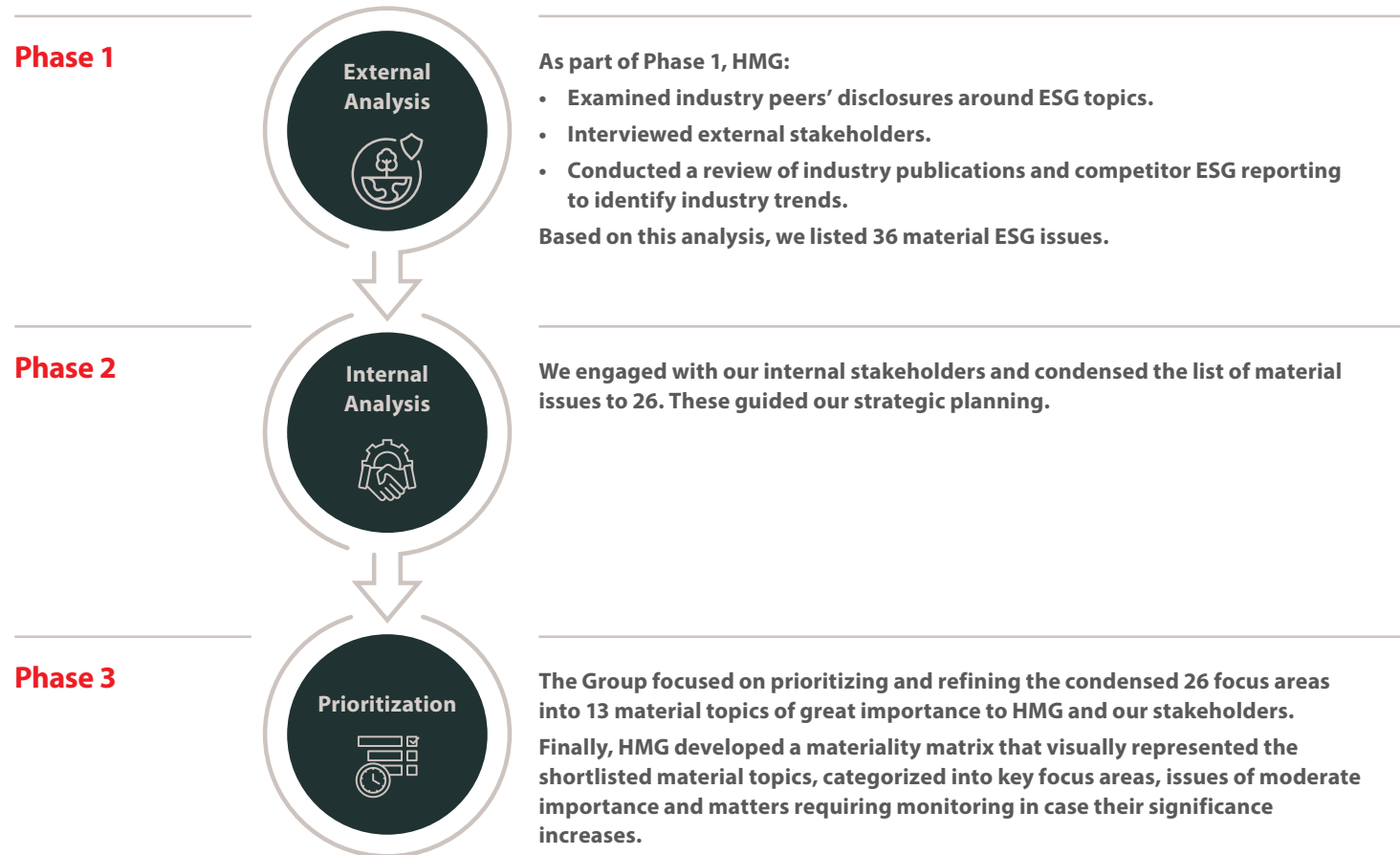


Materiality Assessment

HMG’s materiality assessment, conducted in line with the process outlined by the Global Reporting Initiative (GRI) standards, highlighted the ESG topics that are most important to HMG and its stakeholders. The process shaped strategic priorities, ensuring alignment with stakeholder expectations. Our materiality assessment followed a three-phase approach, as follows:



In 2024, HMG conducted a comprehensive review of its material topics to ensure their continued relevance and alignment with stakeholder expectations. As part of this process, the Group refined its materiality matrix to focus on a more targeted set of priority topics, which included restructuring the diversity as a standalone topic, integrating innovation under the governance pillar, while streamlining the overall list to reflect areas of highest strategic significance. The updated material topics will guide HMG’s approach to ESG going forward, while ensuring that we disclose information in line with what our stakeholders need to know.

Materiality Matrix

Our material topics are prioritized as follows:



Our 13 material topics distributed across our three strategic pillars showcase our ESG focus areas in alignment with our ambitions and stakeholders’ expectations.

Pillars

Protect and preserve the environment

- Climate change impact and energy efficiency
- Efficient water use
- Sustainable waste management

Empower our people and engage the community

- Quality, safety and patient experience
- Accessible treatment
- Employee experience and wellbeing
- Diversity, inclusion and culture
- Occupational health and safety
- Human right and fair working conditions
- Corporate social responsibility

Maintain sound business practices

- Innovation
- Patient records and data privacy
- Regulatory compliance