

2025 GRI CONTENT INDEX



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Mediclinic has reported the information cited in this content index ('Index') for the calendar year ended 31 December 2024 and financial year ended 31 March 2025, with reference to the GRI Standards. This Index identifies the location of the general and specific standard disclosures required by the Sustainability Reporting Standards developed by the Global Reporting Initiative ('GRI Standards').

The references included in this Index refer primarily to sections of the Company's [2025 Corporate Profile](#), published on the Company's website at [mediclinic.com](https://www.mediclinic.com). Reference is also made to the **2025 Manta Bidco Limited Annual Report**, which relates to Mediclinic's holding company and is available via Companies House at www.gov.uk/get-information-about-a-company.

Although many of the GRI Standards disclosures have been reported on by the Company, this Index includes the Group's general standard disclosures and the material-specific standard disclosures, based on the Company's materiality assessment referred to on page 40 of the Corporate Profile.

Reference to the assurance of the various aspects is not included in this Index. The Group's independent assurance is set out from page 63 of the Corporate Profile, as referred to in the index below next to *GRI Standard 2-5 (External assurance)*.

GRI Standard disclosure reference	Description	Section of Corporate Profile	Page reference
GRI 2: GENERAL DISCLOSURES 2021			
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2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> About this profile Company information 	2 74
2-4	Restatements of information	Data sources	66
2-5	External assurance	Assurance	63
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2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> At a glance Our evolution across the continuum of care Connecting to our partners Connecting to our suppliers 	4 6 32 57
2-7	Information on employees and other workers	<ul style="list-style-type: none"> Connecting to our people Data sources 	48 66
2-8	Workers who are not employees	Not reported	-

GRI Standard disclosure reference	Description	Section of Corporate Profile	Page reference
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2-23 2-24 2-25 2-26	Policy commitments; Embedding policy commitments; Processes to remediate negative impacts; Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> • Supporting the UN's agenda for sustainability • Conserve • Connect • Human rights • Comply • Preventing bribery, corruption and conflicts of interests <p>Website: Modern Slavery and Human Trafficking Statement</p>	39 41 47 58 59 61
2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> • Conserve • Preventing bribery, corruption and conflicts of interests 	41 61
2-28	Membership associations	Our stakeholders	18
GOVERNANCE			
2-9	Governance structure and composition	<ul style="list-style-type: none"> • Clinical governance • Our sustainable development governance structure 	23 38
2-10 2-11 2-12 2-15 2-17 2-18 2-19 2-20 2-21	Nomination and selection of the highest governance body; Chair of the highest governance body; Role of the highest governance body; Conflicts of interest; Collective knowledge of the highest governance body; Evaluation of performance of the highest governance body; Remuneration policies; Process to determine remuneration; Annual total compensation ratio	Preventing bribery, corruption and conflicts of interest	61
2-13 2-14	Delegation of responsibility for managing impacts; Role of the highest governance body in sustainability reporting	Our sustainable development governance structure	38

GRI Standard disclosure reference	Description	Section of Corporate Profile	Page reference
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2-16	Communication of critical concerns	Preventing bribery, corruption and conflicts of interests	61
STAKEHOLDER ENGAGEMENT			
2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> • Our stakeholders • Connecting to our clients • Connecting to our medical practitioners • Connecting to our partners • Connecting to our people • Connecting to our communities • Connecting to governments and authorities • Connecting to our suppliers 	18 25 30 32 48 55 56 57
2-30	Collective bargaining agreements	Labour relations	50
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics;	• Our focus areas	40
3-2	List of material topics; Management of	• Conserve (Key developments in 2024, Risk mitigation)	42
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		• Comply (Key developments in 2024, Risk mitigation)	59
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Aspect: Energy			
3-3	Management of material topics; Energy	• Conserve	41
302-1	consumption within the organisation;	• Energy consumption	43
302-3	Energy intensity; Reduction of energy	• Data sources (Direct and indirect	66
302-4	consumption	energy consumption)	
Aspect: Water			
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303-5	related impacts; Water consumption	• Data sources (Water usage)	67

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Aspect: Emissions			
3-3 305-1 305-2 305-3 305-4 305-5 305-6 305-7	Management of material topics; Direct greenhouse gas ('GHG') emissions (Scope 1); Indirect GHG emissions (Scope 2); Other indirect GHG emissions (Scope 3); GHG emissions intensity; Reduction of GHG emissions; Emissions of ozone-depleting substances ('ODS'); NOx, SOx and other significant air emissions	<ul style="list-style-type: none"> • Conserve • Becoming carbon neutral • Data sources (Carbon emissions) 	41 43 66
Aspect: Waste			
3-3 306-1 306-2 306-3 306-4 306-5	Management of material topics; Waste generation and significant waste-related impacts; Management of significant waste-related impacts; Waste generated; Waste diverted from disposal; Waste directed to disposal	<ul style="list-style-type: none"> • Conserve • Towards zero waste to landfill • Unlocking circular economies • Data sources (Waste) 	41 44 45 67
MATERIAL ISSUE 2: BUILDING STAKEHOLDER TRUST			
Aspect: Employment			
3-3 401-1	Management of material topics; Total number and rate of new employee hires and terminations, and employee turnover by age group, gender and region	<ul style="list-style-type: none"> • Connect • Recruitment, retention • Data sources (Employee retention) 	47 49 68
Aspect: Occupational health and safety			
3-3 403-2	Management of material topics; Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> • Connect • Safety • Wellbeing • Assurance 	47 51 52 63

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MATERIAL-SPECIFIC STANDARD DISCLOSURES CONTINUED

MATERIAL ISSUE 2: BUILDING STAKEHOLDER TRUST CONTINUED

Aspect: Training and education

3-3 404-2	Management of material topics; Type and scope of programmes implemented and assistance provided to upgrade employee skills, and transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	<ul style="list-style-type: none"> • Connect • Training and development 	47 50
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Aspect: Diversity and equal opportunity

3-3 405-1	Management of material topics; Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity	<ul style="list-style-type: none"> • Connect • Inclusivity • Data sources (Diversity and inclusion) 	47 53 70
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Aspect: Non-discrimination

3-3 406-1	Management of material topics; Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> • Connect • Human rights 	47 58
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Aspect: Local communities

3-3 413-1	Management of material topics; Operations with local community engagement, impact assessments, and development programmes	<ul style="list-style-type: none"> • Connect • Our stakeholders (Communities) • Connecting to our communities • Corporate social investment 	47 18 55 56
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MATERIAL ISSUE 3: BEING AN ETHICAL AND RESPONSIBLE CITIZEN

Aspect: Anti-corruption

3-3 205-3	Management of material topics; Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> • Comply • Preventing bribery, corruption and conflicts of interests 	59 61
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Aspect: Anti-competitive behaviour

3-3 206-1	Management of material topics; Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices	<ul style="list-style-type: none"> • Comply • Compliance with consumer protection laws; Anti-competitive behaviour; Governance of advertising 	59 60
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Aspect: Customer privacy

3-3 418-1	Management of material topics; Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> • Comply • Protecting information assets 	59 62
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201-3	Coverage of the organisation's defined benefit plan obligations and other retirement plans	Retirement fund benefits	49
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202-2	Proportion of senior management hired from the local community at locations of significant operation	Inclusivity	53
Aspect: Indirect economic impacts			
203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> • At a glance • Our healthcare ecosystem • Our stakeholders (Communities) • Corporate social investment • Maintaining high-quality healthcare infrastructure 	4 8 18 56 61
203-2	Significant indirect economic impacts, including the extent of impacts	<ul style="list-style-type: none"> • Our values in action • Training and development • Future workforce • Corporate social investment 	4 50 55 56
Aspect: Procurement practices			
204-1	Proportion of spending on local suppliers at significant locations of operation	Connecting to our suppliers	57
Aspect: Anti-corruption			
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GRI Standard disclosure reference	Description	Section of Corporate Profile	Page reference
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CATEGORY: ENVIRONMENTAL			
Aspect: Materials			
301-1 301-2 301-3	Materials used by weight or volume; Recycled input materials used; Percentage of products sold and their packaging materials reclaimed	Not available	-
Aspect: Energy			
302-2 302-5	Energy consumption outside the organisation; Reduction in energy requirements of products and services	<ul style="list-style-type: none"> • Conserve (Key developments in 2024) • Energy consumption • Data sources (Direct and indirect energy consumption) 	42 43 66
Aspect: Biodiversity			
304-1 304-2 304-3 304-4	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas; Significant impacts of activities, products and services on biodiversity; Habitats protected or restored; Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations	Protecting biodiversity	46
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308-1 308-2	New suppliers that were screened using environmental criteria; Negative environmental impacts in the supply chain and actions taken	Connecting to our suppliers Website: Group Procurement Philosophy	57
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GRI Standard disclosure reference	Description	Section of Corporate Profile	Page reference
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405-2	Ratio of basic salary and remuneration of men to women by employee category	Equal pay for equal work and work of equal value	53
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407-1	Operations and suppliers in which the right to exercise freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> Labour relations Connecting to our suppliers 	50 57
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410-1	Security personnel trained in human rights policies or procedures	Not reported	-
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GRI Standard disclosure reference	Description	Section of Corporate Profile	Page reference
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Aspect: Investment			
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412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening	Not reported	-
CATEGORY: SOCIAL (SOCIETY)			
Aspect: Local communities			
413-2	Operations with significant potential or actual negative impact on local communities	Not applicable	-
Aspect: Supplier social assessment			
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414-2	Negative social impacts in the supply chain and actions taken	Website: Modern Slavery and Human Trafficking Statement	-
Aspect: Public policy			
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GRI Standard disclosure reference	Description	Section of Corporate Profile	Page reference
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416-1 416-2	Assessment of the health and safety impacts of product and service categories; Incidents of non-compliance concerning health and safety impacts of products and services	<ul style="list-style-type: none"> • Clinical services • Clinical accreditations, certifications and initiatives 	20 64
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