

Boundless Impact

Determining Material Issues



Determining Material Issues

GRI 3-1 to 3

Given a global footprint spanning over 50 countries, Haycarb operates in a dynamic and constantly evolving business environment. Therefore, the Group undertakes a comprehensive materiality assessment once a year to identify, assess and prioritise the matters most material to the Group and its stakeholders, to facilitate its effective management. Our materiality assessment incorporates both retrospective insights and forward-looking considerations, enabling a comprehensive and balanced evaluation.

Double materiality

We adopt a double materiality lens, considering both organisational materiality and impact materiality to determine our material topics.

- Organisational materiality – impact of potential topics on the Group's value creation process and
- Impact materiality – impact of potential topics on our stakeholders and the environment.

Our materiality assessment process aligns with our parent entity Hayley PLC's Group Material Assessment Policy and is summarised below.

Establish process parameters

Following a careful assessment of emerging risks and opportunities in the external environment, the core competencies of the Group, developments and best practice in the corporate reporting landscape, and other relevant factors, the Hayleys Group ESG Division sets out an extensive list of over 60 potential material issues.

Filtering

We evaluated these topics using a double materiality lens, quantitatively assessing each topic considering both the relative importance of each topic to the Group as well as to our stakeholders. The filters considered for this assessment is presented alongside.

Filters considered

Organisational materiality

- Financial impact
- Innovation opportunity
- Reputation
- Externalities
- Strategic link
- Risk

Impact materiality

- Customers
- Employees
- Shareholders
- Suppliers
- Business partners
- Government
- Community
- Environmental impact

Evaluate the importance of relevant matters

The results obtained from the scoring was then reviewed, analysed and challenged through internal discussion until consensus was reached.

Determining disclosures

Through this process, material topics for 2024/25 was identified.

Our materiality assessment for 2024/25 led to the addition of geopolitical dynamics as a new material topic while best practices along the value was no longer

considered material. Our material topics for the year under review are presented below.

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