





SUSTAINABILITY REPORT




BUILDING STRONG RELATIONSHIPS

Engaging Our Stakeholders

Engaging with stakeholders through effective communication and collaboration fosters meaningful, mutually-beneficial relationships. Continuous dialogue ensures we stay informed of evolving trends, developments, and expectations, allowing us to embrace new opportunities and remain relevant.

Areas of Interest	Our Responses	Engagement Method
 <p>INVESTORS/SHAREHOLDERS The ownership, voting rights, financial contributions, and expectations of investors and shareholders shape the Group's direction, enabling us to deliver high-quality steel products.</p> <ul style="list-style-type: none"> Financial and operational performance Company reputation Mitigation and adaptation to climate change 	<ul style="list-style-type: none"> Quarterly financial results and annual reports Uphold good governance practices Outline carbon reduction strategies Monitor sustainability performance and targets 	<p>Ongoing</p> <ul style="list-style-type: none"> Investor relations published on corporate websites <p>Quarterly</p> <ul style="list-style-type: none"> Financial results announcements <p>Annually</p> <ul style="list-style-type: none"> Annual General Meeting
 <p>GOVERNMENT/REGULATORY AUTHORITIES The government and regulatory authorities play an important role in providing regulatory frameworks and legal authorisations necessary for operations.</p> <ul style="list-style-type: none"> Anti-bribery and corruption Corporate governance practices Regulatory compliance 	<ul style="list-style-type: none"> Compliance with ISO 37001:2016 Anti-Bribery Management System ("ABMS") Establishment of Good Corporate Governance and Whistleblowing Policy Full compliance with regulatory requirements 	<p>As needed</p> <ul style="list-style-type: none"> Meetings Seminars/Webinars Reporting
 <p>MANAGEMENT The management is responsible for guiding and overseeing our organisational operations to achieve strategic goals and ensure sustained success.</p> <ul style="list-style-type: none"> Risk management Service requirements 	<ul style="list-style-type: none"> Risk Management Framework adhering to international principles Compliant with ISO 9001:2015 Quality Management System 	<p>As needed</p> <ul style="list-style-type: none"> Coordination meetings <p>Quarterly</p> <ul style="list-style-type: none"> Business unit meetings <p>Annually</p> <ul style="list-style-type: none"> ISO management review
 <p>CUSTOMERS Customers drive Leon Fuat's success by engaging in transactions and providing valuable feedback that informs product and service enhancements.</p> <ul style="list-style-type: none"> Product quality and safety Customer data privacy 	<ul style="list-style-type: none"> Compliant with ISO 9001:2015 Quality Management System Compliant with Personal Data Protection Act 2010 	<p>As needed</p> <ul style="list-style-type: none"> Meetings Feedback survey <p>Annually</p> <ul style="list-style-type: none"> Satisfaction assessment

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 EMPLOYEES Employees serve as the valuable human capital of Leon Fuat, actively contributing their skills and efforts to propel the Group toward our objectives and overall success.		
<ul style="list-style-type: none"> • Capacity building • Occupational health and safety • Fair labour practices • Whistleblowing policy/procedures 	<ul style="list-style-type: none"> • Provide relevant upskilling and development opportunities • Compliant with Occupational Safety and Health (Amendment) Act (2022) • Compliant with laws governing work hours and wages • Promote transparent communication with employees 	<p>Ongoing</p> <ul style="list-style-type: none"> • Internal communications <p>As needed</p> <ul style="list-style-type: none"> • Workshops and trainings • Staff meetings <p>Annually</p> <ul style="list-style-type: none"> • Employee performance appraisals • Annual dinner
 VENDORS/SUPPLIERS Vendors and suppliers collaborate with Leon Fuat to provide essential goods and services, ensuring a reliable supply chain and contributing to the overall efficiency of operations.		
<ul style="list-style-type: none"> • Fair procurement practices • Support of local suppliers 	<ul style="list-style-type: none"> • Supplier Selection Procedure • Supplier Performance Assessment • 8.0% of procurement is sourced from local suppliers 	<p>As needed</p> <ul style="list-style-type: none"> • Product quality feedback <p>Bi-annually</p> <ul style="list-style-type: none"> • Performance reviews • Procurement processes
 COMMUNITY The community plays a reciprocal role, shaping and being shaped by the Group's actions, contributions and engagement, fostering a mutually beneficial relationship.		
<ul style="list-style-type: none"> • Community development and support 	<ul style="list-style-type: none"> • Local community development • Philanthropy 	<p>As needed</p> <ul style="list-style-type: none"> • Community impact programmes