



LEON FUAT BERHAD

Registration No. 200601036648 (756407-D)


**WELDING PROGRESS
THROUGH
SYNERGY**



SUSTAINABILITY REPORT

AN OVERVIEW OF OUR REPORT

Forging The Future

As a specialised steel trading, processing and manufacturing company, Leon Fuat Berhad (“Leon Fuat” or “the Group”), acknowledges the importance of integrating Environmental, Social and Governance (“ESG”) considerations into our business, aiming to leave a positive impact on society and the environment.

We are pleased to present our Sustainability Report for the financial year 2024, offering a detailed account of our ongoing journey and the progress we have made thus far. We continue to refine our processes and operations to align with modern best practices, viewing it as our responsibility to shape a better future for generations to come.

Advancing Sustainability

Leon Fuat drives sustainability by integrating ESG practices into our operations, business plans and organisational goals.

Currently, 97.1% of our delivery fleet are green trucks powered by Euro5 diesel, with lower sulphur content and carbon monoxide emissions. We continue to reduce our dependence on purchased electricity by harnessing renewable energy generated from the solar panels at Leon Fuat Metal. Any surplus electricity generated is exported to the grid under the Net Energy Metering Scheme.

The Group is committed to making a positive difference through impactful community investments and CSR initiatives. Guided by our dedicated CSR team, we are focused on building strong relationships with communities and creating long-term value. In FY2024, Leon Fuat contributed RM38,200 to seven (7) organisations, reflecting our dedication to being a responsible corporate citizen.

Collectively, these initiatives reflect our resolve to drive progress towards a sustainable future, creating a positive environmental and societal impact.

Reporting Scope and Boundary

Our Sustainability Report details Leon Fuat’s ESG activities and performance from 1 January to 31 December 2024 (“FY2024”). We have disclosed data from the past three (3) financial years to provide deeper insights.

The ESG performance of Leon Fuat’s three (3) main subsidiaries are disclosed in this report:

1. Leon Fuat Hardware Sdn. Bhd. (“LF Hardware”)
2. Leon Fuat Metal Sdn. Bhd. (“LF Metal”)
3. Supreme Steelmakers Sdn. Bhd. (“Supreme Steelmakers”)

Reporting Frameworks and Standards

This Sustainability Report is prepared in compliance with the Main Market Listing Requirements (“MMLR”) of Bursa Malaysia Securities and Sustainability Reporting Guide (3rd edition). We are also guided by the Global Reporting Initiative (“GRI”) Standards and the United Nations Sustainable Development Goals (“UN SDGs”).



Assurance

All data contained in this report has been internally sourced and reviewed by the respective business divisions and information owners within the Group. We remain committed to continually improving our data collection and analysis procedures to strengthen the credibility and reliability of our disclosures. Certain data from previous years have been updated to reflect improvements in data collection.

The Sustainability Report for FY2024 is subject to an internal review conducted by the outsourced internal auditors. The subject matters reviewed include the eleven (11) material matters disclosed in this report. In terms of the review scope, save for the comparative figures and the qualitative descriptions, the internal review focused on and verified the reasonableness of the current year’s sustainability performance data and their corresponding initiatives disclosed in this report.

Respond To Our Report

In enhancing our reporting, we value the input of our stakeholders and welcome any questions, feedback or suggestions you may have. Kindly reach out to us using the contact details provided below.

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Wisma Leon Fuat

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Kawasan Perindustrian Bukit Raja Selatan,
Seksyen 7, 40000 Shah Alam,
Selangor Darul Ehsan.

SUSTAINABILITY REPORT

Our Memberships and Associations

To remain up-to-date on industry trends and informed on important matters impacting the industry, Leon Fuat stays actively engaged by holding memberships in the following industry associations.

 Federation of Malaysian Manufacturers	 Malaysia Institute of Human Resource Management
 Federal Territory and Selangor Tinsmith Association	 The Selangor & Kuala Lumpur Foundry & Engineering Industries Association
 Malaysia Steel and Metal Distributor's Association	

STRENGTHENING SUSTAINABILITY

ECONOMIC PROSPERITY



Economic Value Generated (Revenue)

RM915.79 million

RESPONSIBLE GOVERNANCE



Confirmed incidents of bribery and corruption

ZERO



Whistleblowing cases reported

ZERO



Substantiated complaints of customer privacy breaches or data loss

ZERO

ENVIRONMENTAL STEWARDSHIP



Percentage of green trucks in our fleet

97.1%



Scope 2 GHG emissions avoidance

1,468 tCO₂e



Total waste diverted from disposal

59.8%

SOCIAL RESPONSIBILITY



Number of work-related fatalities

ZERO



Substantiated cases of human rights violations

ZERO



Reported cases of discrimination

ZERO



Total training hours of all employees

2,382 Hours



Customer satisfaction scores across all subsidiaries

> 80%

SUSTAINABILITY REPORT

OUR JOURNEY FORWARD

Since 2017, sustainable practices have transformed our organisation, integrating ESG considerations into our core values. Today, we remain focused on achieving our ESG aspirations and sustainability targets.




















SUSTAINABILITY REPORT

DEFINING OUR SUSTAINABILITY APPROACH

Laying the ESG Strategy

Our ESG Strategy promotes responsible business practices by integrating sustainability considerations into our corporate strategy. It is grounded in four (4) sustainability pillars that align with our Stakeholder Groups, UN SDGs and material sustainability matters.

Our Vision						
Steel is our business. Excellence is our commitment						
Leon Fuat's Shared Values						
 <p>Drive a performance culture of integrity and accountability</p>	 <p>Commitment to products and services quality</p>	 <p>Strengthen business processes to provide better service to customers</p>	 <p>Manage cash resources for operational effectiveness</p>			
Our Material Sustainability Matters						
ECONOMIC PROSPERITY	RESPONSIBLE GOVERNANCE	ENVIRONMENTAL STEWARDSHIP	SOCIAL RESPONSIBILITY			
<ul style="list-style-type: none"> Operational Excellence Responsible Procurement 	<ul style="list-style-type: none"> Corporate Governance and Anti-Corruption Data Privacy and Cybersecurity 	<ul style="list-style-type: none"> Climate Change and Energy Effluent and Waste Management Water Efficiency 	<ul style="list-style-type: none"> Occupational Safety and Health Noise Management Labour Practices and Standards Diversity and Inclusiveness Product Quality and Customer Satisfaction Corporate Social Responsibility 			
Our Contribution to UN SDGs						
						
Our Key Stakeholder Groups						
						
Investors/ Shareholders	Government/ Regulatory Authorities	Management	Customers	Employees	Vendors/ Suppliers	Communities

SUSTAINABILITY REPORT

Establishing Our Policy

Our Sustainability Policy articulates the Group's efforts towards our objectives. It strategically equips us to manage emerging risks and leverage opportunities, driving our ESG progress forward.



ECONOMIC PROSPERITY

- Adopt a sustainable business model that emphasises quality products, value-added services and ethical practices
- Prioritise delivering superior returns to our shareholders while considering the long-term impacts of our actions
- Conduct regular assessments to identify and mitigate any potential risks associated with our supply chain, ensuring compliance with ethical and responsible sourcing practices
- Drive the continuous innovation of sustainable products and services



RESPONSIBLE GOVERNANCE

- Adhere strictly to laws, regulations and industry standards relevant to our operations by regularly assessing our compliance mechanisms and updating policies as needed to meet evolving legal requirements
- Maintain transparent and open communication with our stakeholders
- Uphold the highest level of ethics and integrity in our business operations, encouraging a culture of honesty, fairness and accountability
- Implement robust risk management strategies, identifying potential risks associated with environmental impact, social issues and governance concerns and proactively taking measures to mitigate them



ENVIRONMENTAL STEWARDSHIP

- Continuously improve energy efficiency, monitor and reduce our carbon footprint
- Ensure compliance with environmental regulations and legal requirements
- Prevent environmental pollution and improve the quality of environmental management
- Embrace the principles of a circular economy, with a focus on recycling, reusing and reducing waste
- Develop initiatives to extend the lifecycle of products, promoting responsible consumption and production
- Monitor water consumption and implement water conservation practices in our facilities



SOCIAL RESPONSIBILITY

- Prioritise the health, safety and well-being of our employees by implementing stringent safety guidelines and protocols
- Conduct regular health and safety training to foster a safe and healthy work environment
- Support the well-being and growth of our employees by cultivating a workplace culture that encourages their development
- Encourage employee growth and development through training programmes, career advancement opportunities and performance recognition
- Foster a culture of diversity and inclusion by implementing policies and practices that promote equal opportunities and eliminate discrimination
- Engage in community development initiatives

SUSTAINABILITY REPORT

Supporting Global Responsibility

The UN SDGs call on all nations to create a sustainable and inclusive global society by 2030. We identified seven (7) SDGs that closely align with our initiatives, representing key areas where we can make the most positive impact.



Target 3.8: Achieve universal health coverage

- Provides healthcare and insurance coverage as part of our employee benefits package
- Enhanced employee healthcare benefits at LF Metal in FY2024 by upgrading insurance coverage to offer better protection and support



Target 7.2: Increase global percentage of renewable energy

- Added three (3) solar-powered streetlights at LF Metal, enhancing our energy efficiency
- Exported 942,136 kWh of surplus electricity from solar panels at LF Metal to the grid under the Net Energy Metering Scheme in FY2024



Target 8.8: Protect labour rights and promote safe working environments

- Reviewed and updated our Health and Safety Policy in 2024 to align with the Occupational Safety and Health (Amendment) Act 2022
- Applied Hazard Identification, Risk Assessment, and Risk Control ("HIRARC") methods to systematically identify, mitigate, and eliminate operational risks
- Conducted scheduled noise risk assessments, annual audiometric tests, and noise monitoring in factory environments to ensure safe noise levels
- Provided Personal Protective Equipment ("PPE") to all individuals entering factory premises, ensuring adherence to safety standards
- Delivered ongoing health and safety training to employees, reinforcing safe work practices and reducing workplace incidents



Target 9.4: Upgrade all industries and infrastructures for sustainability

- Enhanced production efficiency by investing in modern factory machinery, such as fibre laser cutting technology, which accelerates output and reduces energy consumption
- Upgraded 97.1% of delivery trucks to green trucks powered by green diesel, resulting in lower carbon monoxide emissions and sulphur content



Target 12.4: Responsible management of chemicals and waste

- Established a waste management system to ensure proper handling, treatment, and disposal of all scheduled and non-scheduled waste categories
- Regularly monitored and documented effluent discharge quality to maintain compliance with legal and environmental standards

Target 12.7: Promote sustainable public procurement practices

- Established procurement procedures to uphold fair business practices, ensuring supplier compliance with ethical standards
- Conducted rigorous supplier evaluations and regular performance assessments to ensure adherence to corporate values



Target 13.1: Strengthen resilience and adaptive capacity to climate-related hazards

- Reduced our carbon footprint by adopting green diesel for delivery vehicles and increasing solar power usage to enhance energy efficiency
- Enhanced climate-related disclosures by evaluating climate-related risks and opportunities over the short, medium and long-term

SUSTAINABILITY REPORT



Target 16.5: Substantially reduce corruption and bribery in all their forms

- Implemented a comprehensive Anti-Bribery Management System to identify and mitigate bribery risks within our business activities
- Introduced a due diligence questionnaire for suppliers, covering compliance systems and anti-bribery measures
- Zero confirmed incidents of bribery and corruption recorded for the past three (3) years

Target 16.6: Develop effective, accountable and transparent institutions

- Established a comprehensive suite of corporate governance policies to uphold transparency, accountability, and ethical practices across the Group, including:
 - Code of Ethics and Conduct
 - Directors’ Fit and Proper Policy
 - Board Charter
 - Anti-Bribery Policy
 - Whistleblowing Policy
 - Personal Data Protection Notice

Forming Effective Governance

Leon Fuat’s three-tiered Sustainability Governance Structure clearly defines responsibilities for sustainability practices across the organisation. The Board of Directors (“the Board”) presides over sustainability strategies, policies, targets, and climate-related risks and opportunities. The Sustainability Committee (“SC”) supervises management-level activities, while the Sustainability Task Force Committee (“STFC”) guides day-to-day activities, ensuring alignment with broader objectives and translating ambitions into actions.



Leon Fuat’s Sustainability Governance Structure

Board of Directors

- Provides strategic oversight over the Group’s sustainability policies, strategies, and ESG performance
- Endorses Leon Fuat’s sustainability strategy and the contents of the annual sustainability report

Sustainability Committee

- Executive Directors
- Chief Financial Officer
- Managerial level from subsidiaries

- Proposes sustainability strategies, initiatives, and targets that align with the Group’s business strategy
- Provides recommendations for the proposed sustainability report
- Oversees the implementation of the Group’s sustainability initiatives, targets, and ESG performance, reporting progress to the Board

Sustainability Task Force Committee

- Employee representatives from subsidiaries (LF Metal, LF Hardware, Supreme Steelmakers)





- Integrates sustainability strategies and initiatives into the Group’s day-to-day operations
- Assists the SC in formulating recommendations for Leon Fuat’s sustainability report

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
 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.		
<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
 GOVERNMENT/REGULATORY AUTHORITIES The government and regulatory authorities play an important role in providing regulatory frameworks and legal authorisations necessary for operations.		
<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
 MANAGEMENT The management is responsible for guiding and overseeing our organisational operations to achieve strategic goals and ensure sustained success.		
<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
 CUSTOMERS Customers drive Leon Fuat's success by engaging in transactions and providing valuable feedback that informs product and service enhancements.		
<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

SUSTAINABILITY REPORT

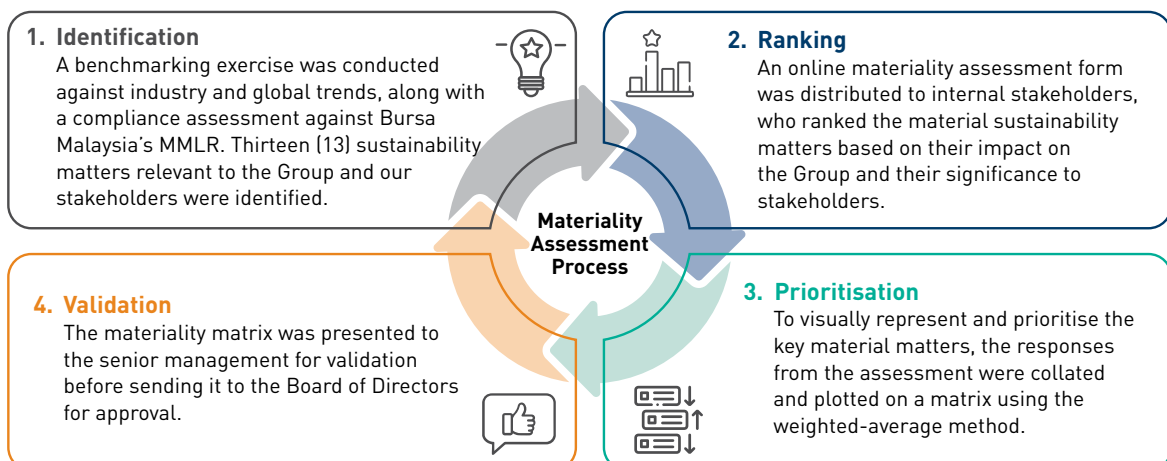
Areas of Interest	Our Responses	Engagement Method
 EMPLOYEES Employees serve as the valuable human capital of Leon Fuat, actively contributing their skills and efforts to propel the Group toward our objectives and overall success.		
<ul style="list-style-type: none"> Capacity building Occupational health 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 	Ongoing <ul style="list-style-type: none"> Internal communications As needed <ul style="list-style-type: none"> Workshops and trainings Staff meetings Annually <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 	As needed <ul style="list-style-type: none"> Product quality feedback Bi-annually <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 	As needed <ul style="list-style-type: none"> Community impact programmes

EVALUATING OUR PRIORITIES

Measuring Materiality

Our materiality assessment process targets the most impactful ESG matters for our business and stakeholders. Thorough understanding of these matters helps us shape our strategy, allocate resources, manage risks and opportunities and prioritise high relevance areas.

Our thirteen (13) key sustainability matters remained pertinent in FY2024 and will continue to be reflected in our matrix.



SUSTAINABILITY REPORT

Mapping the Matrix

The materiality matrix highlights our ESG priorities, balancing stakeholder importance and business impact. It informs strategic decision-making and shapes our ESG goals and actions, driving our sustainability agenda. The matrix identified the top five (5) material matters as follows: Operational Excellence, Product Quality and Customer Satisfaction, Occupational Health and Safety, Corporate Governance and Anti-Corruption as well as Labour Practices and Standards.



ECONOMIC PROSPERITY	RESPONSIBLE GOVERNANCE	ENVIRONMENTAL STEWARDSHIP	SOCIAL RESPONSIBILITY
<ul style="list-style-type: none"> 1 Operational Excellence 8 Responsible Procurement 	<ul style="list-style-type: none"> 4 Corporate Governance and Anti-Corruption 6 Data Privacy and Cybersecurity 	<ul style="list-style-type: none"> 7 Climate Change and Energy 9 Effluent and Waste Management 13 Water Efficiency 	<ul style="list-style-type: none"> 2 Product Quality and Customer Satisfaction 3 Occupational Safety and Health 5 Labour Practices and Standards 10 Diversity and Inclusiveness 11 Corporate Social Responsibility 12 Noise Management

SUSTAINABILITY REPORT

Aligning Material Matters

We aligned each material matter with relevant UN SDGs and key stakeholder groups, illustrating the interconnected nature of our sustainability efforts.

Material Matter		Stakeholder Groups	UN SDGs
ECONOMIC PROSPERITY			
Operational Excellence	Continually enhance efficiency and productivity by optimising processes, investing in advanced technologies to drive sustainable growth and long-term profitability		
Responsible Procurement	Prioritise suppliers who adhere to ethical practices, environmental sustainability, and quality standards through rigorous screening and assessment procedures		
RESPONSIBLE GOVERNANCE			
Corporate Governance and Anti-Corruption	Adhere to corporate governance practices, ensuring transparency and accountability at all levels through comprehensive anti-corruption measures and strict compliance with regulations		
Data Privacy and Cybersecurity	Safeguard sensitive data from unauthorised access and cyber threats by implementing stringent data privacy policies and advanced cybersecurity measures		
ENVIRONMENTAL STEWARDSHIP			
Climate Change and Energy	Enhance energy efficiency and reduce emissions by leveraging renewable energy and optimising energy use across our operations		
Water Efficiency	Implement water conservation strategies, optimising usage and reducing waste throughout our operations to ensure efficient and sustainable water management		
Effluent and Waste Management	Ensure responsible waste management by minimising waste generation, promoting recycling, and ensuring safe treatment and disposal of effluents, in line with environmental regulations		
SOCIAL RESPONSIBILITY			
Occupational Health and Safety	Maintain a robust health and safety management system, providing training, ensuring compliance with industry regulations, and actively working to minimise risks in our operations		
Noise Management	Adopt noise management strategies to mitigate the impact of our operations on workers and surrounding communities, ensuring compliance with noise regulations and minimising disruptions		
Labour Practices and Standards	Adhere to all fair and ethical labour practices, promoting equal opportunities, fair compensation, and professional development for our workforce		
Diversity and Inclusiveness	Embrace diversity and inclusiveness, fostering a culture that values individuals from all backgrounds and contributes to a more equitable workplace		
Product Quality and Customer Satisfaction	Ensure product quality and customer satisfaction by adhering to quality standards, continuously improving our processes, and maintaining transparent communication to meet our customers' evolving needs		
Corporate Social Responsibility	Focus on giving back to communities by engaging in projects that drive positive social and environmental impact		

SUSTAINABILITY REPORT

Envisioning A Low Carbon Future

Climate change poses growing risks to our supply chain. The Group recognises the increasing importance of addressing climate concerns and adopting eco-friendly innovations in the steel industry. We are refining our strategies and exploring opportunities to reduce our emissions and contribute to a low-carbon future.

Governance

The Board of Directors oversees climate-related risks and opportunities, while the Management team, led by the Sustainability Committee, is responsible for managing and implementing relevant initiatives.

Board’s oversight on climate-related risks and opportunities

- Provides strategic oversight of ESG-related matters, including climate-related risks and opportunities and its integration into the Group’s strategy
- Approves sustainability strategies proposed by the Sustainability Committee
- Conducts an annual review of sustainability policies, initiatives, and performance progress

Management’s role in assessing and managing climate-related risks and opportunities

- The SC, led by the Executive Director and Chief Financial Officer, is responsible for assessing and managing climate-related risks and opportunities
- The SC drives sustainability initiatives, implementing strategies and reporting outcomes to the Board
- Conducts assessments of climate-related risks and opportunities, providing strategic recommendations for the Board’s consideration
- Ensures active engagement from management in addressing the evolving sustainability landscape

Strategy

The resilience of the Group’s strategy is contingent upon our ability to adapt to changing conditions and emerging risks. We assessed potential climate-related risks, impacts, and opportunities by evaluating both transition and physical risks over short (1-5 years), medium (6-10 years), and long-term (>11 years) periods.

Transition Risks: Climate-Related Risks, Potential Impacts and Opportunities

Transition risks arise from the shift to a low-carbon economy, driven by regulatory changes and market shifts.

Description of Risks	Potential Impact	Opportunities
Policy and Legal Medium-term (6-10 years) to long-term (>11 years)		
Stringent environmental regulations aimed at reducing carbon emissions, including Carbon Border Adjustment Mechanisms (“CBAM”), emissions trading systems, and carbon taxes	<ul style="list-style-type: none"> • Increased operational costs from regulatory tightening and carbon pricing result in higher prices, potentially reducing the competitiveness of exported goods • Ongoing compliance with evolving climate-related regulations, adding further financial and operational burdens 	<ul style="list-style-type: none"> • Adopting energy-efficient technologies reduces carbon intensity, mitigating the impact of potential carbon pricing and regulatory costs • Staying ahead of climate regulations reduces legal risks and improves market positioning, attracting eco-conscious investors
Technology Short-term (1-5 years) to long-term (>11 years)		
Technological advancements, including low-carbon steel production and alternative materials, are driven by the steel industry’s need for decarbonisation.	<ul style="list-style-type: none"> • Increased capital investments in low-carbon technologies and research and development for sustainable steel production • Potential competitive disadvantage for failing to innovate and invest in advanced technologies 	<ul style="list-style-type: none"> • Adopting renewable technologies, such as solar panels at LF Metal, reduces purchased electricity consumption and leads to long-term savings • Investing in advanced technologies and decarbonisation gives Leon Fuat a competitive edge and aligns it with emerging sustainability standards

SUSTAINABILITY REPORT

Description of Risks	Potential Impact	Opportunities
Market Short-term (1-5 years) to long-term (>11 years)		
Shifting market preferences and growing demand for low-carbon products drive the adoption of alternative materials and solutions.	<ul style="list-style-type: none"> Reduced revenue from declining demand for traditional steel products, risking market share loss to sustainable competitors 	<ul style="list-style-type: none"> Marketing our sustainability commitment attracts eco-conscious customers, capitalises on the demand for low-carbon products, and enhances brand reputation
Supply Chain Short-term (1-5 years) to long-term (>11 years)		
The shift toward a low-carbon economy may require significant changes in our supply chain and procurement practices	<ul style="list-style-type: none"> Operational disruptions from suppliers not meeting sustainability standards result in delays, increased costs, or lower-quality materials 	<ul style="list-style-type: none"> Prioritising sustainable suppliers enhances operational resilience and appeals to sustainability-focused customers

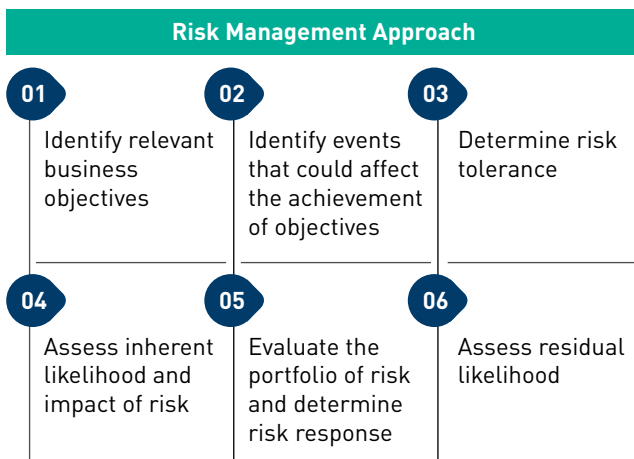
Physical Risks: Climate-Related Risks, Potential Impacts and Opportunities

Physical risks result from climate change impacts, such as extreme weather and rising temperatures, affecting assets and operations.

Description of Risks	Potential Impact	Opportunities
Acute Short-term (1-5 years) to long-term (>11 years)		
Potential short-term extreme climate-related events, i.e. heat waves, flooding, landslides, etc	<ul style="list-style-type: none"> Extreme weather events may disrupt supply chains, damage infrastructure, and pose safety risks, affecting operational continuity 	<ul style="list-style-type: none"> Thorough risk assessment, resilient infrastructure, diversified sourcing and effective inventory management can help mitigate potential impacts and ensure continued production
Chronic Long-term (>11 years)		
Potential long-term effects such as changes in precipitation patterns and increasing temperature	<ul style="list-style-type: none"> Long-term climate-related impacts may increase capital costs and insurance premiums 	<ul style="list-style-type: none"> Investing in climate-resilient infrastructure and energy-efficient technologies reduces long-term costs, mitigates risks, and lowers insurance premiums

Risk Management

The Group employs a risk management approach to identify and evaluate risks that may impact our operations. Potential climate risks will be assessed based on their likelihood and impact, ensuring that all identified risks are integrated into strategic decision-making and operational planning.



Metrics and Targets

The Group monitors and discloses our annual Scope 1, 2, and limited Scope 3 GHG emissions, including emissions from business travel and employee commutes. Our GHG emissions are calculated in accordance with the methodology outlined within the GHG Protocol Corporate Accounting and Reporting Standard.

Metric	Unit	Description
GHG Emissions	tCO ₂ e	Quantifies Scope 1, 2 and 3 (limited to business travels and employee commute) GHG emissions
Waste	MT	Measures total amount of waste generated
Energy Usage	GJ	Tracks total fuel and electricity consumption
Water Usage	m ³	Measures total water consumption

SUSTAINABILITY REPORT

ECONOMIC PROSPERITY





In a dynamic business landscape, creating value for our stakeholders and communities is essential to our economic sustainability and long-term resilience. We strategically invest resources to maintain financial performance, deliver exceptional products, and offer employment opportunities, supporting surrounding communities, and driving economic growth and prosperity.

Material Sustainability Matters

- Operational Excellence
- Responsible Procurement

Our Shared Values

-  Commitment to products and services quality
-  Manage cash resources for operational effectiveness

Key Stakeholders



Driving Operational Efficiency








Our strong economic performance highlights the success of our operational excellence, driven by effective resource allocation. This approach contributes to robust value-creation in alignment with our sustainability objectives. With this focus, we aim to build long-term resilience by leveraging our assets and providing prosperity to our stakeholders.

Optimising Night Shifts for Enhanced Productivity

Our night shift schedules are strategically planned to align with order volumes and delivery demands, ensuring flexibility and swift turnaround. Currently, three (3) machines at LF Metal are consistently assigned to night shifts, with allocations adjusted based on order volume. This adaptive approach enables optimum resource utilisation and productivity while fulfilling delivery targets.

Our investment in advanced technologies, such as fibre laser cutting, has been a key driver of these improvements. Fibre laser cutting accelerates production and consumes less power than conventional laser technologies. This enhancement boosts productivity and energy efficiency at LF Metal and Supreme Steelmakers.

In FY2024, our Group's three (3) main subsidiaries demonstrated strong economic growth, reflecting operational excellence driven by strategic and efficient resource allocation.

ECONOMIC VALUE GENERATED			Revenue RM915.79 million FY2023: RM918.56* million
ECONOMIC VALUE DISTRIBUTED			
	Operating costs RM822.10 million FY2023: RM810.56* million		Community Investments RM0.04 million FY2023: RM0.01 million
	Government (tax) RM1.03 million FY2023: RM6.62* million		Employee wages and benefits RM35.56 million FY2023: RM32.58* million
	Payment to provider of capital (dividends) RM5.12 million FY2023: RM5.12 million	NET ECONOMIC VALUE GENERATED  RM51.95 million FY2023: RM63.68* million	

* Data has been restated.

SUSTAINABILITY REPORT

Optimising Our Supply Chain

Efficient supply chain management is key to promoting sustainability and achieving excellence across our steel processing value chain. From the selection of materials to the delivery of the final product, we uphold high standards with our suppliers, securing optimal product quality and cost-effectiveness.

Our business purchasing and sourcing activities are guided by the Group’s procurement procedures, which ensure a fair and transparent process. We require all suppliers, service providers, and partners to comply with these procedures, fostering mutually beneficial relationships and maintaining the integrity of our procurement process. Priority is given to suppliers who align with our operational values and ethical standards. Additionally, all new suppliers undergo a rigorous vendor registration process and are subject to regular performance evaluations to ensure ongoing compliance.

Supplier Selection Procedure

Our selection process involves a comprehensive rating system to determine the most suitable suppliers. Key selection criteria include:

- ✓ Reputation
- ✓ Affordability
- ✓ Product Quality
- ✓ Service Standards



Supplier Performance Assessment

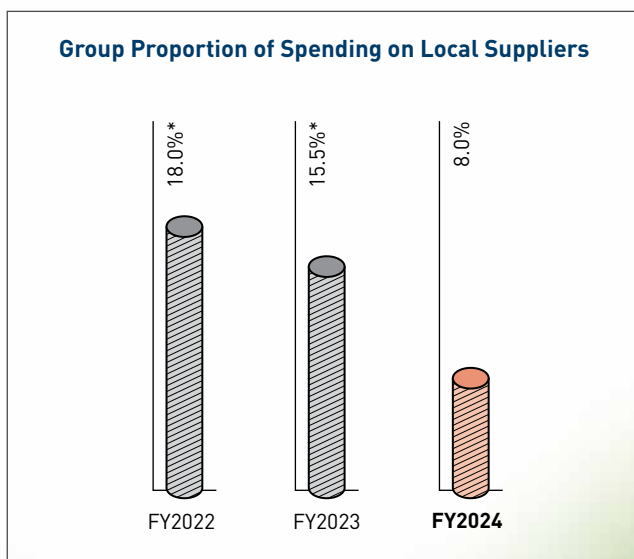
We conduct an annual assessment to update supplier ratings, using performance indicators such as:

- ✓ Compliance Level
- ✓ Service Quality
- ✓ Punctuality



Leon Fuat’s due diligence questionnaire for new suppliers covers essential aspects such as compliance systems and anti-bribery and corruption prevention measures.

In FY2024, local suppliers accounted for 8.0% of our total supplier distribution.



* Data has been restated.



SUSTAINABILITY REPORT



RESPONSIBLE GOVERNANCE



We resolve to foster a corporate culture rooted in integrity and accountability at Leon Fuat. Our guidelines, policies, and code of conduct define our principles, ensuring high ethical standards throughout our operations.

Material Sustainability Matters

- Corporate Governance and Anti-Corruption
- Data Privacy and Cybersecurity

Our Shared Values

Drive a performance culture of integrity and accountability

Key Stakeholders



Maintaining Responsible Governance

Sound corporate governance underpins the stability and credibility of our operations, earning stakeholders' trust. It is the foundation of our decision-making processes, ensuring clarity and accountability. Our commitment to high standards of integrity, enforced through a zero-tolerance approach to bribery and corruption, fosters an ethical workplace and enhances long-term sustainability.

LEON FUAT'S CORPORATE POLICIES

<p>Code of Ethics & Conducts</p>	<p>Directors' Fit and Proper Policy</p>	<p>Board Charter</p>
<p>Anti-Bribery Policy</p>	<p>Whistleblowing Policy</p>	<p>Remuneration Policy for Directors and Senior Management</p>

<https://www.leonfuat.com.my/corporate-governance.php>

Regulatory Compliance

We strictly adhere to regulatory requirements, including compliance with company and securities laws, governance standards, and MMLR.

Key laws and regulations applicable to the Group

- Capital Markets and Services (Amendment) Regulations 2021
- Companies Act 2016
- Employment Act 1955 (Amendment) 2022
- Environmental Quality (Amendment) Act 2024
- Factories and Machinery Act 1967
- Income Tax Act 1967
- Minimum Wages Order 2018
- Occupational Safety and Health (Amendment) Act (2022)

SUSTAINABILITY REPORT

To ensure continued adherence to these laws and regulations, we consistently update our internal policies to reflect current legal and regulatory requirements. Our efforts include:



Employee Training

Participation in compliance training programmes to maintain awareness and understanding of new regulations



Stakeholder Communication

Effective dissemination of policy updates to all stakeholders to ensure broad understanding and adherence



External Audits and Risk Assessments

Engaging independent third parties to audit our operations and assess risks, focusing on workplace health and safety, corruption, environmental concerns, and other compliance-related matters

During the reporting period, our Group did not incur any significant fines or non-monetary sanctions for non-compliance with social, economic, or environmental laws and regulations.

Anti-Bribery Management System (“ABMS”)

Introduced in FY2020, the ABMS promotes ethical operations by identifying and addressing bribery risks within our business activities through a preventative, risk-based approach. Aligned with the requirements of ABMS ISO 37001, it is supported by a comprehensive Anti-Bribery Manual defining its scope and operational details.

Anti-Bribery Compliance Function (“ABCF”)

To ensure effective oversight, our ABCF is responsible for managing and maintaining the ABMS documentation, overseeing its implementation, and handling bribery-related concerns.

Document Controller

- Manages ABMS documentation
- Guides personnel on ABMS and bribery issues
- Addresses and reports bribery concerns to the Chief
- Investigates reports assigned by the Chief

Chief of ABCF

- Oversees ABMS implementation
- Reports ABMS performance to the Board
- Plans and reviews bribery risk assessments
- Appoints investigation team for raised concerns

Deputy Chief of ABCF

- Oversees ABMS implementation
- Provides guidance on ABMS and bribery issues
- Assists the Chief on ABMS related matters

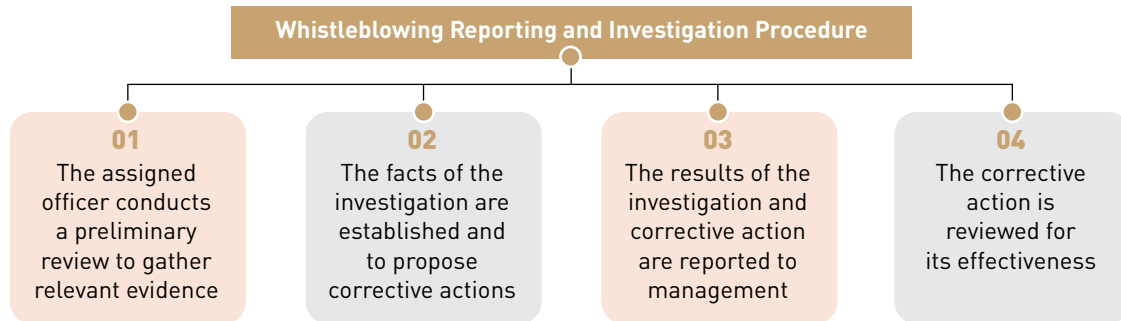
Members of ABCF

- Advise personnel on ABMS and bribery issues
- Address and report bribery concerns to the Chief
- Investigate reports assigned by the Chief

SUSTAINABILITY REPORT

Grievance Mechanism and Whistleblowing Procedures

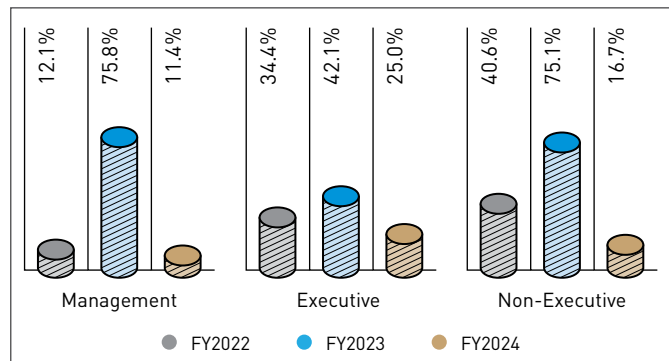
Our grievance mechanism is designed to address any suspected misconduct or non-compliance within the Group. Employees can file a complaint by emailing the personnel designated to handle the cases. All reports made in good faith will be treated impartially and confidentially. Whistleblowers are protected from retaliation, and their identities remain confidential throughout the process.



Bribery Prevention Through Communication and Training

We ensure the effective communication of our anti-bribery policies to all employees through a range of channels, including the employee handbook, orientation programmes for new hires, and regular anti-bribery training sessions.

Employee Category	Percentage of employees who have received training on anti-corruption		
	FY2022	FY2023	FY2024
Management	12.1%	75.8%	11.4%
Executive	34.4%	42.1%	25.0%
Non-Executive	40.6%	75.1%	16.7%



In FY2024, we upheld our track record, recording zero (0) incidents of bribery and corruption as well as whistleblowing incidents across the Group.

	FY2022	FY2023	FY2024
Operations assessed for corruption risk	0%	0%	0%
No. of confirmed bribery and corruption incidents	0	0	0
No. of incidents of whistleblowing	0	0	0



SUSTAINABILITY REPORT


Data Privacy and Cybersecurity

In today’s predominantly digital and cloud-based work environment, implementing effective cybersecurity measures is vital to safeguarding uninterrupted operations. By prioritising these measures, we can better protect our business from potential threats.


The Personal Data Protection Act of 2010 (“PDPA 2010”) guides Leon Fuat’s approach to data privacy and cybersecurity. This act sets the legal framework for how we collect, use, disclose, and maintain personal data. Additionally, we provide our employees and customers with a Personal Data Protection Notice, communicating the purposes for processing their personal data and disclosures.

Cybersecurity Measures

To safeguard data and enhance our network security, we have implemented a robust suite of cybersecurity measures.




Anti-virus and firewalls provide continuous protection against malicious software and potential cyber threats





Access control systems ensure that only authorised personnel have access to sensitive data


Personal Data Protection Notice ensures transparent data practices in accordance with PDPA 2010



Password-protected systems secure access to our payroll and ERP systems

Cloud-based data backup offers reliable solutions to mitigate the risk of data loss



Data encryption safeguards sensitive information with advanced technologies

In FY2024, LF Hardware further enhanced its cybersecurity measures to maintain a secure and resilient infrastructure.

Installing the Sangfor Firewall (NSF1100A)

- ✓ Strengthening network and server security operations, ensuring seamless security management, and bolstering defenses against cyber threats

Deploying Aruba Instant On Access Points

- ✓ Installing secure access points throughout our building to support guest access, scalable network management, and enhanced security - all while ensuring easy setup and remote management

There have been no substantiated complaints related to data privacy or cybersecurity breaches within the past three (3) years.

	FY2022	FY2023	FY2024
No. of substantiated complaints concerning breaches in customer privacy or data loss	0	0	0

SUSTAINABILITY REPORT



ENVIRONMENTAL STEWARDSHIP



Producing steel in the most sustainable manner requires strong leadership and a resolve to leverage technological advances. This means modernising our processes, reducing emissions and minimising waste. The Group’s green initiatives are designed to integrate the core functions of steel production with a focus on environmentally friendly and sustainable practices.

Material Sustainability Matters

- Climate Change and Energy
- Water Efficiency
- Effluent and Waste Management

Our Shared Values

- Strengthen business processes to provide better service to customers
- Manage cash resources for operational effectiveness

Key Stakeholders



Building Climate Resilience

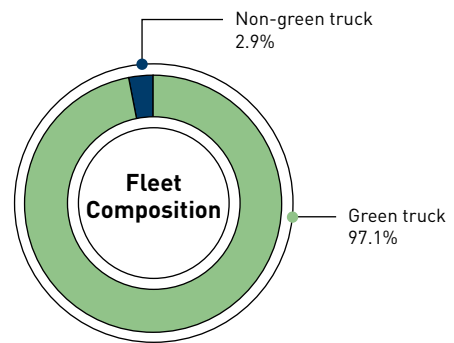
As a major user of energy and natural resources, we play a vital role in addressing climate change. Our green initiatives, including the integration of green diesel and the adoption of renewable energy, continue to yield positive results.

In FY2024, we continued to reduce our carbon footprint through using Euro5 diesel for our fleet and harnessing solar power for four (4) of our factories and streetlights around our facilities.

Adopting Euro5 Diesel

To reduce GHG emissions from fuel consumption, we have focused on integrating Euro5 diesel, also known as green diesel, into our fleets. Compared to Euro2 diesel, Euro5 offers superior environmental benefits, with lower carbon monoxide emissions (0.5g/km versus 1.0g/km) and significantly reduced sulphur content (10ppm compared to 500ppm).

At present, 97.1% of our fleet consists of green diesel trucks, with only 2.9% conventional diesel trucks.



Utilising Solar Power

Beginning in FY2021, we installed solar panels at two (2) LF Metal factories, expanding to two (2) more in FY2022. The total installed solar capacity across all four (4) factories now reaches approximately 2,300 kilowatts (“kW”).

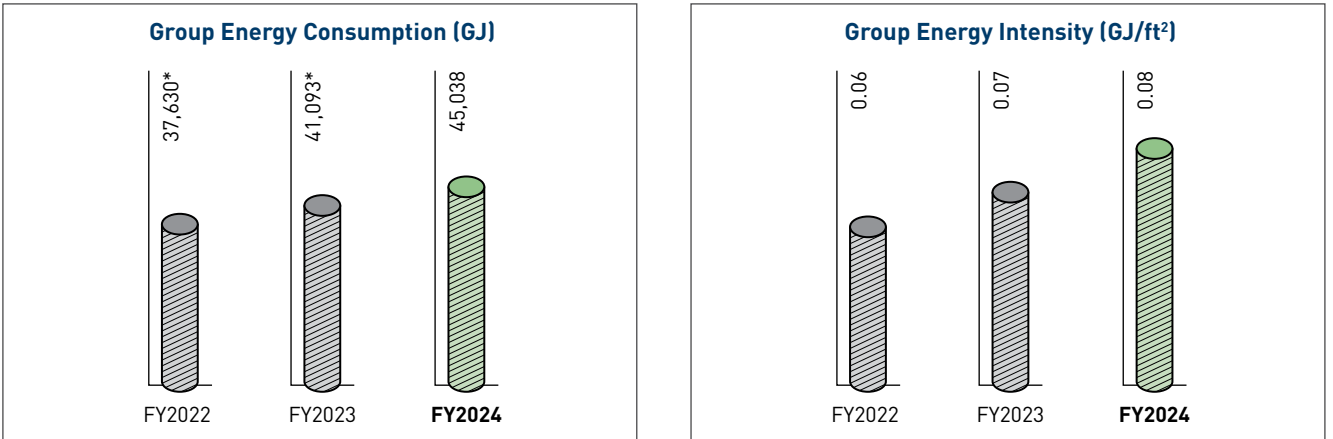
In FY2023, we replaced twenty-four (24) conventional 400W streetlights around the LF Metal factory with solar-powered alternatives, aiming for annual energy savings of 42,048 kWh. This year, we further enhanced energy efficiency by adding three (3) solar-powered streetlights.



SUSTAINABILITY REPORT

Total Energy Consumption and Intensity

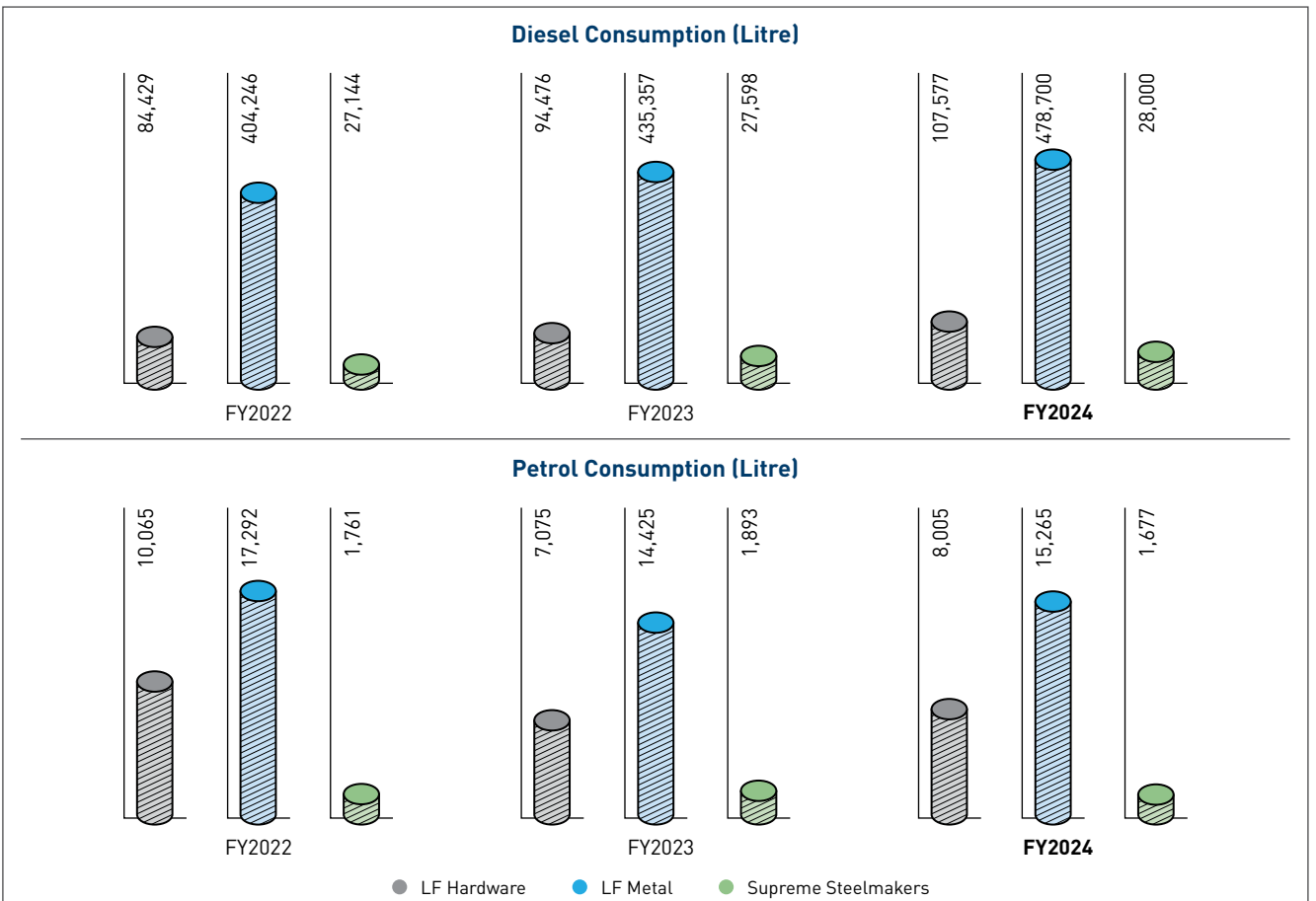
Our Group’s total energy consumption, including fuel, electricity, and renewable energy generated from our solar panels reached 45,038 GJ.



* Data has been restated.

Fuel Consumption

In FY2024, the Group recorded a consumption of 614,276 litres of diesel, while petrol consumption amounted to 24,948 litres. The rise in diesel usage at LF Metal this year was driven by a strategic decision to manage outstation deliveries using our own fleet of trucks, implemented in response to a cost increase by our regular transporters.

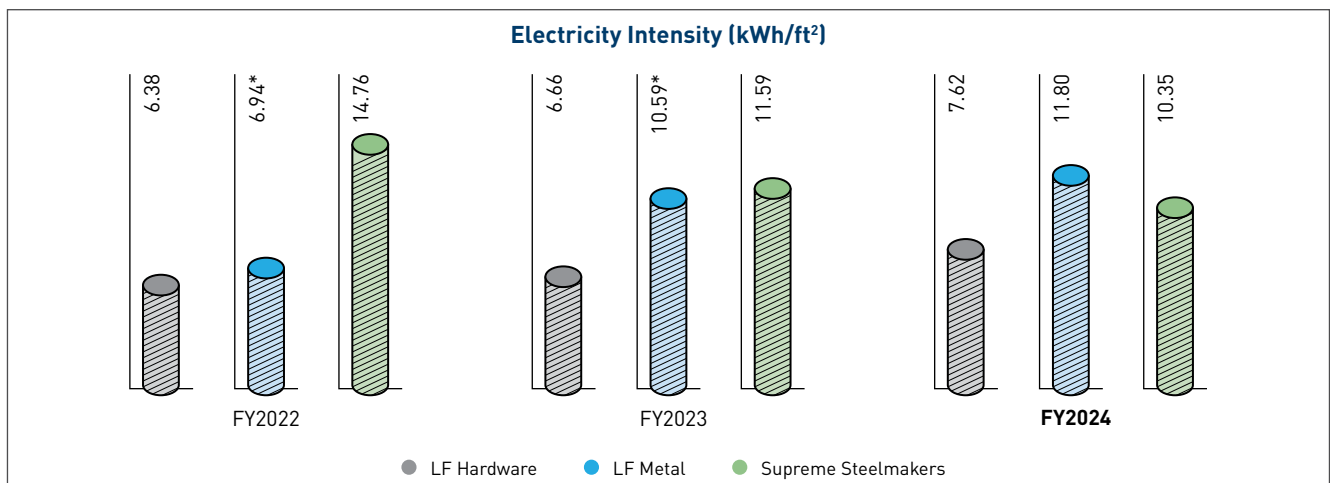
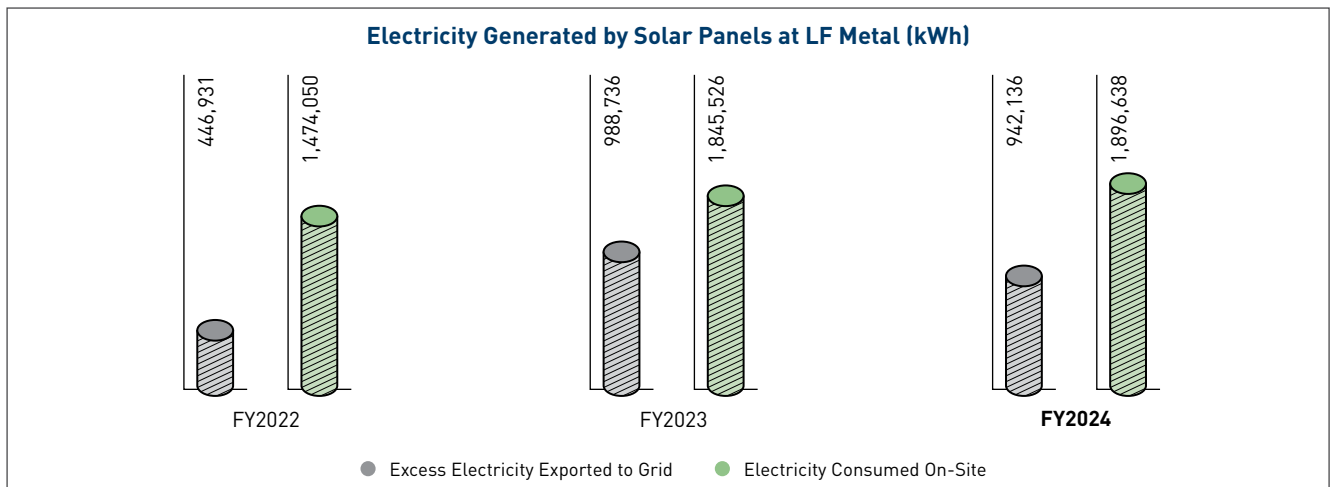
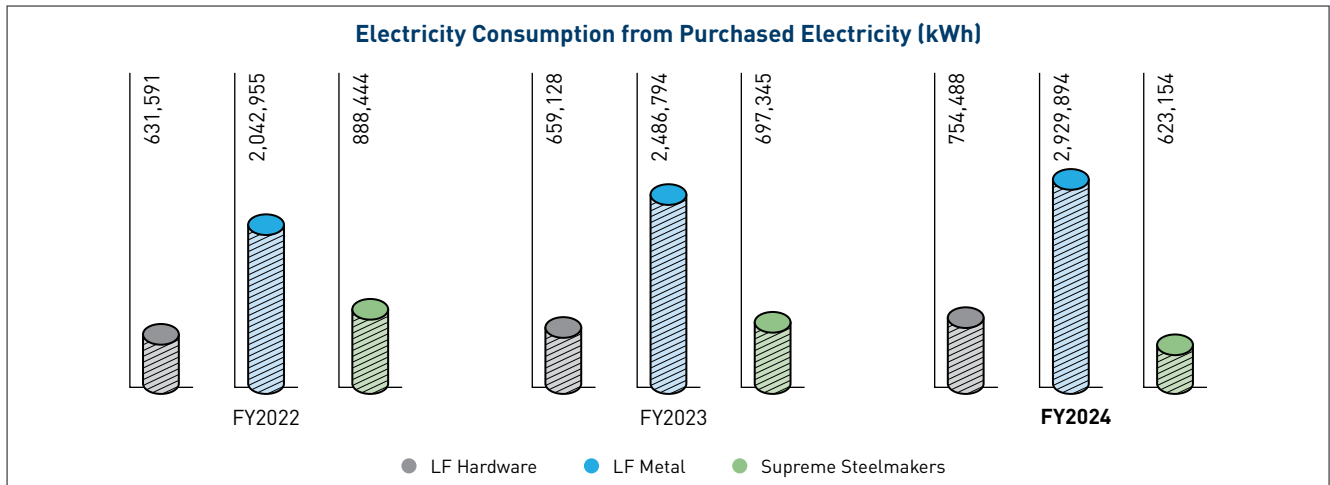


● LF Hardware ● LF Metal ● Supreme Steelmakers

SUSTAINABILITY REPORT

Electricity Consumption and Intensity

In FY2024, we consumed a total of 4,307,536 kWh of electricity purchased from the grid. Our solar panels at LF Metal generated 2,838,774 kWh, of which 1,896,638 kWh were utilised on-site, while the excess 942,136 kWh was exported to the grid under our participation in the Net Energy Metering Scheme.



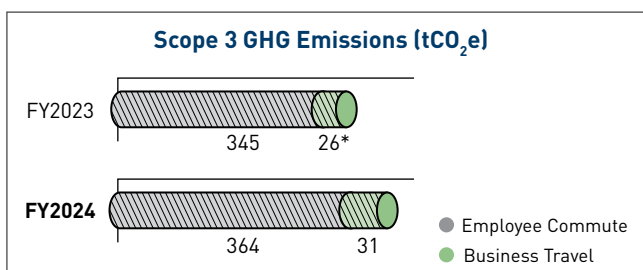
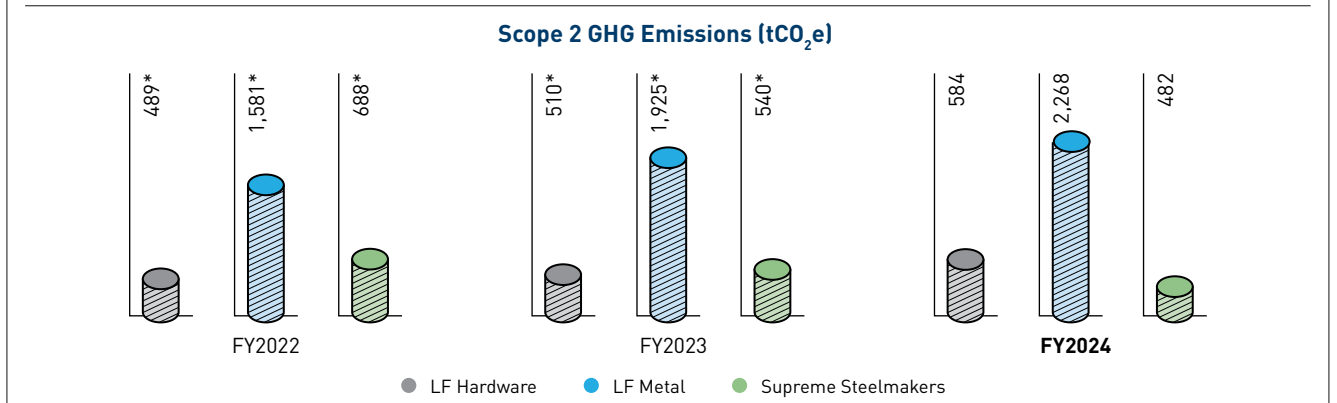
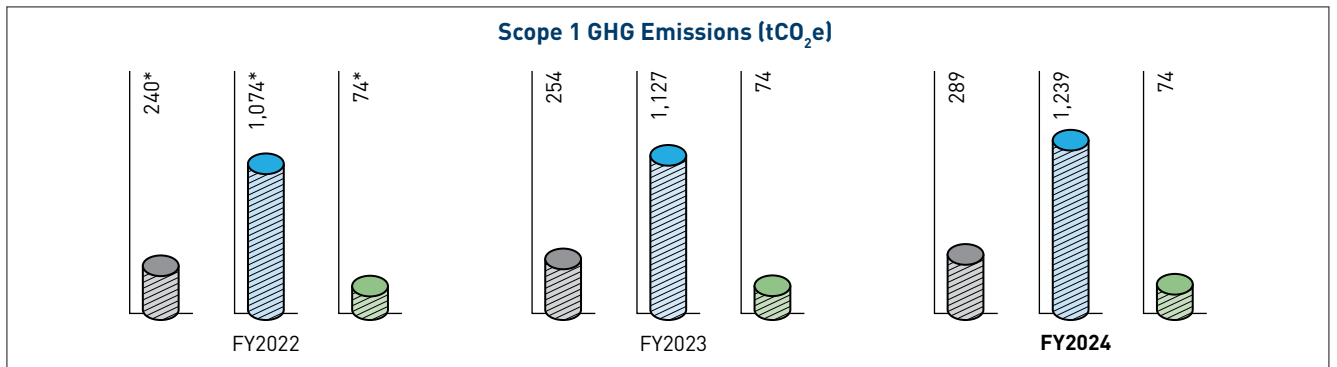
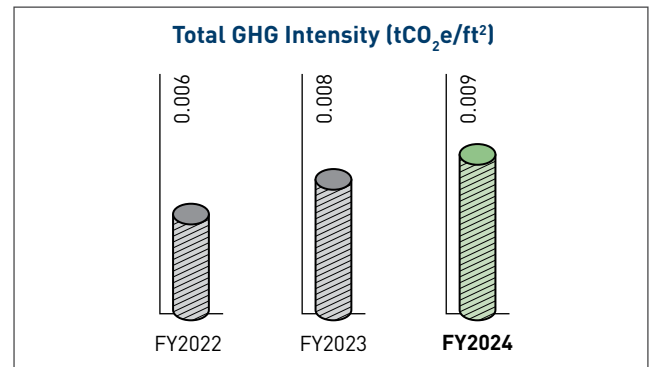
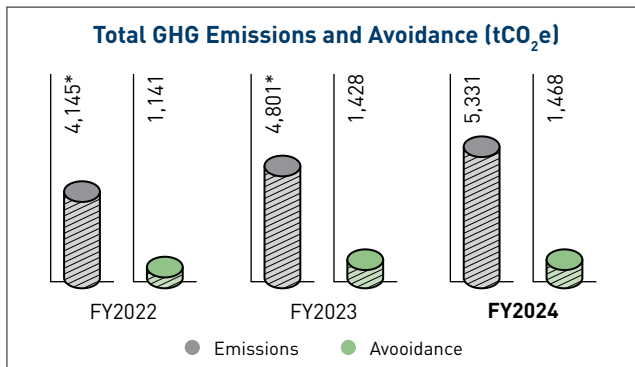
* Data has been restated.

SUSTAINABILITY REPORT

GHG Emissions

Our GHG emissions reporting encompasses three (3) key areas: Scope 1, for direct emissions from diesel and petrol combustion; Scope 2, for indirect emissions linked to purchased electricity; and limited Scope 3, covering emissions from employee commuting and business travel, which we began tracking in FY2023.

In FY2024, the total emissions across our three (3) primary subsidiaries totalled 5,331 tCO₂e. This included 1,602 tCO₂e from Scope 1, 3,334 tCO₂e from Scope 2, and 395 tCO₂e from Scope 3 emissions. Furthermore, our on-site solar panels enabled us to avoid 1,468 tCO₂e of Scope 2 emissions.



- Notes:
1. Business Travel data for FY2023 is limited to LF Metal.
 2. Calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standards.
 3. Scope 1 GHG emissions were calculated using emission factors from the UK Government GHG Conversion Factors for Company Reporting 2022, 2023 and 2024.
 4. Scope 2 GHG emissions were calculated using the latest 2022 Grid Emission Factor (GEF) published by the Suruhanjaya Tenaga (Energy Commission) in Malaysia.
 5. Scope 3 GHG emissions were calculated using emission factors from the UK Government GHG Conversion Factors for Company Reporting 2023 and 2024.

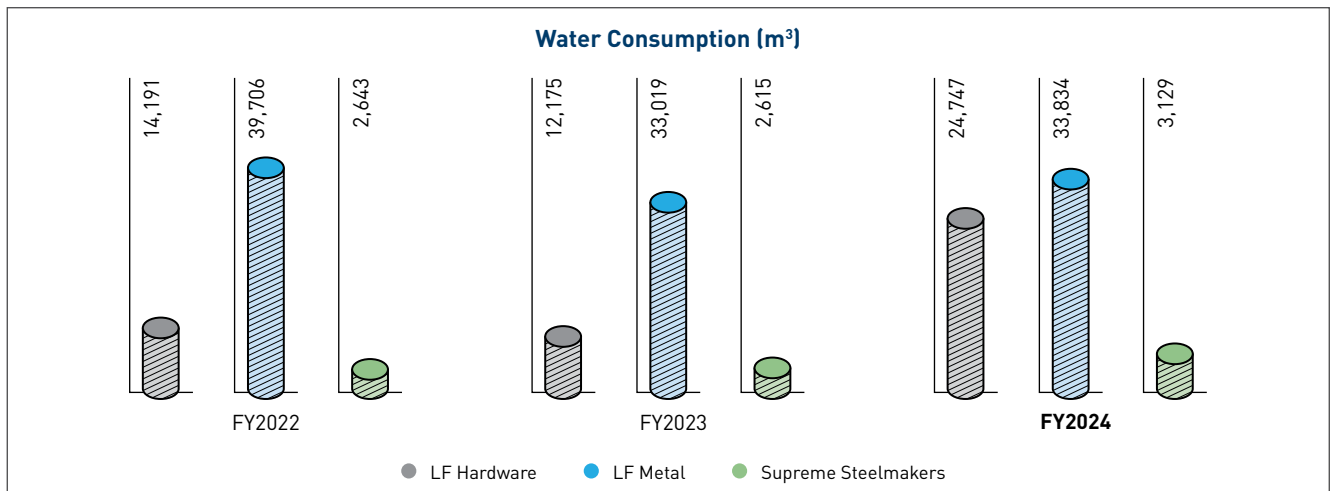
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SUSTAINABILITY REPORT

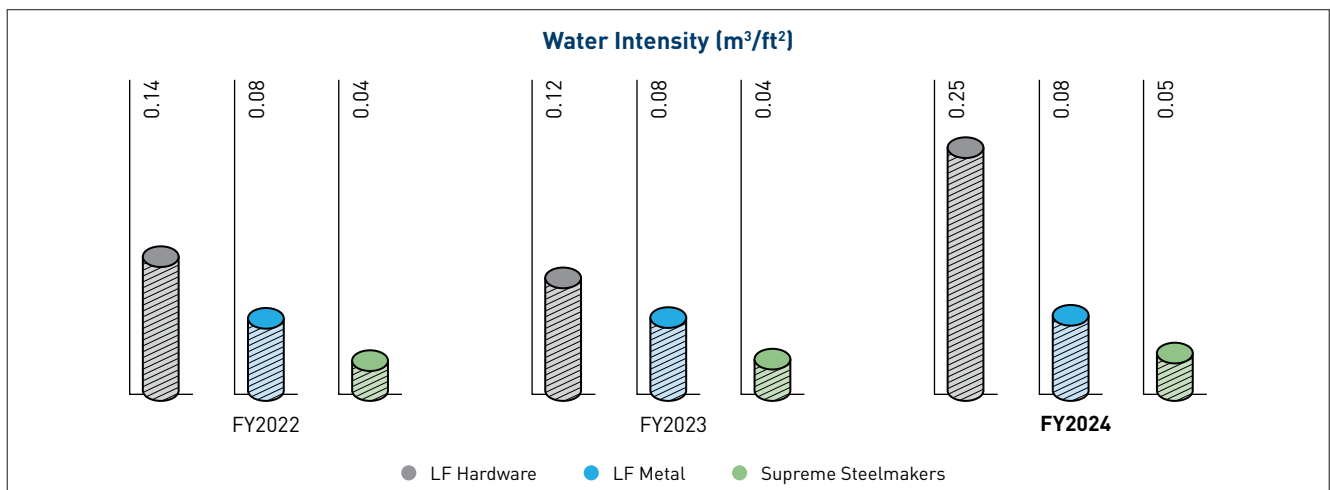
Water Efficiency

Water is primarily used in the cooling and descaling stages of our steel manufacturing process. Monitoring our water consumption is an essential practice that enables us to optimise our water management strategies, ensuring the preservation of this valuable resource.

In FY2024, the total water usage across our three (3) main subsidiaries amounted to 61,710 m³. LF Metal represented the highest usage at 33,834 m³, driven by significant water requirements from its extensive machinery operations and a comparatively larger workforce. Supreme Steelmakers recorded the smallest consumption, utilising 3,129 m³.



LF Hardware experienced an increase in water consumption intensity, which was traced to an undetected pipe leak occurring since December 2023. This issue has now been identified and resolved. LF Metal maintained a consistent water consumption intensity of 0.08 m³/ft², reflecting stable water usage levels.



SUSTAINABILITY REPORT

Managing Waste and Effluent Responsibly

Managing waste and effluent is critical for the Group to minimise our environmental impact and ensure regulatory compliance in our operations. Through the implementation of waste reduction strategies and effluent management, we reduce waste generation and mitigate pollution risks.

Leon Fuat is committed to complying with the Environmental Quality Act of 1974 ("EQA 1974") and the Local Government Act of 1976, particularly in relation to the management, disposal, and treatment of both scheduled and non-scheduled waste, as well as the discharge of effluents. To ensure strict adherence to these regulations, we have implemented a waste management system that effectively governs the treatment and disposal of all waste categories.

The waste management system at LF Metal is overseen collaboratively by a designated Safety and Health Officer, who manages scheduled waste, and an Assistant General Manager, responsible for non-scheduled and recyclable waste. Both work closely with the production and procurement teams to ensure the effective implementation and adherence to waste management protocols.

Scheduled Waste

In FY2024, LF Metal reported a total of 2.30 tonnes in SW104 waste generation, while SW409 was recorded at 0.24 tonnes. Supreme Steelmakers reported zero scheduled waste generation for the year, as no lubricating oil changes were carried out.

Amount of Scheduled Waste Generated (tonnes)

Code	Description	LF Metal			Supreme Steelmakers		
		FY2022	FY2023	FY2024	FY2022	FY2023	FY2024
SW104	Dust, slag, dross or ash containing aluminium, arsenic, mercury, lead, cadmium, chromium, nickel, copper, vanadium, beryllium, antimony, tellurium, thallium or selenium, excluding slag from iron and steel factory	3.42	1.84	2.30	0	0	0
SW306	Spent lubricating oil	0	0	0	2.11	2.30	0
SW409	Disposed items contaminated with chemicals, pesticides, mineral oil or scheduled wastes	0.93	0.18	0.24	0	0	0

Non-Scheduled Waste

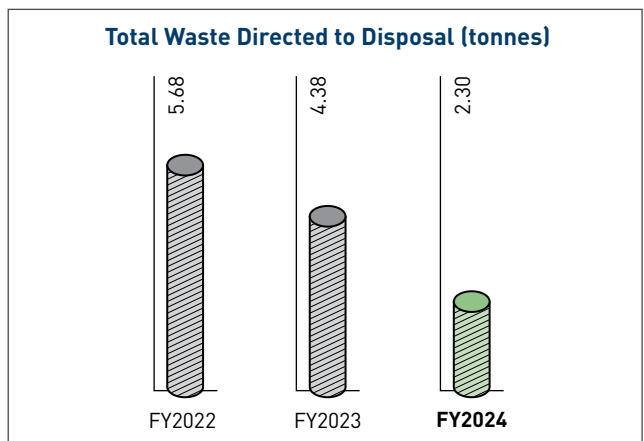
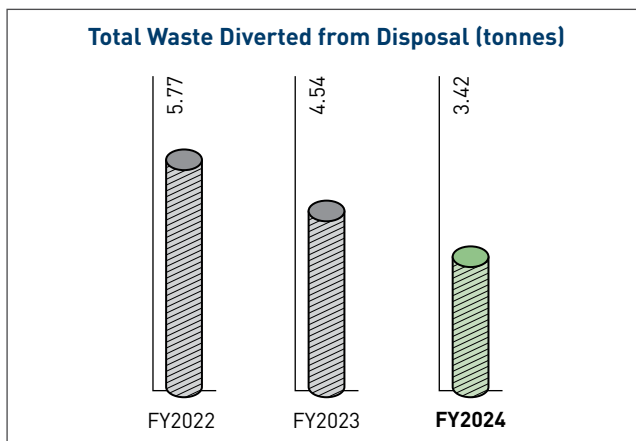
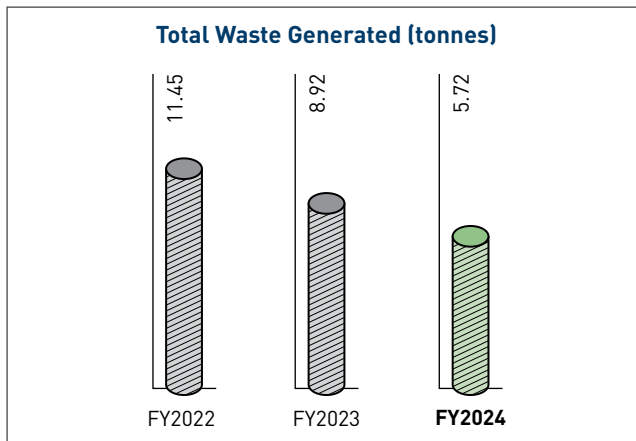
Over the past three (3) reporting years, the Group has effectively reduced non-scheduled waste by introducing recycling bins in office spaces and transitioning from paper-based communication to digital platforms. As a result, total non-scheduled waste generated this year was 3.17 tonnes, reflecting approximately 30.9% decrease from FY2023.

Amount of Non-Scheduled Waste Generated (tonnes)

Types of Waste	LF Hardware			LF Metal			Supreme Steelmakers		
	FY2022	FY2023	FY2024	FY2022	FY2023	FY2024	FY2022	FY2023	FY2024
General	0.10	0.21	0.09	4.84	4.28	-	-	0.06	-
Papers	0.05	0.05	0.07	-	-	2.77	-	-	-
Plastics	-	-	-	-	-	0.24	-	-	-

SUSTAINABILITY REPORT

Our three (3) subsidiaries collectively generated a combined total of 5.72 tonnes of scheduled and non-scheduled waste, with 59.8% successfully diverted from disposal through recycling and waste recovery initiatives.



Effluent

We continuously monitor and document the quality of LF Metal’s effluent discharge to ensure full compliance with the legal limits set by the EQA 1974. Effluent samples are collected biannually by our waste contractor, and the results are consistently monitored to ensure they remain well within the minimum standards specified in Standards A and B of the EQA 1974.

Effluent Sampling Results (mg/L)

Parameters	Std. A	Std. B	FY2022	FY2023	FY2024
Chemical Oxygen Demand (COD)	120	200	67	58	38
Biological Oxygen Demand (BOD)	20	50	18	17	12
Total Suspended Solids (TSS)	50	100	15	23	1
Oil and Grease	20	20	0	0	0
Ammoniacal Nitrogen (NH ₃ -N)	50	50	11	16	8

SUSTAINABILITY REPORT



SOCIAL RESPONSIBILITY





Balancing economic growth, environmental sustainability, and community well-being is a key consideration for Leon Fuat. Our Corporate Social Responsibility (“CSR”) initiatives are ingrained in the welfare of our employees, the local community, and broader society. Our CSR practices demonstrate our dedication to making meaningful contributions to society and the communities we serve.

Material Sustainability Matters

- Occupational Safety and Health
- Noise Management
- Labour Practices and Standards
- Diversity and Inclusiveness
- Product Quality and Customer Satisfaction
- Corporate Social Responsibility

Our Shared Values

-  Strengthen business processes to provide better service to customers
-  Commitment to products and services quality

Key Stakeholders



Championing Workplace Safety

Our workforce adheres to rigorous health, safety and environment (“HSE”) protocols, actively minimising workplace hazards and fostering a culture of accountability. Our emphasis on maintaining a secure work environment is driven by our intent to protect our employees’ physical and mental well-being, which in turn enhances overall productivity

Our HSE system complies with the Occupational Health and Safety Management Standard (“OHSAS”) 18001:2007, ensuring effective management of occupational safety and health (“OSH”) risks. LF Metal reviewed and updated its Occupational Safety and Health system in January 2024 to comply with the Occupational Safety and Health (Amendment) Act 2022, including obtaining Certificates of Fitness for all machinery and maintaining full operational safety.

Safety and Health Policy

Our Safety and Health Policy guides our efforts to foster a safety-conscious culture across the Group. We achieve this through frequent training sessions focused on developing and maintaining safe workplace practices. Our mission is to achieve zero injuries among our employees, contractors, and the communities in which we operate.

In line with our policy, we have implemented a detailed Safety and Health Manual to ensure operational safety through a detailed control system overseen by the Safety and Health Committee.

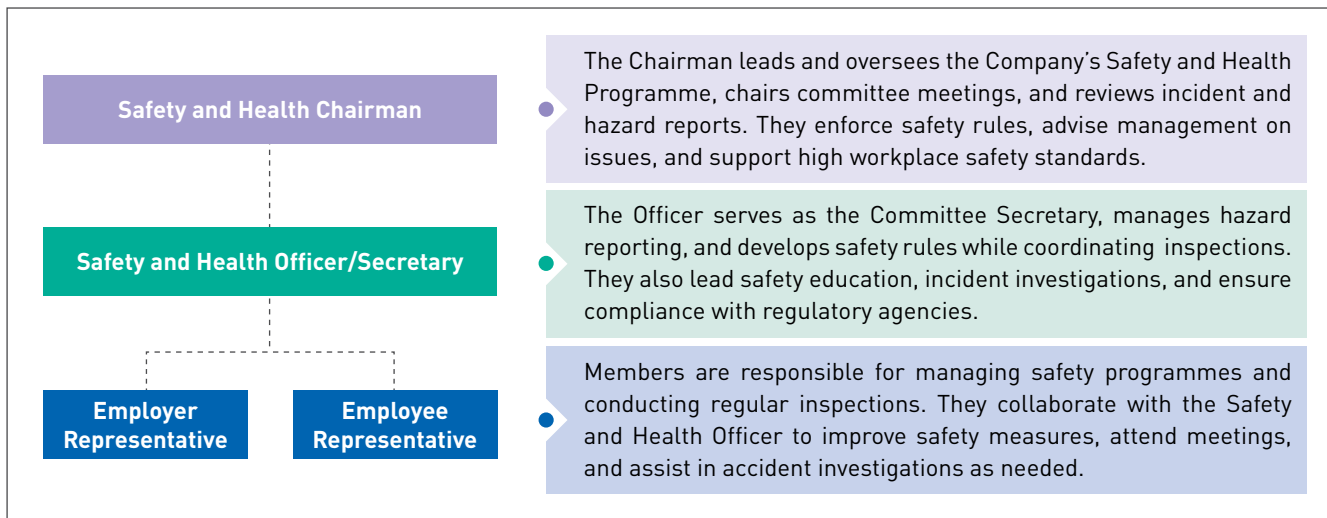
- It outlines the roles and responsibilities of the Safety and Health Committee, fire safety protocols, and essential safety procedures tailored to our steel trading and processing facilities.
- Routine inspections are conducted to uphold and enhance safety and health standards.



SUSTAINABILITY REPORT

Safety and Health Committee

Our three-tiered Safety and Health Committee fosters a collaborative and comprehensive approach to OSH management through strong leadership, coordinated oversight, and active employee participation.



Safety Risk Management

The Group employs a HIRARC methodology to systematically identify, mitigate and eliminate risks where possible. This structured approach strengthens our ability to proactively address potential hazards, fostering an environment where safety is prioritised.

HIRARC

- Established in FY2017 as a mechanism to identify potential hazards and establish effective control measures.
- Evaluates risk levels associated with a particular activity by considering:
 - Severity of injury or illness resulting from a hazard; and
 - Likelihood of the injury or illness occurring.

The Group identified a work process at LF Metal with higher OSH risks and has evaluated its risk control measures.

Work Process: Moving out slitted coils from mandrel.

Risk Control Measures:

- Implement Standard Operating Procedures (“SOPs”), provide comprehensive training, ensure PPE usage (safety shoes, helmet, gloves);
- Install slitted coil support; and
- Install sensors, safety guards, interlocking devices, and enforce safe work practices.

2-Minute Hazard Report Card

- Complements the HIRARC process by quickly assessing hazard severity to determine whether activities should proceed or halt, reinforcing a proactive, safety-first approach.

SUSTAINABILITY REPORT

Personal Protective Equipment (“PPE”)

The Group has issued a memorandum regarding the use of PPE for individuals entering the factory premises of LF Metal and Supreme Steelmakers. This directive applies to visitors, employees, and external logistics or transport personnel, ensuring adherence to safety standards.

The PPE provided includes safety helmets, ear protection, safety goggles, dust masks, gloves, safety footwear, and other necessary protective equipment, which must be worn when engaging in hazardous tasks or in areas where safety risks are present.

During the reporting period, the three (3) main subsidiaries collectively recorded a total of 951,445 working hours, with a lost time incident rate of 6.10.

Health and Safety Performance

	FY2022	FY2023	FY2024
Total Hours Worked	832,897	928,225	951,445
No. of Work-related Fatalities	0	1	0
No. of Lost Time Incidents	20	17	29
Lost Time Incident Rate	4.80	3.66	6.10

Note:

1. The Lost Time Incident Rate (“LTIR”) is calculated based on the number of workplace incidents resulting in workplace injury-related absences, expressed per 200,000 hours worked.

Health and Safety Training

Our focus on OSH is reinforced through continuous training, covering key areas such as safe machinery handling, fire safety procedures, first aid, the proper use of PPE based on operational requirements. These initiatives help employees understand the importance of safe work practices, thereby reducing the risk of accidents and injuries.

In FY2024, a total of 345 hours of health and safety training were provided, with thirty-nine (39) employees in attendance.

Note:

1. The total hours of OSH training are calculated by multiplying the duration of each training programmes by the number of attendees to align with the calculation method used for total training hours of employee development programmes.



Total Hours of OSH Training

345

Number of Employees Trained on HSE Standards **39**

(FY2023: 71) • (FY2022: 111)



Managing Noise Safety

In Leon Fuat’s steel manufacturing environment, prolonged exposure to elevated noise levels poses significant occupational health risks. Through rigorous testing and implementing noise control measures, we safeguard our employees from the adverse effects of excessive noise exposure.

Leon Fuat complies with all relevant noise regulations, including the Occupational Safety and Health (Noise Exposure) Regulations 2019. Noise Risk Assessments are conducted every five (5) years to assess workers’ exposure to noise and evaluate the effectiveness of existing noise control measures, with the next assessment scheduled for FY2027.

LF Metal conducts audiometric testing annually, with seventy-six (76) employees participating in FY2024. Our primary focus is to elevate staff awareness through Noise Awareness Training and safety briefings on potential auditory issues. Furthermore, we equip employees with hearing protectors, such as Anti-Noise Ear Shields, to effectively mitigate noise exposure at our plants.

SUSTAINABILITY REPORT

Engaging Our Employees

From talent acquisition to retention, we uphold responsible principles and business practices to enhance the overall well-being and job satisfaction of our employees. Facilitating a fair, inclusive and supportive environment, we provide continuous opportunities for improvement and offer progressive benefits to attract and nurture top talent.

The Group has recorded zero substantiated complaints of human rights violations over the past three (3) years.



We ensure a minimum notice period prior to significant operational changes, maintaining transparency and allowing employees adequate time to prepare.

Upskilling and Developing Talent

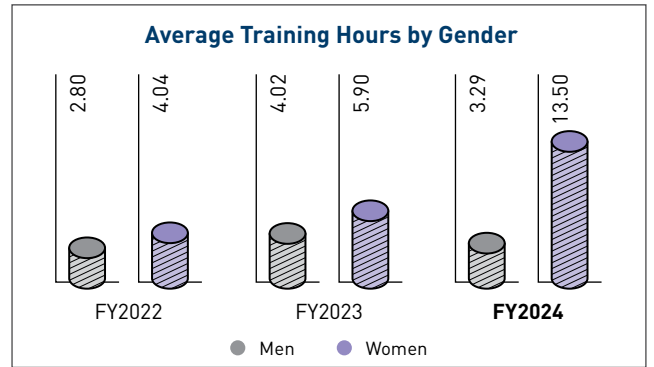
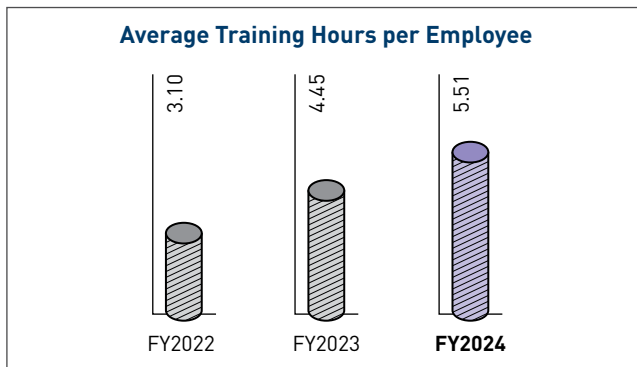
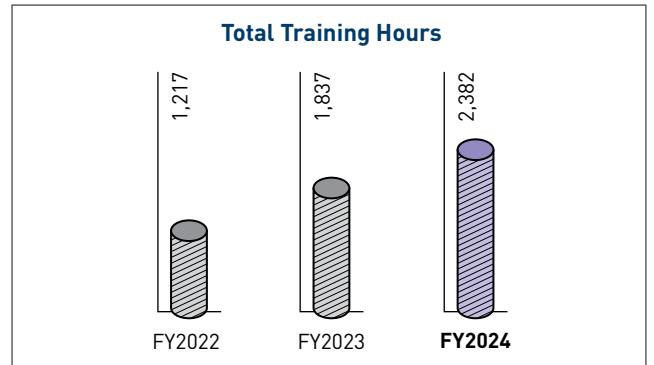
The Group achieves performance excellence through continuous development and innovative incentive programmes. We support the professional growth of our employees with a variety of training initiatives, emphasising regular on-the-job training and upskilling to enhance competencies and effectiveness.

Type of Training	List of Training Programmes
Leadership, Ethics & Governance	<ul style="list-style-type: none"> Vistage Small Business ("VSB") Programme (12 sessions) Vistage Chief Executive ("VCE") Programme (11 sessions) Federation of Malaysian Manufacturers ("FMM") Business Ethics & Governance Seminar 2024 PECB Certified ISO 37001 Lead Auditor
E-Invoicing and Taxation	<ul style="list-style-type: none"> E-Invoicing Strategy and Application Training (3 sessions) Employer's Tax Obligation in Mandarin Roadmap for E-Invoicing Implementation and Transformation Strategies (5 sessions) Malaysia E-Invoicing Framework – Mechanism, Process, and Planning Recent Tax Developments
Business Systems & Automation	<ul style="list-style-type: none"> Microsoft Power Automate Essentials Systems, Applications, and Products ("SAP") Training (8 sessions) User Training for Focus 9 Enterprise Resource Planning
Labour and Industrial Relations	<ul style="list-style-type: none"> Department of Labour Peninsular Malaysia Labour Convention 2024 FMM Industry 4.0 Conference 2024 Labour Symposium Programme Seminar on Worker Accommodation Certification
Quality Management	<ul style="list-style-type: none"> ISO 9001:2015 Internal Auditor Training (QMS05) (2 sessions) Understanding & Implementing ISO 9001 Quality Management System (2 sessions)
Technical	<ul style="list-style-type: none"> Forklift Training
Sustainability	<ul style="list-style-type: none"> Carbon Accounting and Reporting: From Basics to Best Practices
Safety and Health	<ul style="list-style-type: none"> OSH Coordinator Programme First Aid, Cardiopulmonary Resuscitation ("CPR") & Automated External Defibrillator ("AED") Course (2 sessions) Working Safely at Height (2 sessions) Engagement Session with Employers: Briefing on Safety Rules 24th Conference and Exhibition on Occupational Safety and Health ("COSH") & 6th Scientific Conference on Occupational Safety and Health ("SCICOSH") 2024 OSH Safety Webinar Series – June 2024: OSHA 2022 Amendments OSH Compliance Support Workshop: Sharing of Best Practices Safe Handling of Forklift Truck & Crane – Basic Programme HIRARC, Chemical Health Risk Assessment ("CHRA"), Ergonomic & Manual Handling in the Workplace Emergency Response Plan & Preparedness Combined Drill Training Lifting Supervisor

SUSTAINABILITY REPORT

In FY2024, we allocated 2,382 training hours to these initiatives, combining virtual and in-person sessions for greater accessibility and engagement.

Employee Category	Total Training Hours		
	FY2022	FY2023	FY2024
Senior Management	126	127	202
Management	212	333	595
Executive	276	355	782
Non-Executive	603	1,022	803



Employee Category	Average Training Hours		
	FY2022	FY2023	FY2024
Senior Management	12.55	12.70	20.20
Management	6.43	10.08	16.99
Executive	4.52	6.24	12.22
Non-Executive	2.09	3.27	2.49

Employee Benefits and Welfare

We prioritise the well-being and growth of our employees through a range of benefits and development opportunities. Our benefits package includes healthcare and insurance coverage, professional development programmes, and paid examination leave to support academic pursuits.

 Annual Leave	 Marriage Leave	 Parental Leave	 Compassionate Leave
 Examination Leave	 Healthcare	 Retirement Provision (EPF)	 Disability and Invalidation Coverage

This year, LF Metal upgraded its insurance coverage to offer enhanced medical protection for its employees. We actively promote educational initiatives, with department heads offering counselling sessions to support learning and career development. Employees at LF Metal are encouraged to acquire new skills, with up to five (5) days of paid examination leave to assist in their academic and professional goals.

SUSTAINABILITY REPORT

Employee Engagement

At LF Metal, we are dedicated to cultivating a workplace culture that is engaging, inclusive, and supportive. Our approach centres on empowering employees, developing their skills, and enhancing their well-being to promote both personal and professional growth.

Onboarding and Orientation

Engagement begins from day one through our structured onboarding and orientation programme. New hires undergo a two-session induction process:

- Session 1 provides an overview of the Group's values, mission, and operations, fostering alignment with our corporate ethos.
- Session 2 focuses on department-specific SOPs, ensuring a practical understanding of day-to-day expectations and workflows.

This tailored onboarding experience ensures that every employee, regardless of role, integrates smoothly into our culture and processes.

Recognition and Rewards

Motivating and rewarding our employees is crucial to sustaining high performance. Our engagement initiatives include:

- **Quarterly Reward Meals:** Celebrating top-performing sales teams with recognition meals.
- **Recognition Awards and Bonuses:** Honouring exceptional performance across various levels and roles.

Healthcare and Wellness Programmes

In FY2024, LF Metal organised monthly healthcare and wellness programmes starting in June 2024, designed to foster physical and mental well-being while creating a supportive environment for employees to excel both professionally and personally.

- June: Health Screening Programme
- July: Mental Health Awareness Day
- August: Breakfast Day – featuring Yakult drinks
- September: Healthy Snacking Day
- November: Orange Bliss
- December: Cookie Decorating and Healthful Treat

These initiatives reflect our commitment to promoting holistic wellness across the organisation.



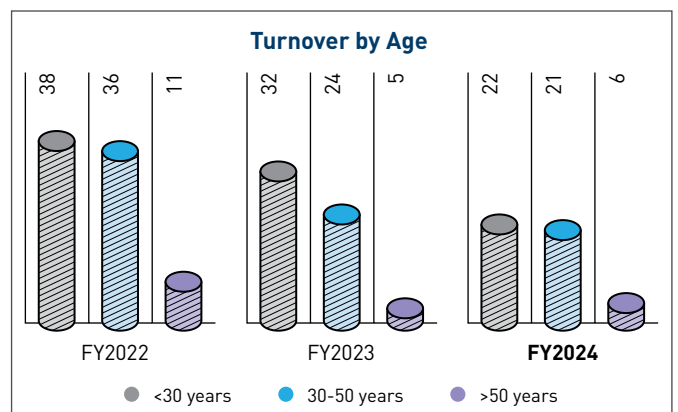
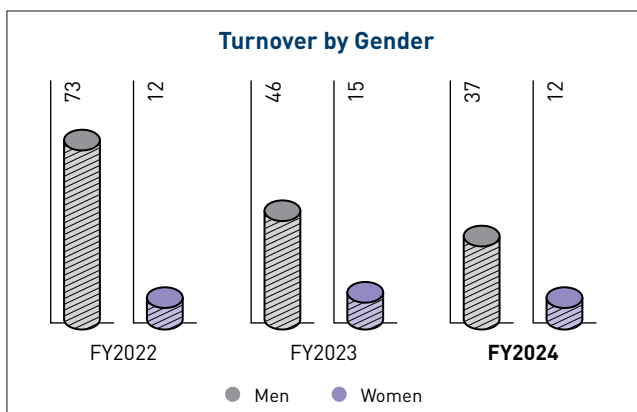
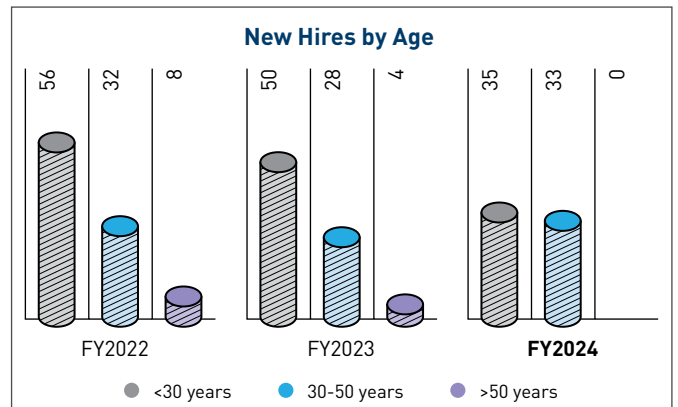
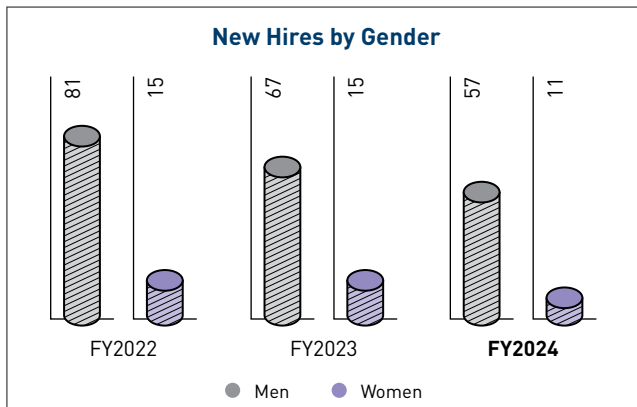
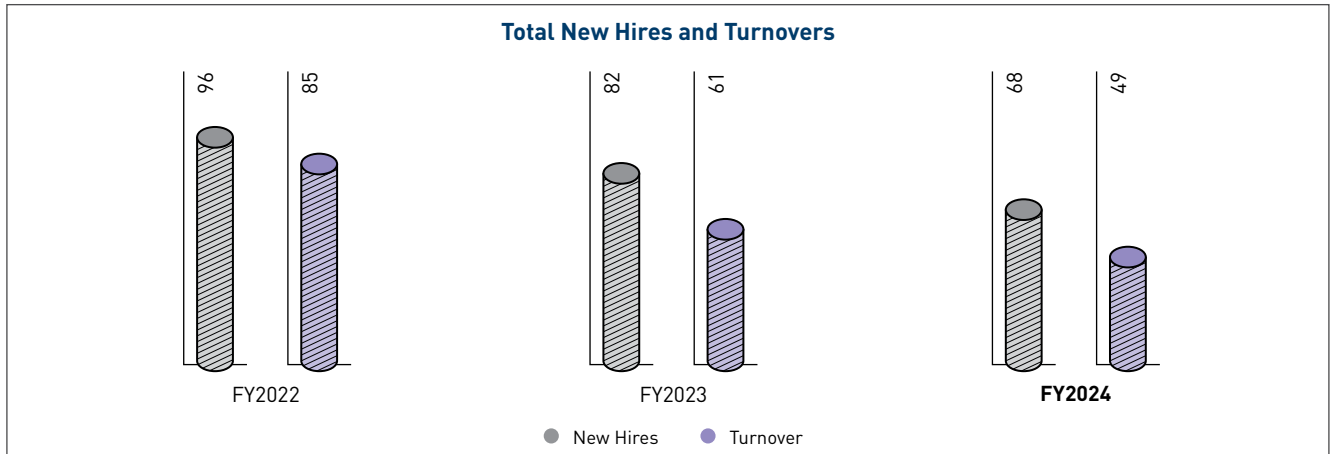
Annual Events

Our annual events, such as the Annual Dinner offers opportunities for team bonding, celebrate our collective achievements, and reinforce our inclusive workplace culture.

SUSTAINABILITY REPORT

Employee New Hires and Turnover

In FY2024, the Group welcomed sixty-eight (68) new hires and recorded forty-nine (49) employee turnovers.

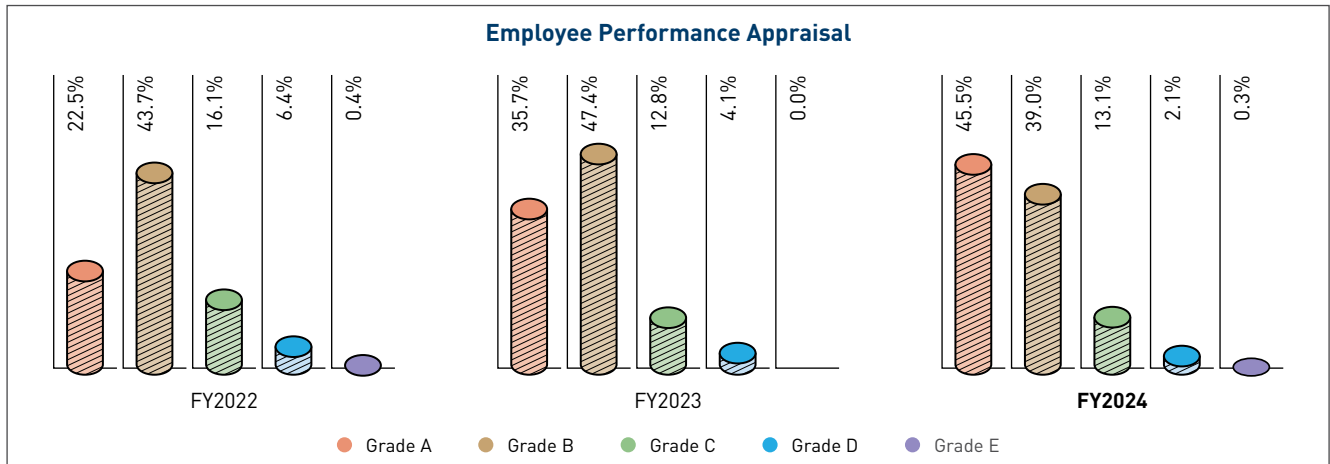


Employee Category	Total number of employee turnover		
	FY2022	FY2023	FY2024
Senior Management	0	0	0
Management	0	1	3
Executive	8	9	7
Non-Executive	77	51	39

SUSTAINABILITY REPORT

Employee Appraisal

As part of our career development efforts, we conduct annual assessments to evaluate employee performance and identify development needs. In FY2024, all two hundred ninety-one (291) LF Metal employees underwent performance evaluations. Notably, a substantial number of employees exhibited exceptional performance, with 45.5% achieving Grade A and 39.0% receiving Grade B.



Parental Leave

In FY2024, the Group achieved a 100% return-to-work rate for three (3) female and six (6) male employees who utilised parental leave. Additionally, one (1) male employee at Supreme Steelmakers returned to work in 2024 after taking parental leave in 2023. All employees remained with the company twelve (12) months later.

	FY2022		FY2023		FY2024	
	Men	Women	Men	Women	Men	Women
No. of employees who took parental leave	0	0	12	8	6	3
No. of employees who returned after parental leave	0	0	12	5	6	3
No. of employees who returned to work after parental leave and were still employed 12 months later	0	0	10	4	7	3

Fostering Equity and Diversity

Fostering equity and diversity is crucial to creating a thriving, inclusive workplace. By embracing diverse perspectives and backgrounds, we enhance innovation, drive better decision-making and contribute to a more engaged and productive workforce.

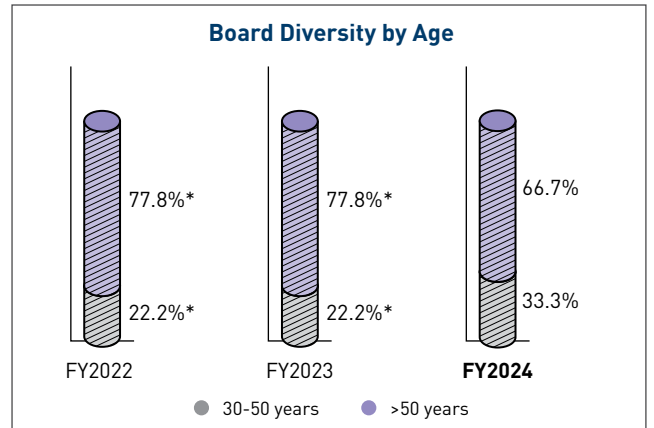
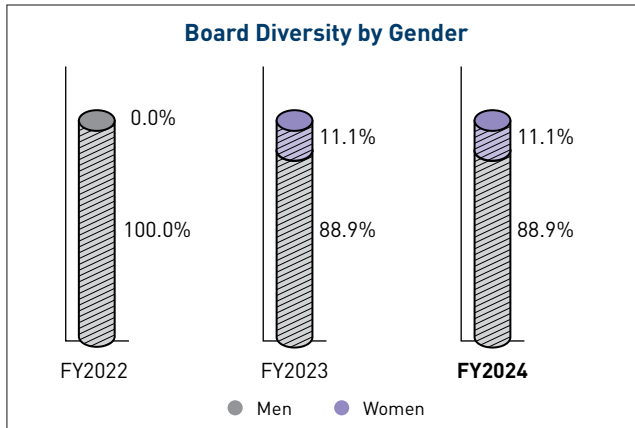
Leon Fuat is dedicated to fostering an equitable and inclusive workplace, embracing diversity across cultural, ethnic, age, and gender dimensions. This is supported by our zero-tolerance Discrimination and Harassment Policy, which is consistently communicated through comprehensive employee training to ensure awareness and strict compliance at all levels.

At LF Metal, we further strengthen this initiative by promoting anonymous feedback channels, encouraging employees to report any concerns related to discrimination, bias, or harassment without fear of retaliation. Our proactive measures have contributed to a safe and inclusive environment, reflected by zero reported discrimination cases within the Group in FY2024.

SUSTAINABILITY REPORT

Board Diversity

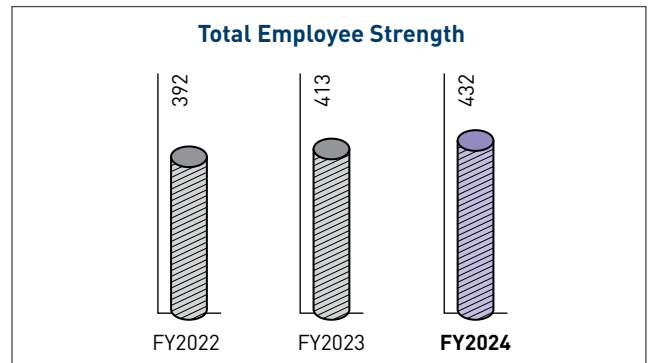
Since FY2023, Leon Fuat Berhad’s Board has a female member, represented 11.1% of the Board members, with the majority aged fifty (50) and above, bringing extensive experience to our leadership.



* Data has been restated.

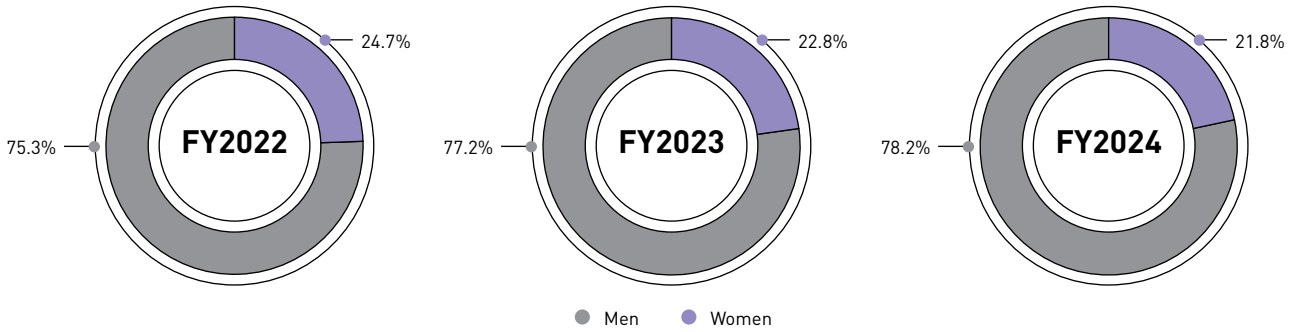
Workforce Diversity

In FY2024, our Group saw a 4.6% growth in our workforce. Our workforce distribution has remained consistent over the past three (3) years, with men aged thirty (30) and fifty (50) comprising the majority due to the labour-intensive nature of the steel processing industry. Nevertheless, we continue to actively advocate for and welcome individuals of all genders, ethnicities and nationalities to be part of our diverse team, contributing their unique perspectives and talents across our organisation.

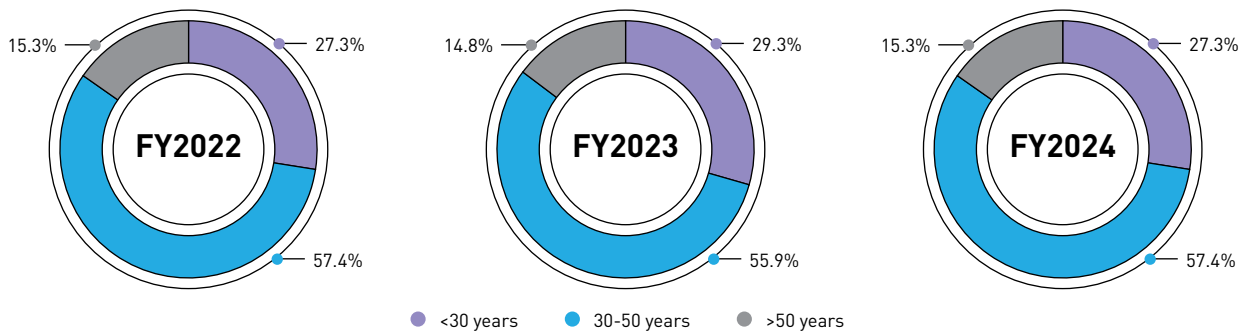


SUSTAINABILITY REPORT

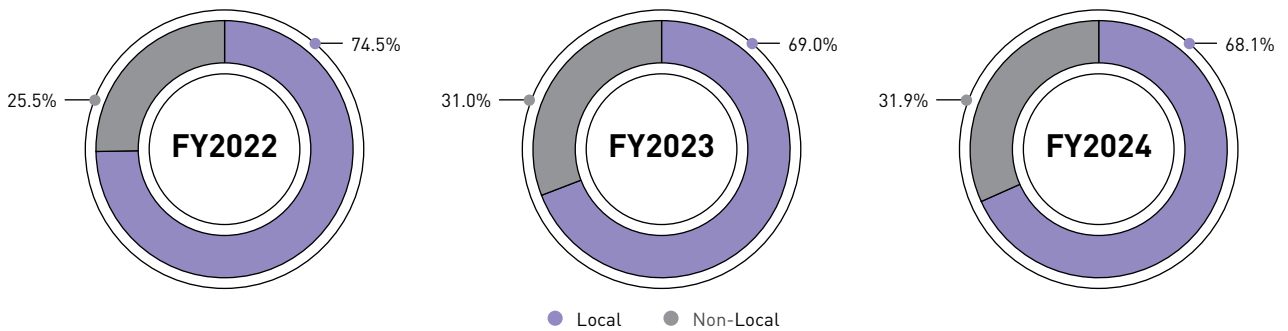
Employee Diversity by Gender



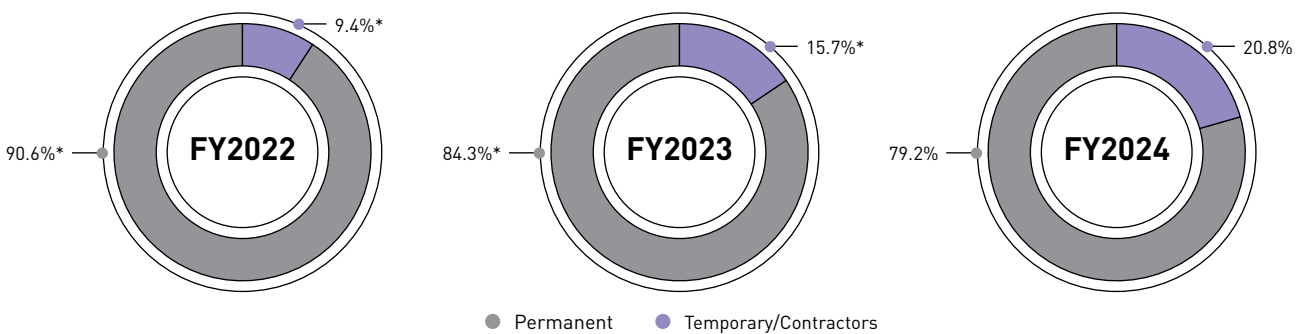
Employee Diversity by Age



Employee Diversity by Nationality



Employee Composition



* Data has been restated.

SUSTAINABILITY REPORT

Gender Diversity by Employee Category (%)

Employee Category	Gender	FY2022	FY2023	FY2024
Senior Management	Men	100.0	100.0	100.0
	Women	0.0	0.0	0.0
Management	Men	48.5	48.5	51.4
	Women	51.5	51.5	48.6
Executive	Men	19.7	19.3	26.6
	Women	80.3	80.7	73.4
Non-Executive	Men	89.2	90.1	90.7
	Women	10.8	9.9	9.3

Age Diversity by Employee Category (%)

Employee Category	Age	FY2022	FY2023	FY2024
Senior Management	<30	0.0	0.0	0.0
	30-50	20.0	20.0	20.0
	>50	80.0	80.0	80.0
Management	<30	3.0	3.0	2.9
	30-50	87.9	87.9	80.0
	>50	9.1	9.1	17.1
Executive	<30	26.2	19.3	21.9
	30-50	59.0	64.9	62.5
	>50	14.8	15.8	15.6
Non-Executive	<30	31.3	34.8	31.9
	30-50	54.9	52.1	55.1
	>50	13.9	13.1	13.0

Delivering Excellence in Products and Services

The Group recognises the correlation between delivering high-quality products and providing exceptional service to achieve customer satisfaction. Our dedication to consistently exceeding customer expectations, paired with our focus on providing responsive service, strengthens our reputation and fosters enduring relationships with our valued clients.

All three (3) of our subsidiaries are certified under ISO 9001:2015 (Quality Management Systems), enabling us to identify areas for continuous improvement.

ISO 9001(Quality Management Systems)

LF Hardware

ISO 9001:2015

Scope: Distribution of Steel Materials and Provision of Steel Cutting Services.

Date of issue: 12/12/2019

Date of expiry: 11/12/2025

LF Metal

ISO 9001:2015

Scope: Distribution of Steel Materials and Provision of Steel Processing Services, Manufacture of Steel Pipe Products.

Date of issue: 12/01/2004

Date of expiry: 30/07/2027

Supreme Steelmakers

ISO 9001:2015

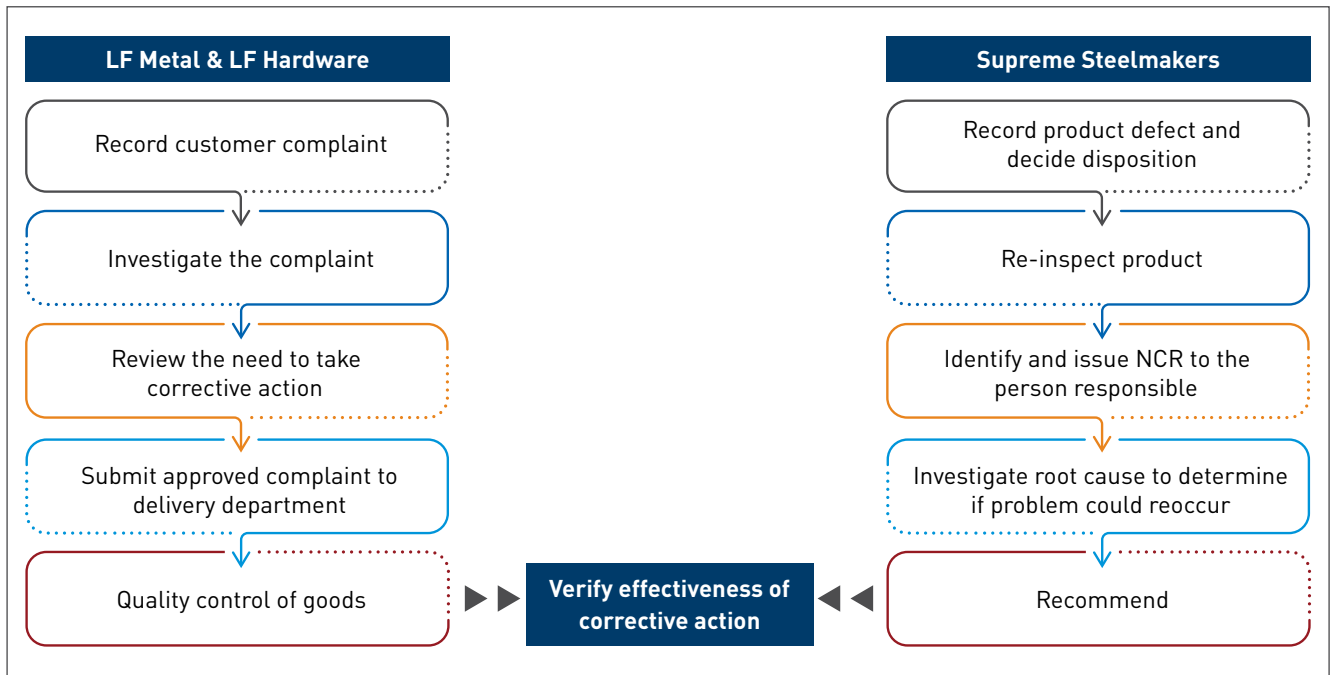
Scope: Provision in the Steel Cutting, Steel Bending and Distribution of Steel Materials for Commercial Use.

Date of issue: 18/01/2010

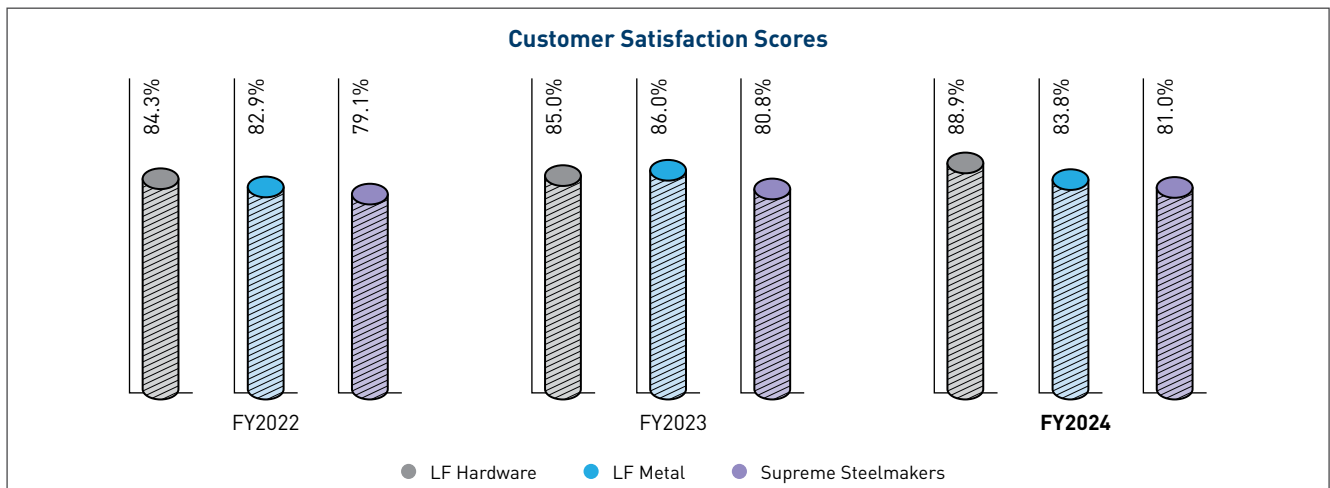
Date of expiry: 17/01/2028

SUSTAINABILITY REPORT

We adopt a comprehensive approach to product quality and customer satisfaction. By engaging customers regularly and conducting annual satisfaction surveys, we gather valuable insights. Our reliable complaint procedure, backed by the Customer Return Note system, ensures systematic tracking and prompt resolution of any concerns.



We uphold the highest standards in the quality of our steel products, with customer satisfaction serving as a key measure of our success. LF Hardware achieved an impressive 88.9%, LF Metal reached 83.8%, and Supreme Steelmakers attained 81.0%.



SUSTAINABILITY REPORT

Making A Difference

As a responsible corporate citizen, we prioritise the communities we serve and the broader social landscape. Fostering positive relationships with communities is vital to our CSR objectives. Our initiatives build stakeholder trust, create long-term value, and shape our reputation and sustainability.

Leon Fuat strives to make a positive impact through meaningful community investments and CSR initiatives, led by our dedicated CSR team. Special requests from organisations are carefully considered based on our funding capacity and the consensus of our eight-member charity committee, ensuring alignment with our goal of making a meaningful difference in the community.

	FY2022	FY2023	FY2024
Total amount invested in CSR programmes	RM3,000	RM9,650	RM38,200
Number of individual or organisation beneficiaries	3 organisations and 1 individual	10 organisations	7 organisations

CSR Programmes in FY2024

- RM10,000 contribution to the Federal Territory and Selangor Tinsmith Association for its Anniversary cum Charity & Administrative Fundraising Dinner on 27th April 2024
- RM5,000 to the Malaysia Metal Recyclers Association ("MMRA") for its 13th Anniversary Dinner on 24th May 2024
- RM10,000 to the Negeri Sembilan Foundry & Engineering Industries Association for its 48th Anniversary Dinner on 28th June 2024
- RM5,000 to the *Persatuan Peniaga Logam Jentera dan Bahan Binaan Pahang* ("PJGBBP") for its 30th Anniversary Dinner on 28th June 2024
- RM3,000 to *Kelab Senaman Kesihatan Kwang Hua Klang Selangor* for its 17th Anniversary Fundraising Dinner on 10th August 2024
- RM5,000 to Perak Chinese Hardware Dealers' Association for its 85th Anniversary Dinner on 31st August 2024
- RM200 to OSK Foundation (*Pertubuhan Kebajikan Chin Chun Hu*) for charity in September 2024

OUR PATH FORWARD

Recognising the impact of steel-making on our daily lives, Leon Fuat considers sustainability a key driver of our business success. With over 50 years in the steel industry, we leverage our experience by investing in technology to optimise processes and secure long-term sustainability. Advancements in operational efficiency, energy consumption and worker health and safety underscore our commitment to positive change.

Our focus on ESG values enriches our value proposition and strengthens our resilience against industry challenges. It paves the way to a better, greener and more promising future for our stakeholders, employees and the community at large.

SUSTAINABILITY REPORT

PERFORMANCE DATA TABLE

Governance

Indicator	Unit	FY2022	FY2023	FY2024
Anti-Corruption				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
• Management	%	12.1	75.8	11.4
• Executive	%	34.4	42.1	25.0
• Non-Executive	%	40.6	75.1	16.7
Bursa C1(b) Percentage of operations assessed for corruption related risks	%	0	0	0
Bursa C1(c) Confirmed incidents of corruption and actions taken	Number	0	0	0
Technology, Data Privacy and Security				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy or losses of customer data	Number	0	0	0
Supply Chain Management				
Bursa C7(a) Proportion of spending on local suppliers	%	18.0	15.5	8.0

Environment

Indicator	Unit	FY2022	FY2023	FY2024
Energy, Emissions and Climate Resilience				
Bursa C4(a) Total energy consumption	MWh	10,453	11,415	12,511
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	tCO ₂ e	1,388	1,455	1,602
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	tCO ₂ e	2,758	2,975	3,334
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (business travel and employee commuting)	tCO ₂ e	-	371	395
Waste and Effluent Management				
Bursa C10(a) Total waste generated	Metric tonnes	11.45	8.92	5.72
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	5.77	4.54	3.42
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	5.68	4.38	2.30
Water Consumption				
Bursa C9(a) Total volume of water used	m ³	56,540	47,809	61,710

Social

Indicator	Unit	FY2022	FY2023	FY2024
Occupational Health and Safety				
Bursa C5(a) Number of work-related fatalities	Number	0	1	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	4.80	3.66	6.10
Bursa C5(c) Number of employees trained on health and safety standards	Number	111	71	39
Human Rights, Labour Practices and Standards				
Bursa C6(d) Number of substantiated complaints concerning human rights violation	Number	0	0	0
Talent Attraction and Development				
Bursa C6(a) Total hours of training by employee category				
• Senior Management	Hours	126	127	202
• Management	Hours	212	333	595
• Executive	Hours	276	355	782
• Non-Executive	Hours	603	1,022	803

SUSTAINABILITY REPORT

Social

Indicator	Unit	FY2022	FY2023	FY2024
Bursa C6(c) Total number of employee turnover by employee category				
• Senior Management	Number	0	0	0
• Management	Number	0	1	3
• Executive	Number	8	9	7
• Non-Executive	Number	77	51	39
Diversity and Inclusion				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Gender group by employee category				
• Senior Management (Male)	%	100.0	100.0	100.0
• Senior Management (Female)	%	0.0	0.0	0.0
• Management (Male)	%	48.5	48.5	51.4
• Management (Female)	%	51.5	51.5	48.6
• Executive (Male)	%	19.7	19.3	26.6
• Executive (Female)	%	80.3	80.7	73.4
• Non-Executive (Male)	%	89.2	90.1	90.7
• Non-Executive (Female)	%	10.8	9.9	9.3
Age group by employee category				
• Senior Management (<30)	%	0.0	0.0	0.0
• Senior Management (30-50)	%	20.0	20.0	20.0
• Senior Management (>50)	%	80.0	80.0	80.0
• Management (<30)	%	3.0	3.0	2.9
• Management (30-50)	%	87.9	87.9	80.0
• Management (>50)	%	9.1	9.1	17.1
• Executive (<30)	%	26.2	19.3	21.9
• Executive (30-50)	%	59.0	64.9	62.5
• Executive (>50)	%	14.8	15.8	15.6
• Non-Executive (<30)	%	31.3	34.8	31.9
• Non-Executive (30-50)	%	54.9	52.1	55.1
• Non-Executive (>50)	%	13.9	13.1	13.0
Bursa C3(b) Percentage of directors by gender and age				
Male	%	100.0	88.9	88.9
Female	%	0.0	11.1	11.1
<30	%	0.0	0.0	0.0
30 - 50	%	22.2	22.2	33.3
>50	%	77.8	77.8	66.7
Bursa C6(b) Percentage of employees that are contractors or temporary staff				
• Permanent	%	90.6	84.3	79.2
• Contract	%	9.4	15.7	20.8
Community Engagement				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	3,000	9,650	38,200
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	4	10	7

SUSTAINABILITY REPORT

GRI CONTENT INDEX

Statement of use	Leon Fuat Bhd has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location (Page)
GRI 2: General Disclosures 2021	2-1 Organisational details	31
	2-2 Entities included in the organisation's sustainability reporting	31
	2-3 Reporting period, frequency and contact point	31
	2-4 Restatements of information	44-45 51-53, 65-66
	2-5 External assurance	-
	2-6 Activities, value chain and other business relationships	31, 45
	2-7 Employees	65
	2-8 Workers who are not employees	-
	2-9 Governance structure and composition	37
	2-10 Nomination and selection of the highest governance body	-
	2-11 Chair of the highest governance body	-
	2-12 Role of the highest governance body in overseeing the management of impacts	37, 42
	2-13 Delegation of responsibility for managing impacts	37, 42
	2-14 Role of the highest governance body in sustainability reporting	37
	2-15 Conflicts of interest	-
	2-16 Communication of critical concerns	-
	2-17 Collective knowledge of the highest governance body	-
	2-18 Evaluation of the performance of the highest governance body	-
	2-19 Remuneration policies	-
	2-20 Process to determine remuneration	-
	2-21 Annual total compensation ratio	-
	2-22 Statement on sustainable development strategy	34
	2-23 Policy commitments	35
	2-24 Embedding policy commitments	35
	2-25 Processes to remediate negative impacts	47
	2-26 Mechanisms for seeking advice and raising concerns	48
	2-27 Compliance with laws and regulations	46
	2-28 Membership associations	32
	2-29 Approach to stakeholder engagement	38-39
	2-30 Collective bargaining agreements	-
GRI 3: Material Topics 2021	3-1 Process to determine material topics	39
	3-2 List of material topics	41
	3-3 Management of material topics	44-69

SUSTAINABILITY REPORT

GRI Standard	Disclosure	Location (Page)
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	42-43
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	45
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	48
	205-2 Communication and training about anti-corruption policies and procedures	47-48
	205-3 Confirmed incidents of corruption and actions taken	48
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-
	301-2 Recycled input materials used	-
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	51
	302-2 Energy consumption outside of the organisation	-
	302-3 Energy intensity	51
	302-4 Reduction of energy consumption	-
	302-5 Reductions in energy requirements of products and services	-
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	54
	303-2 Management of water discharge-related impacts	56
	303-3 Water withdrawal	-
	303-4 Water discharge	56
	303-5 Water consumption	54
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	53
	305-2 Energy indirect (Scope 2) GHG emissions	53
	305-3 Other indirect (Scope 3) GHG emissions	53
	305-4 GHG emissions intensity	53
	305-5 Reduction of GHG emissions	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	55-56
	306-2 Management of significant waste-related impacts	55
	306-3 Waste generated	55-56
	306-4 Waste diverted from disposal	56
	306-5 Waste directed to disposal	56
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	63
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	61
	401-3 Parental leave	64

SUSTAINABILITY REPORT

GRI Standard	Disclosure	Location (Page)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	59
	403-2 Hazard identification, risk assessment, and incident investigation	58
	403-3 Occupational health services	57-58
	403-4 Worker participation, consultation, and communication on occupational health and safety	58
	403-5 Worker training on occupational health and safety	59
	403-6 Promotion of worker health	61
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	58-59
	403-8 Workers covered by an occupational health and safety management system	58
	403-9 Work-related injuries	59
	403-10 Work-related ill health	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	61
	404-2 Programmes for upgrading employee skills and transition assistance programmes	60
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	64-67
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	64
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	-
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	69
	413-2 Operations with significant actual and potential negative impacts on local communities	-
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	49