




# SUSTAINABILITY REPORT





## MAKING PROGRESS WITH OUR PARTNERS

### Strengthening Stakeholder Relationships

The Group engages stakeholders in order to understand their concerns and align with their expectations. We utilise various platforms to gain valuable insights into their priorities, ensuring that their feedback informs our decision-making and contributes to our shared values and mutual progress.

Areas of Interest	Our Responses	Engagement Methods
 <b>Investors/Shareholders</b>		
<p>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"> <li>Financial and operational performance</li> <li>Company reputation</li> <li>Mitigation and adaptation to climate change</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly financial results and annual reports</li> <li>Uphold good governance practices</li> <li>Communicate our energy efficiency initiatives and progress</li> <li>Monitor sustainability performance</li> </ul>	<p><b>Ongoing</b></p> <ul style="list-style-type: none"> <li>Investor relations published on corporate websites</li> </ul> <p><b>Quarterly</b></p> <ul style="list-style-type: none"> <li>Financial results announcements</li> </ul> <p><b>Annually</b></p> <ul style="list-style-type: none"> <li>Annual General Meeting</li> </ul>
 <b>Government/Regulatory Authorities</b>		
<p>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"> <li>Anti-bribery and corruption</li> <li>Corporate governance practices</li> <li>Regulatory compliance</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with ISO 37001:2016 Anti-Bribery Management System ("ABMS")</li> <li>Establishment of Good Corporate Governance and Whistleblowing Policy</li> <li>Compliance with regulatory requirements</li> </ul>	<p><b>As needed</b></p> <ul style="list-style-type: none"> <li>Meetings</li> <li>Seminars/Webinars</li> <li>Reporting</li> </ul>
 <b>Management</b>		
<p>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"> <li>Risk management</li> <li>Service requirements</li> </ul>	<ul style="list-style-type: none"> <li>Risk Management Framework adhering to international principles</li> <li>Compliance with ISO 9001:2015 Quality Management System</li> </ul>	<p><b>As needed</b></p> <ul style="list-style-type: none"> <li>Coordination meetings</li> </ul> <p><b>Quarterly</b></p> <ul style="list-style-type: none"> <li>Business unit meetings</li> </ul> <p><b>Annually</b></p> <ul style="list-style-type: none"> <li>ISO management review</li> </ul>

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 <b>Customers</b>		
<p>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"> <li>Product quality and safety</li> <li>Customer data privacy</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with ISO 9001:2015 Quality Management System</li> <li>Compliance with Personal Data Protection Act 2010</li> </ul>	<p><b>As needed</b></p> <ul style="list-style-type: none"> <li>Meetings</li> <li>Feedback survey</li> </ul> <p><b>Annually</b></p> <ul style="list-style-type: none"> <li>Satisfaction assessment</li> </ul>
 <b>Employees</b>		
<p>Employees serve as the valuable human capital of Leon Fuat, actively contributing their skills and efforts to propel the Group towards our objectives and overall success.</p>		
<ul style="list-style-type: none"> <li>Capacity building</li> <li>Occupational health and safety</li> <li>Fair labour practices</li> <li>Whistleblowing policy/procedures</li> </ul>	<ul style="list-style-type: none"> <li>Provide relevant upskilling and development opportunities</li> <li>Compliance with Occupational Safety and Health (Amendment) Act (2022)</li> <li>Compliance with laws governing work hours and wages</li> <li>Promote transparent communication with employees</li> </ul>	<p><b>Ongoing</b></p> <ul style="list-style-type: none"> <li>Internal communications</li> </ul> <p><b>As needed</b></p> <ul style="list-style-type: none"> <li>Workshops and trainings</li> <li>Staff meetings</li> </ul> <p><b>Annually</b></p> <ul style="list-style-type: none"> <li>Employee performance appraisals</li> <li>Annual dinner</li> </ul>
 <b>Vendors/Suppliers</b>		
<p>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.</p>		
<ul style="list-style-type: none"> <li>Fair procurement practices</li> </ul>	<ul style="list-style-type: none"> <li>Supplier Selection Procedure</li> <li>Supplier Performance Assessment</li> </ul>	<p><b>As needed</b></p> <ul style="list-style-type: none"> <li>Product quality feedback</li> </ul> <p><b>Bi-annually</b></p> <ul style="list-style-type: none"> <li>Performance reviews</li> <li>Procurement processes</li> </ul>
 <b>Communities</b>		
<p>The community plays a reciprocal role, shaping and being shaped by the Group's actions, contributions and engagement, thereby fostering mutually beneficial relationships.</p>		
<ul style="list-style-type: none"> <li>Community development and support</li> </ul>	<ul style="list-style-type: none"> <li>Local community development</li> <li>Philanthropy</li> </ul>	<p><b>As needed</b></p> <ul style="list-style-type: none"> <li>Community impact programmes</li> </ul>