





SUSTAINABILITY REPORT

ENGAGING WITH OUR STAKEHOLDERS



Delivering Beyond Expectations

Leon Fuat places great emphasis on understanding our stakeholders’ expectations. We recognise that their perspectives are fundamental to our decision-making, with successful engagement strengthening our reputation as a trusted steel specialist. As a result, we cultivate robust relationships with our stakeholders through proactive engagement across multiple channels. This enables us to gain insight into the material concerns most important to them. Overall, we gain a great awareness of their needs and interests, further refining our goals and sustainability initiatives to better serve them.

We maintain open communication with seven (7) stakeholder groups to effectively meet their needs and expectations.

Engagement Platforms	Areas of Interest	Our Responses
 INVESTORS/SHAREHOLDERS Their ownership, voting rights, financial contributions and return expectations collectively shape the Group’s direction, enabling us to fulfil our mission in providing high quality steel products.		
Ongoing <ul style="list-style-type: none"> Investor Relations in corporate website Quarterly <ul style="list-style-type: none"> Financial results announcements Annually <ul style="list-style-type: none"> Annual General Meeting 	<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
 GOVERNMENT/REGULATORY AUTHORITIES The government and regulatory authorities play an important role in providing regulatory frameworks and legal authorisations necessary for operations.		
As needed <ul style="list-style-type: none"> Meetings Seminars/Webinars Reporting 	<ul style="list-style-type: none"> Anti-bribery and corruption Corporate governance practices Regulatory compliance 	<ul style="list-style-type: none"> Compliance with ISO37001: 2016 Anti-Bribery Management System (“ABMS”) Establishment of Good Corporate Governance and Whistleblowing Policy Full compliance with regulatory requirements
 MANAGEMENT The management is responsible for guiding and overseeing our organisational operations to achieve strategic goals and ensure sustained success.		
As needed <ul style="list-style-type: none"> Coordination meetings Quarterly <ul style="list-style-type: none"> Business unit meetings Annually <ul style="list-style-type: none"> ISO management review 	<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 ISO9001:2015 Quality Management System
 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.		
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 	<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 Act 1994 Compliant with laws governing work hours and wages Promote transparent communication with employees

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 CUSTOMERS Customers drive Leon Fuat's success by engaging in transactions and providing valuable feedback that informs product and service enhancements.		
As needed <ul style="list-style-type: none"> • Meetings • Feedback survey Annually <ul style="list-style-type: none"> • Satisfaction assessment 	<ul style="list-style-type: none"> • Product quality and safety • Customer data privacy 	<ul style="list-style-type: none"> • Compliant with ISO9001:2015 Quality Management System • Compliant with Personal Data Protection Act 2010
 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.		
As needed <ul style="list-style-type: none"> • Product quality feedback Bi-annually <ul style="list-style-type: none"> • Performance reviews • Procurement processes 	<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 • 17.4% of procurement sourced from local suppliers
 COMMUNITY The community plays a reciprocal role, shaping and being shaped by the Group's actions, contributions and engagement, fostering a mutually beneficial relationship.		
As needed <ul style="list-style-type: none"> • Community impact programmes 	<ul style="list-style-type: none"> • Community development and support 	<ul style="list-style-type: none"> • Local community development • Philanthropy