

SUSTAINABILITY REPORT



RESPONSIBLE GOVERNANCE



Responsible governance is embedded in the Group’s culture and supported by clear policies, ethical standards and regulatory alignment. We uphold strong risk management, transparency and compliance through strict protocols, reporting channels and training mechanisms, reinforcing accountability and stakeholder confidence.

Material Sustainability Matters

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

Our Shared Values

Drive a performance culture of integrity and accountability

Key Stakeholder Groups



Corporate Governance and Anti-Corruption

A robust corporate governance system ensures the stability and credibility of our operations. Our zero-tolerance approach to bribery and corruption upholds high integrity, enhances decision-making processes, fosters an ethical workplace and ensures long-term sustainability.

Leon Fuat’s Corporate Policies



Code of Ethics & Conduct



Directors’ Fit and Proper Policy



Board Charter



Anti-Bribery Policy



Whistleblowing Policy



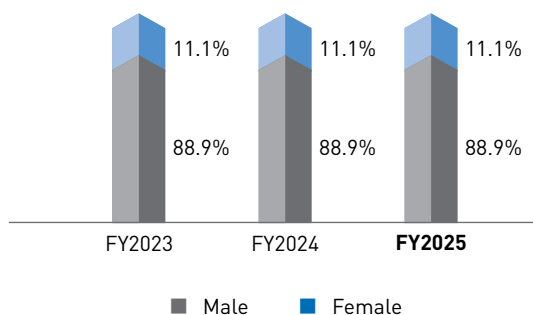
Remuneration Policy for Directors and Senior Management

For more information on our corporate policies, please visit: <https://www.leonfuat.com.my/corporate-governance.php>

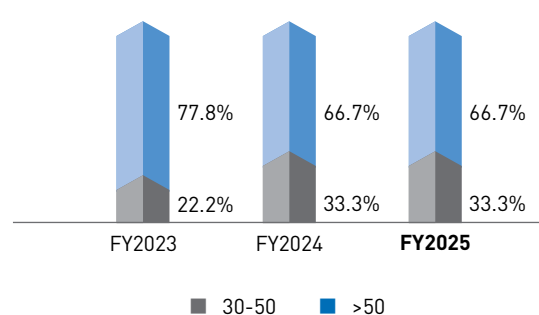
Board Diversity

Leon Fuat Berhad maintained female representation on the Board at 11.1%. The Board comprises members with extensive leadership and industry experience, supporting effective oversight and strategic direction.

Board Diversity by Gender



Board Diversity by Age



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Regulatory Compliance

Leon Fuat complies with applicable regulatory requirements, including company and securities laws, governance standards and the MMLR. To ensure ongoing compliance, we regularly review and update our internal policies to reflect the latest legal and regulatory developments.

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
- Sales Tax Act 2018
- Service Tax Act 2018
- Stamp Act 1949
- Employee Provident Fund Act 1991



Employee Training

Employees participate in compliance programmes, including Sales and Service Tax (“SST”) and ABMS training, to stay informed of new regulations and internal policies.



External Audits and Risk Assessments

Independent third parties are engaged to audit our operations and assess risks, with a focus on workplace health and safety, anti-corruption, environmental matters and other compliance-related areas.

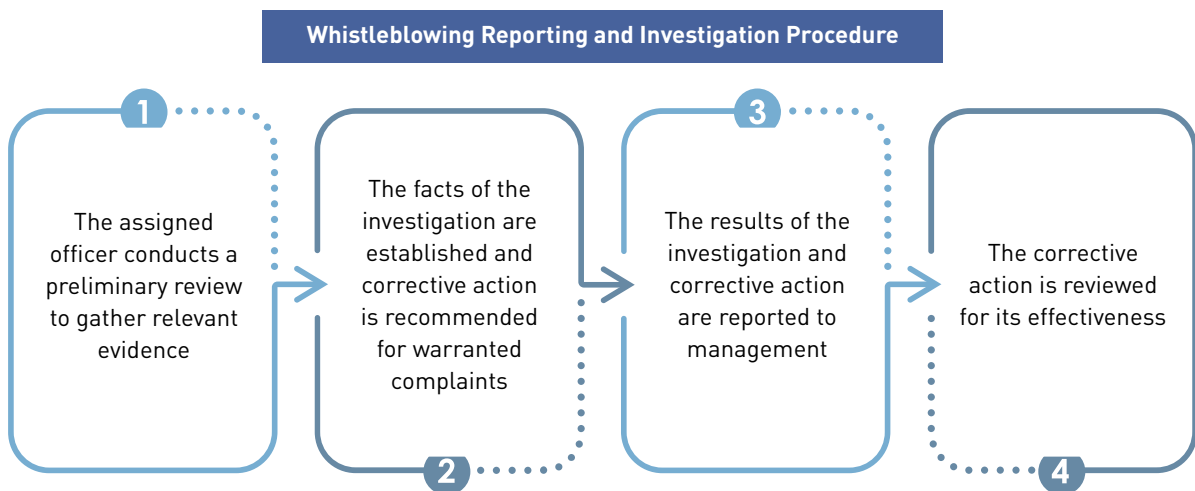


Stakeholder Communication

Policy updates are effectively communicated to stakeholders to ensure broad understanding and adherence.

Grievance Mechanism and Whistleblowing Procedures

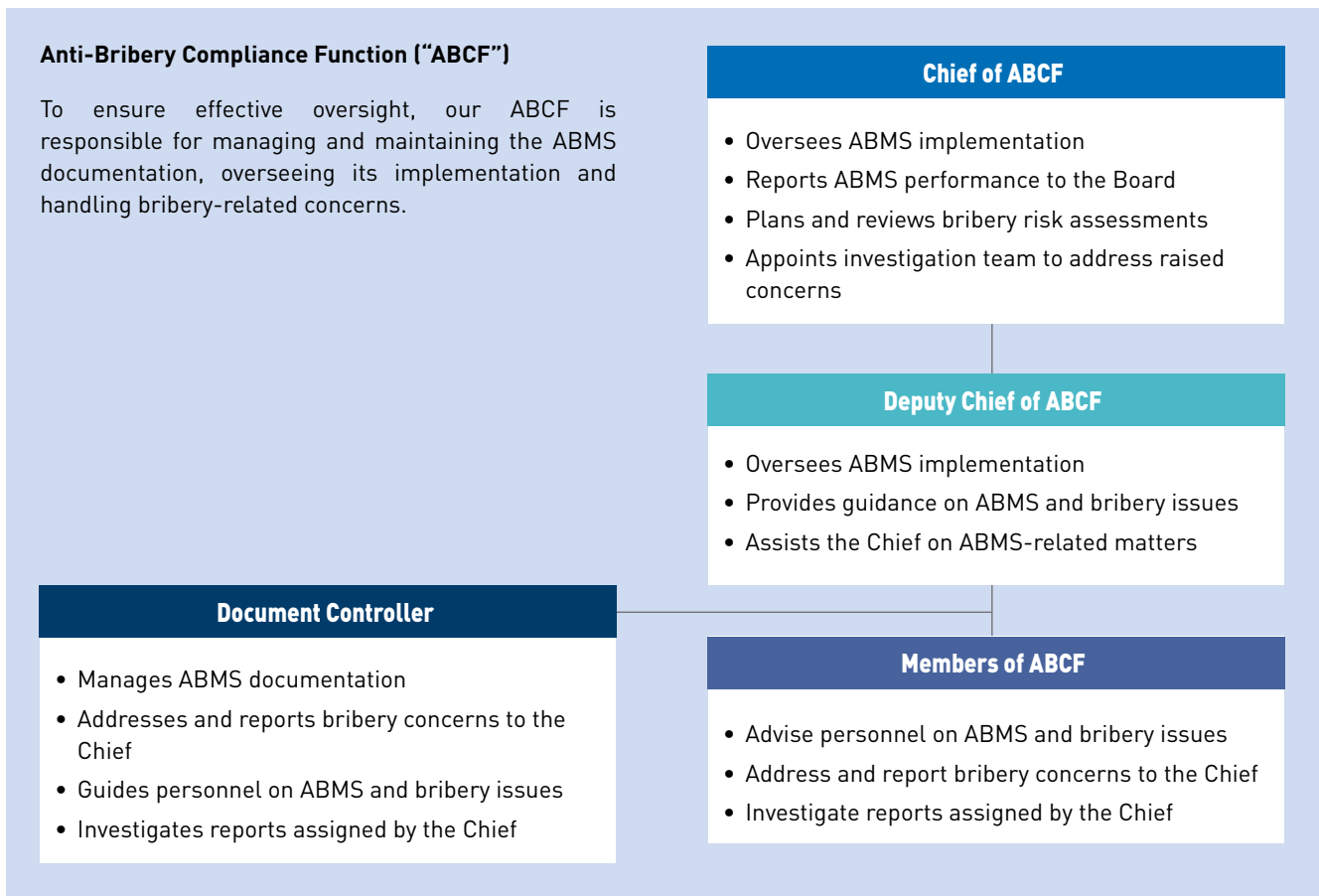
Leon Fuat’s grievance mechanism provides a secure and confidential channel for reporting suspected misconduct or non-compliance. Employees may lodge concerns through designated personnel, with all reports handled impartially and in strict confidence. Whistleblowers are protected from retaliation, and their identities are safeguarded throughout the review process.



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Anti-Bribery Management System

Introduced in FY2020, Leon Fuat's ABMS supports ethical business conduct by identifying and managing bribery risks across our operations through a preventative, risk-based approach. The system is supported by a comprehensive Anti-Bribery Manual outlining its scope, procedures and operational responsibilities. In line with the updated ISO 37001:2025 ABMS requirements released in 2025, the Group reviewed and updated the relevant policies, procedures and documentation, although formal certification has not been sought.



Supreme Steelmakers has introduced the ABMS Reward System to recognise employees who demonstrate integrity by refusing bribes and upholding the Company's zero-tolerance policy on corruption. Employees who reject a bribe, promptly report the incident and are subsequently verified through investigation will receive a management-approved reward.

Bribery Prevention Through Communication and Training

We actively communicate our anti-bribery policies to all employees through multiple channels, including the employee handbook, orientation programmes for new hires, ABMS training sessions and internal banners. These initiatives aim to enhance employees' understanding of their responsibilities and the Group's zero-tolerance stance on bribery.

There were no substantiated incidents of bribery, corruption or whistleblowing cases for the past three (3) consecutive years.

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Data Privacy and Cybersecurity

Leon Fuat continues to maintain its cybersecurity framework to protect sensitive information, ensure business continuity, and mitigate risks from cyber threats.

Substantiated complaints concerning breaches of customer privacy and losses of customer data



Zero FY2025

FY2024 & FY2023: Zero

Cybersecurity Measures



Network and System Security

Anti-virus software and firewalls provide continuous protection against malware and cyber threats. The Sangfor Firewall (NSF1100A), installed in FY2024, further strengthens network and server security and centralises security management.



Access Control and Connectivity

Access control systems and password-protected platforms restrict sensitive data access to authorised personnel. Aruba Instant On Access Points provide secure, scalable network access for employees and guests, with simple installation and remote management.



Data Protection and Continuity

Data encryption safeguards sensitive information, while cloud-based backups reduce the risk of data loss. The Personal Data Protection Notice ensures transparent handling of personal data in compliance with the PDPA 2010.

