

## SUSTAINABILITY STATEMENT

The Group has embraced the values of corporate responsibility and elements of sustainability management since the early days of its operations. These values are reflected in our core values, policy statements and work practices across our operations and contribute to the development of the Group's Sustainability Framework.

This Sustainability Statement provides an overview of our sustainability practices and performance for the 18-month financial period ended 31 December 2021 ("FPE 2021") in the 3 aspects of sustainability i.e. economic, environmental and social ("EES"). We have taken steps to incorporate standard disclosures in accordance to the Global Reporting Initiatives ("GRI") reporting guidelines and Bursa Malaysia Securities Berhad's Main Market Listing Requirements on sustainability reporting.

### ECONOMIC

This section covering the Marketplace and Workplace, highlights the continual measures to support the economic sustainability of our operations by giving due attention to our suppliers and customers, and our employees respectively. We have strengthened our policies governing our business dealings, conduct of employees and business continuity management. These policies pertaining to group procurement, vendor code of conduct, code of business ethics and conduct ("CoBEC"), integrity and fraud, competition, whistleblowing and sexual harassment, are disseminated to all our companies and employees as well as uploaded onto Lion Group's corporate website for public viewing.

The Group maintains zero-tolerance for bribery, fraud and corruption, and has an Anti-Bribery and Corruption Policy ("ABC Policy") which abides by the rules, laws and regulations of the countries we are operating in. The ABC Policy has incorporated more comprehensive issues and a robust set of internal standards and procedures to further enhance the Group's core principles in the existing CoBEC, and is available on the Company's website.

### Marketplace

COVID-19 has impacted business operations, suppliers and customers in their contractual obligations due to physical restrictions or financial difficulties. We have taken proactive steps to address the risks of COVID-19 in a way that mitigates adverse impact on our supply chain, and initiated meetings and negotiations with key stakeholders to mutually resolve any issues that may arise.

We are committed to upholding ethical and responsible marketplace practices by practising transparent business conduct and operating our business with integrity and a commitment to excellence to improve our competitiveness and foster long-term relations with our stakeholders.

- **Product Responsibility**

We are committed to providing products that meet regulatory, safety and health and quality standards to fulfil customers' requirements and ensure that our suppliers share the same philosophy. The quality management system we have in place is designed to monitor and control the processes from planning and development to production and after-sales service in order to comply with all the stipulated standards. Our steel products are used mainly in the construction and infrastructure sectors, and are manufactured to the highest standards, and have received certification from SIRIM Malaysia, UK Certification Authority, Australian Certification Authority and TUV Nord Germany among others.

- **Customer Satisfaction**

Customer support and loyalty is critical to the success of our business. Hence, we strive to put customers at the forefront of everything we do whilst we aim to provide quality products and premium, value-adding services to our customers. Product knowledge and service skills training are part of our routine training programmes to ensure that our employees provide excellent quality services to our customers. We place high priority on customer engagement and interaction with various customer feedback channels to further improve on our customer service and achieving customer satisfaction.

- **Supply Chain and Responsible Procurement Practices**

Our procurement department ensures that we engage in responsible procurement practices which is reinforced with the requirement for all our active registered vendors to periodically acknowledge their commitment to the Code of Conduct. Vendors' qualification/credentials are carefully vetted before being admitted into our list of qualified suppliers. Our initiatives start with the supplier selection process incorporating sustainability considerations such as fair labour practices and safety requirements. Compliance and commitment by vendors and suppliers to conduct business with us in a transparent manner is sought through performing audits and making continuous improvements in our procurement processes and policies. We believe local sourcing of products and services from within the country as far as possible, is vital as it brings many advantages including lower costs, timely delivery and invigorating the economy.

- **Vendor Code of Conduct**

This serves as a guideline prescribing a set of principles to be adhered by all vendors and to inform our vendors of their role and contribution as a key business partner and on the need to comply with all rules and regulations including health and safety standards, and labour standards; avoid conflict of interest, conserve the environment, and notify the Group of any breaches or non-conformance.

- **Employee Code of Conduct**

We apprise our employees on the Group's CoBEC and ABC policy, and the need to conduct business at the highest ethical standards. We do not tolerate bribery and corrupt practices or behaviours that may bring disrepute to the Group or its employees. Above all, we expect honesty, integrity and respect to be exhibited in our dealings and interactions within and outside the Group. To ensure that all executive employees understand and uphold high ethical standards of conduct, they are required to submit their Conflict of Interest and Compliance Declaration annually. As outlined in our CoBEC, any forms of discrimination in the workplace are prohibited and every individual has an equal right and opportunity to speak up. Fair treatment and equitable opportunities are given to all employees regardless of their background.

- **Whistleblower Policy**

We are committed to conducting our affairs in an ethical, responsible and transparent manner. To this effect, we encourage our stakeholders to disclose suspected wrongdoings which may involve or concern our Group's directors, management, employees, performance, relations with other stakeholders, assets and reputation. Whistleblowers will be accorded protection of their identity unless the disclosure is required by any applicable law.

All concerns may be communicated to the Chief Internal Auditor of the Group via telephone call, mail, email and/or facsimile, as follows:

Tel/Fax No. : 03-21423142

Email : whistleblower@lion.com.my

Address : Level 12, Lion Office Tower, No. 1 Jalan Nagasari, 50200 Kuala Lumpur, Wilayah Persekutuan

- **System Efficiency**

We strive to achieve the highest efficiency in our business operating systems and technology to support our daily business activities across the Group. We leverage on technology to connect with our subsidiaries, business partners and customers through online conferencing, emails, mobile and web-based communications.

The COVID-19 pandemic has changed our working environment and approach whereby we have emphasised more on cloud computing, mobile technology and secure virtual network to enable the business to perform remotely without interruption during lockdown restrictions.

As part of our overall strategy to create a solid cyber security culture and keep up with advancing cyber threats, it is mandatory for all employees to undergo and complete e-learning on cyber security with a self-assessment on their level of understanding on the matter. We also regularly organise awareness programmes to ensure that all employees are aware and updated on emerging risks that may compromise our business and IT systems.

- **Privacy and Data Protection**

We continuously strive to ensure the confidentiality and protection of customers' and stakeholders' information and documents based on requirements under the Personal Data Protection Act 2010. Information on our vendors, suppliers and customers is strictly private and confidential, and is treated as such at all times.

## **Workplace**

We recognise our employees as key assets, hence managing talent at all levels is a key priority. Our Human Resource (HR) policies and guidelines comply with all relevant legislations and have been designed to ensure that our workplace embraces diversity, inclusion, equality and innovation. As part of our commitment to maintain our employee diversity, we have an open-door policy with regard to persons with disabilities.

The Group's efforts to attract, develop, motivate and retain its employees are pursued within the ambit of 6 HR strategic focus areas:

- **Talent Attraction and Management**

We assess applicants for employment in our Group of Companies based on objective criteria regardless of their ethnic background, gender, age, religion, disability or any factors which do not have bearing on job requirements. Lion-Parkson Foundation scholarship programme builds a healthy pipeline of talent for our businesses.

We take stock of talent requirements for our businesses to allow high-potential employees the opportunities to be developed and progressed to senior and challenging roles at the Company and Group level. This will also serve to retain and cross-pollinate key talents within the Group.

- **Capability Building**

We provide learning and development opportunities in respect of technical, functional and behaviour competencies for our employees in line with their job requirements and career aspirations. Learning interventions are delivered on-the-job, via formal class training or online and continuing education. We encourage and support employees to participate in upskilling courses related to their work scope and obtain skill certification for wider job coverage.

- **Rewards and Performance**

We review and implement remuneration practices that are externally competitive and internally fair and equitable. Our reward process is closely linked to performance management process; our employees can expect to receive salary adjustments and bonus awards which directly relate to their performance and contributions.

- **HR Operational Excellence**

We continue to streamline, standardise and simplify our HR policies and processes in line with the requirements of our global organisation. We trust that with our LionPeople Global HR Information System (HRIS), it will take our people management agenda to the next level.

- **Safety & Health in the Workplace**

The safety and health of our employees is vital to our businesses, hence the Group subscribes to the safety, health and environmental regulations with a systematic approach reinforced by constant training and monitoring to ensure the safety and wellbeing of our employees. Workplace incidents are taken seriously; they are investigated and appropriate actions taken to prevent recurrence.

In compliance with legal requirements such as the Occupational Safety and Health Act, Factories and Machineries Act, Electricity Act 1990, Gas and other related regulations, we have in place our Safety and Health Standard Operating Procedures. Compliance with the safe work practices stated in these standard operating procedures is the primary responsibility of all employees, contractors and consultants performing their duties at our premises.

Our plant employees and visitors to the plant are equipped with the necessary safety and protective wear. Employees who are exposed to noise are provided with personal hearing protectors and required to undergo an audiometric test annually to ensure their wellbeing.

We have established the Emergency Response Team (“ERT”) in our plants to prepare for and respond to any emergency incident, such as occupational incidents, natural disasters or interruption of business operations. Our ERT members are well trained on safety awareness and preparedness in everyday situations. Training is organised regularly for the members on the use of various types of fire extinguishers and hose reel, first aid i.e. CPR and injury management, shutdown and evacuation procedures. Safety campaigns are held to remind and refresh the staff on safety awareness and related issues.

- **Employee Engagement and Wellbeing**

We espouse the requirement to engage and listen to our employees in order to create a conducive, happy and productive workplace. We create forums to enable effective employee engagement such as town-halls, “lunch & learn”, festive open houses, sports and recreation activities/pursuits. Such engagements address both work and social requirements of our employees leading to a healthy work-life balance which proves to be an important factor for recruitment and retention of employees. However, such physical interactions have been halted during this period in view of the COVID-19 pandemic.

The Group has put in place various precautionary measures recommended by the Ministry of Health. The requirements include strict site protocols for hygiene and social distancing; cleaning and disinfecting workplaces; temperature screening and contact tracing record at all entrances; providing face masks to employees as well as hand sanitisers to employees and visitors to our offices and premises. We have also reduced non-essential travel and meetings are mainly conducted via video conferencing technology.

The Group has started to utilise online platforms and organise Bite-sized Learning Sessions with topics that are short and impactful, based on issues affecting the current business environment, and received positive feedback on the usefulness of information shared during these sessions.

## ENVIRONMENT

The Group remains steadfast in its commitment to sustainable development and seeks to operate in a way that minimises environmental harm. We advocate the 3R actions of reduce, reuse and recycle at our workplace, and adopt preventative measures to conserve the environment and reduce pollution. We seek to uphold environmental concerns with emphasis on application of new technologies and industry best practices that are environmentally friendly, optimise the use of resources and promote energy efficiency and we are committed in taking proactive measures to preserve the environment for future generations whilst meeting the needs of our stakeholders.

- **Efficient Energy & Water Consumption**

Our steel manufacturing plants are certified under ISO14001 Environmental Management System and Energy Commission Act 2001 (Energy Management Practices) which is testament of our commitment to prevention of pollution, continual improvement in overall environmental performance, and compliance with all applicable statutory and regulatory requirements. This includes managing and reducing the impacts arising from operational activities over which we have direct control such as energy and water consumption. We recognise water as a scarce resource, and we carefully manage our water usage.

- **Promoting Green and Environmental Friendly Products**

We constantly explore greener alternatives in our day-to-day operations such as introduction of more efficient and energy-saving products and processes, solar photovoltaic technology and 5S management techniques in our operations. To support our policy commitment, various environmental awareness activities such as Gotong Royong by the staff to clean the premises and surroundings were carried out. Initiatives by our property projects include landscaping with lush greenery and facilities to promote a green environment. We have introduced urban farming in our project to encourage community gardening which provides space for residents to cultivate plants for food and/or recreation.

- **Air Monitoring**

We have air quality monitoring programmes in place to ensure compliance with the emission limits as required by the ISO14001 Environmental Management System audit, and to minimise the impact of our manufacturing activities on the ambient air quality. The Total Suspended Particulates (TSP) for the chimney units in our steel mills are monitored quarterly with readings ranging between 1 to 25 mg/m<sup>3</sup>, which is below 50 mg/m<sup>3</sup> as specified in the Environmental Quality (Clean Air) Regulations 2014, whilst the TSP for ambient air monitoring is monitored yearly with the data recorded ranging from 103 to 213 µg/m<sup>3</sup>, below the 260 µg/m<sup>3</sup> stated in Malaysia Recommended Air Quality Guidelines.

- **Boundary Noise Monitoring**

Boundary noise monitoring is conducted once a year. Similar to ambient air monitoring, even though both monitorings are not a requirement by the authorities, we believe these practices will help us serve our stakeholders in maintaining environmental sustainability.

- **Chemical Management**

We ensure that occurrences such as chemical spills and leakages do not take place at our plants. We comply with the legal requirements of Occupational Safety and Health (Classification, Labelling and Safety Data Sheet of Hazardous Chemical) Regulations 2013, as well as the implementation of best management practices to mitigate pollution. For FPE 2021, we recorded zero incidences of major chemical spillage at our plants.

- **Waste Management**

We minimise the generation of waste wherever possible. At our plants, we practise the 3R (Reduce, Reuse and Recycle) approach in which we segregate recyclables including reusable waste in accordance with the Solid Waste and Public Cleansing Management Act 2007. We also generate scheduled wastes which are managed in accordance with the Environmental Quality (Scheduled Wastes) Regulations 2005. Scheduled wastes generated are properly stored, labelled and disposed when they reach a certain quantity or duration.

The steel industry generates two types of waste as follows:

- a) Solid waste: Domestic waste
- b) Scheduled wastes: Dust, used oil, used grease, contaminated fabrics, used chemical drums, electronic waste, used batteries and clinical waste

## SOCIAL

In keeping with its philosophy of giving back to the community, the Group focuses on helping to uplift the community via Lion-Parkson Foundation (the "Foundation") established in 1990 by Lion Group of Companies of which the Group is a member. The companies within the Group are also supporting the local community wherein they operate by participating in charity programmes and fundraising drives to assist those in need.

### **Empowerment through Education**

The Foundation organises fundraising activities for charity and provides educational opportunities for the less fortunate. The true sustainability of our project lies in the on-going transformation of peoples' lives through the benefits of education. We believe in Empowerment through Education; that education is the catalyst to bring about sustainable change for the better for our future generations.

Annually, the Foundation awards scholarships to undergraduates in local universities. The selected scholars undergo training in soft skills such as problem-solving and communication skills as well as internships at Lion Group companies during their semester breaks to prepare them for working in the corporate world. In the FPE2021, the Foundation awarded scholarships worth RM10,000 per annum to 22 students based on their academic performance, extra-curricular activities and leadership qualities. To date, the Foundation has sponsored a total of 491 students under its scholarship and other sponsorship programmes worth RM11.6 million.

Among the events organised by the Foundation is the annual Chinese New Year ("CNY") Calligraphy Charity Sale in aid of needy students in a few schools in the Klang Valley. For the 12 years from 2010 to 2021, the CNY Calligraphy Charity Sale had raised more than RM2.6 million to assist needy students in these schools.

### **Home for Special Children**

The Foundation had built a home for Handicapped & Mentally Disabled Children in Banting, which was opened in November 2012 and has recently completed the expansion of the Home to include an old folks home.

### **Medical Assistance for the Less Fortunate**

In reaching out to a broad and diverse cross-section of beneficiaries irrespective of race or religion, the Foundation also provides financial assistance to the less fortunate suffering from critical illnesses who require medical treatment including surgery as well as purchase of medical equipment and medication. The Foundation is also assisting organisations that are geared towards helping the less fortunate to achieve a better life, including sponsoring community health programmes such as medical camps and donation of dialysis machines.

As of 31 December 2021, approximately RM9.78 million has been disbursed in the form of sponsorship for medical treatment to 1,044 individuals including purchase of equipment and medication for needy Malaysians, purchase of medicine for medical camps, and medical equipment for hospitals as well as dialysis machines for dialysis centres operated by National Kidney Foundation of Malaysia and Non-Governmental Organisations (NGOs) to provide subsidised treatment to those suffering from kidney failure.

### **Other Charitable Causes**

During these challenging times, the Foundation and companies under the Group have been contributing funds and essential medical equipment to charitable organisations and hospitals in support of our healthcare system and responded to appeals for donations in aid of the needy.

## STAKEHOLDER ENGAGEMENT

Stakeholders engagement is imperative in understanding their expectations. We recognise that stakeholder expectation, assessment and feedback are an integral part of our sustainability strategy and initiatives, and we are continuously improving our stakeholder engagement approach via various communication channels.

Stakeholder Group	Stakeholders Expectation	Communication Channel/Platform
Employees	<ul style="list-style-type: none"> <li>• Learning and development</li> <li>• Respect and recognition</li> <li>• Job satisfaction</li> <li>• Pay and benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Training programmes</li> <li>• Internal newsletter</li> <li>• New employee induction programme</li> <li>• Staff gatherings and other engagement channels</li> </ul>
Customers	<ul style="list-style-type: none"> <li>• Convenience and experience</li> <li>• Engaging, knowledgeable personnel</li> </ul>	<ul style="list-style-type: none"> <li>• Face-to-face interaction through service channels</li> <li>• Communication through Customer Service Department and Corporate Communications Department</li> <li>• Feedback through website, e-mail, social media platform</li> <li>• Sales, promotions, road shows and related events</li> </ul>
Suppliers/Vendors	<ul style="list-style-type: none"> <li>• Long term partnership</li> <li>• Financial resilience</li> <li>• Sustainable business growth</li> <li>• Experienced management team</li> </ul>	<ul style="list-style-type: none"> <li>• Liaison with suppliers before sourcing and engaging with contract managers</li> <li>• Meetings, business alliance events/meetings</li> <li>• Vendor service/support channel</li> </ul>
Shareholders and investors	<ul style="list-style-type: none"> <li>• Good governance</li> <li>• Sustainable business growth</li> <li>• Disclosure and transparency</li> </ul>	<ul style="list-style-type: none"> <li>• Investor relations channel and meetings</li> <li>• Annual General Meeting</li> <li>• Quarterly reports, Annual Report, media releases</li> </ul>
Government and regulators	<ul style="list-style-type: none"> <li>• Regulatory compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings, visits and events</li> <li>• Consultative and statutory reporting</li> </ul>
Local communities	<ul style="list-style-type: none"> <li>• Responsible corporate citizen</li> <li>• Support for social causes</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and sponsorships organised by the Company and Lion-Parkson Foundation</li> </ul>
Media	<ul style="list-style-type: none"> <li>• Response to media enquiries and requests for interviews</li> <li>• Long term engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Media releases and interviews</li> <li>• Advertisements</li> </ul>
Industry Associations	<ul style="list-style-type: none"> <li>• Support for mutual interests</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings and events</li> </ul>