

## Giving The Gift Of Christmas

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# B E R I T A IOI

The Official Newsletter of



**IOI GROUP**

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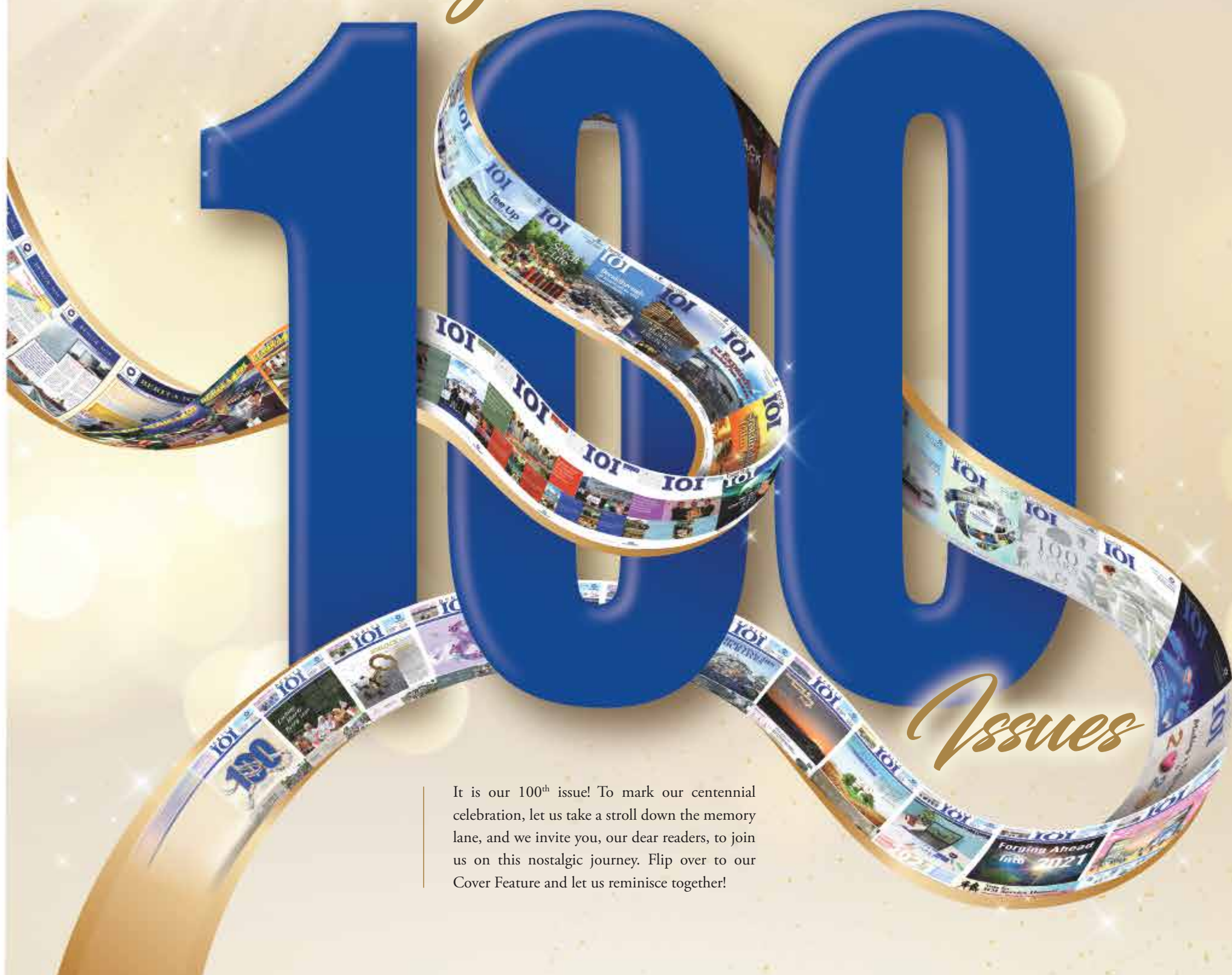
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# *Celebrating*



# *Issues*

It is our 100<sup>th</sup> issue! To mark our centennial celebration, let us take a stroll down the memory lane, and we invite you, our dear readers, to join us on this nostalgic journey. Flip over to our Cover Feature and let us reminisce together!



## New Semi-D

@ Bandar Puteri Bangi

35' x 80'

from RM 1.4m\*

5 + 1  
Room



Open  
for Sale

\*Terms & Conditions Apply

\*Unit is for illustration only





IOI GROUP

Winning a second consecutive gold award is a testament to our leadership position in the ESG dimension.



All public-listed companies (PLCs) will now automatically have an environmental, social and governance (ESG) score by FTSE Russell. This is meant to increase the adoption of ESG practices through valid evidence and recognise the efforts. Ultimately, it is a great method to curb greenwashing and all those false claims.

This year, FTSE Russell appraised 356 PLCs, an increase from 296 last year. A total of 63 awards were presented to 48 companies during *The Edge Malaysia ESG Awards 2023* at Hilton Kuala Lumpur on 6 November 2023.

# The Edge 2 ESG Gold

IOI Corporation Berhad and IOI Properties Group Berhad led by example with our *Gold Award in the Plantation Sector under the Equities Category* and *Gold Award in the Property Sector under the Equities Category* respectively. We are championing sustainability and moving forward with a collective aspiration to play an active role in helping to build a sustainable and inclusive future for everyone.



IOI PROPERTIES

Celebrating the first win in the property sector.



## Triple Win Spurred By Leading Edge



*The Edge Billion Ringgit Club (BRC) Awards 2023.* We clinched two *Highest Growth in Profit After Tax Over Three Years Awards* in the Big Cap Companies (RM10 billion to RM40 billion market capitalisation) and Plantation categories as well as the *Best Corporate Responsibility (CR) Initiatives Award*, which is our second CR trophy after 2019.

The annual BRC Awards honoured 181 BRC members who commanded a market capitalisation of 90.4% or RM1.49 trillion on Bursa Malaysia in 2023.



Despite the market volatility and ongoing Covid-19 pandemic, IOI Corporation Berhad remains resolute in delivering a sustainable performance. This was proven by our 37.5% compound annual growth rate in our three-year net profit ending in FY2022. We have not stopped our commitment to sustainable practices either.

Hence, we celebrated the win of not one, but three accolades, at

## Growing In The Winning Edge

Similarly, in the face of adversity, IOI Properties Group Berhad managed to rise and slay other property peers with booming earnings growth from FY2019 to FY2022. We joined *The Edge Billion Ringgit Club (BRC)* winners' list for the first time and walked away with the *Highest Growth in Profit After Tax Over Three Years Award* in the Property (RM3 billion and above market capitalisation) category.

During the BRC awards' three-year evaluation period, we were the only member in the RM3 billion and above category to show positive earnings growth, with a risk-weighted three-year profit after tax compound annual growth rate coming in at 1.3% as our net profit grew from RM661.3 million in FY2019 to RM686.7 million in FY2022.



PROPERTY  
RM3B AND ABOVE MARKET CAPITALISATION  
BEST GROWTH IN PROFIT AFTER TAX OVER THREE YEARS  
IOI PROPERTIES GROUP BHD

We accepted the prestigious award at the BRC Awards 2023 at Mandarin Oriental Kuala Lumpur on 23 October 2023.

### Editor's Note

This issue marks the 100<sup>th</sup> edition of our Berita IOI. Aside from our centennial milestone, we have plenty to celebrate. From corporate achievements and gala dinners to festive celebrations and significant events, the past three months (October to December 2023) have been filled with joyous occasions and important updates. And it's all thanks to you – our great readers – and, of course, our valued contributors. Thank you for making Berita IOI what it is today. Here's to more insights, updates and many more amazing years ahead. Let's gear up for a wonderful 2024 together.

## A Great & Caring Workplace

Once again, IOI Properties Group Berhad (IOIPG) is identified as a great workplace and one of Asia's employers of choice. This year, we won not just one but two awards – the HR Asia *Best Companies to Work for in Asia* and the *Most Caring Company*. IOIPG People & Culture team, headed by Ms Bhuvanesh Krishnasamy, celebrated the win with Team IOI at the HR Asia awards ceremony at One World Hotel in Petaling Jaya, Selangor on 7 December 2023.

We were among the 78 organisations that have been recognised for creating an exemplary work environment for our employees through our human resources (HR) practices, high level of employee engagement and excellent workplace culture, which are in line with HR Asia's theme, *Celebrate Diversity & Inclusion*. During the Covid-19 pandemic, we made it a point to prioritise our employees' well-being as we rolled out numerous wellness initiatives. As such, we walked away with the first HR Asia *Most Caring Company* award along with 12 other companies. The award acknowledges organisations which showed exceptional care for their employees, particularly during challenging times. Turn to Highlight on page 9 where Ms Bhuvanesh is delighted to share all the efforts of her team.

Over 300 companies participated in the nominations of the awards, which were measured based on the *Total Engagement Assessment Model* survey that has been specially designed to measure the employee engagement level of a company. We were involved in a comprehensive evaluation process and audit presentation which highlighted our HR practices and initiatives, and examined our efforts to enhance employee experience and engagement.

Ms Bhuvanesh Krishnasamy (left) and Senior Manager (Talent Management & Organisational Development) Ms Wong Joe Yee at the gala dinner and awards ceremony.



HR Asia  
MOST CARING  
COMPANY  
AWARDS 2023



HR Asia  
BEST COMPANIES  
TO WORK FOR  
IN ASIA 2023

## A Decade Of Trusted. EXCELLENCE



IOIPG Group Chief Operating Officer - Property Development (Malaysia) Mr Teh Chin Guan (middle) accepting the prestigious award at Mandarin Oriental, Kuala Lumpur.

In 2022, IOI Properties Group Berhad (IOIPG) took the seventh spot at *The Edge Malaysia Top Property Developers Awards (TPDA)*. Well, things are getting bigger and brighter for us. Our profit after tax and minority interest soared to RM1.39 billion in FY2023, a 103% increase and almost double or triple the results of our competitors. This has boosted our market capitalisation to over RM10 billion in October 2023, making us one of the nation's largest property companies.

On top of our growing presence in Singapore and China, IOI City Mall is hailed as the biggest shopping mall in Malaysia, and is still expanding to become one of the biggest in the region. In 2023, we improved our ranking to the fourth spot at the recent *TPDA* ceremony in November 2023. In fact, it marks our best ranking over the last decade. Cheers to Team IOI for delivering quality and excellence, and exceeding expectations!

Our people are our driving force as we strive towards excellence in our three core segments.



## GOLD 2023 ecovadis Sustainability Rating

## The Glitter Continues

IOI Corporation Berhad uses one of the world's largest and most trusted methodologies to assess our sustainability and strengthen our transparency – the EcoVadis platform which rates companies based on the environmental, social and governance (ESG) framework.

Once again, IOI Pan-Century Oleochemicals Sdn Bhd has defended the gold crown. Thanks to our continuous sustainability efforts such as our solar rooftop and new state-of-the-art soap noodles plant with 50% less energy consumption and minimal wastage in Johor, we have scored exceptionally high in the environment area (80%). As a result, we have maintained our overall score of 73% across 21 sustainability criteria to earn the *Gold Sustainability Rating*. This places us in the 96<sup>th</sup> percentile or among the top 5% of over 100,000 evaluated companies by EcoVadis. We look forward to the results of IOI Oleo GmbH and IOI Acidchem Sdn Bhd, which EcoVadis are assessing.

## Loyal To A Royal Touch

The bar for hotel luxury, elegance and hospitality in Malaysia is sky-high when it comes to conferences and events. All the more so when you have distinguished guests such as members of the royalty, diplomats, ministers or top corporate management. But all these are common for Putrajaya Marriott Hotel which has organised countless high-profile events and served many VIP guests successfully since its opening in May 2002.

We guarantee a grand arrival, matchless luxury, sophisticated design, comprehensive understanding of protocols and exceptional service, with the promise of an unforgettable experience. So much so that we were awarded *Best Luxury Conference & Event Hotel* in Putrajaya, Malaysia, by *Luxury Lifestyle Awards (LLA)* in November 2023. We are commended for our success and stellar reputation as a premier destination of choice for corporate events, conferences and distinguished gatherings.

LLA is a global award selecting, recognising, celebrating and promoting the best luxury goods and services all over the world. The goal is to connect people with the best of luxury. LLA has evaluated more than 10,000 goods and services in 400 categories from 60 countries, and analysed the results to give you a top list of the best of the best in the world.

IOI Properties Group Berhad Cluster General Manager Mr Kumar Renoo (second from left) is proud of the royal recognition of the team.





# GOING FORWARD FASTER IN SUSTAINABILITY

We are halfway to 2030 and racing to fulfil the promise of the *2030 Agenda for Sustainable Development* by the United Nations (UN) – a better future where we can enjoy balanced growth, peace and prosperity.

IOI Properties Group Berhad (IOIPG) is in the race too and going forward faster with efforts that align with the UN Sustainability Development Goals (SDG). We pioneered a *Life Cycle Assessment* for our GEMS Residences, which looked into its environmental impacts to reduce carbon emissions. Not only that, our solar panels have collectively generated 15,794 gigajoules of renewable energy in FY2023, equivalent to an emission reduction of 3,390 tonnes of carbon dioxide a year. We are also constantly preserving biodiversity and green features in our townships for carbon sequestration in line with the *Low Carbon City Framework*. These efforts have accelerated our long-term decarbonisation and they align with Goal 7: Affordable and Clean Energy, Goal 11: Sustainable Cities and Communities, Goal 12: Responsible Consumption and Production, Goal 13: Climate Action, and Goal 15: Life on Land.

The UN Global Compact Network Malaysia and Brunei acknowledged our efforts at the *Forward Faster Sustainability Awards 2023* (previously known as the *Sustainability Performance Awards*). We were awarded the *Pioneer Sustainable Development Action Recognition* for our *Life Cycle Assessment*, and the *SDG Reporting Disclosure Recognition* for going the extra mile to disclose our SDG integration in our annual reports since 2017.



IOIPG Head of Group Corporate Sustainability Ms Kristine Ng (middle) and Sustainability Manager Mr Kelvin Diong (right) received the awards at Parkroyal Collection Kuala Lumpur on 24 November 2023.

## SAFETY INNOVATION BEHIND THE WHEEL



IOI Plantation Director Mr NB Sudhakaran (right) and Morisem 3 Estate Manager Mr Zul Fadli beaming with pride at One World Hotel in Petaling Jaya, Selangor on 25 October 2023.

The rate of occupational injuries in 2022 has decreased by 33% compared to a decade ago in Malaysia. Given this, Deputy Human Resources Minister Datuk Mustapha Sakmud applauded 31 organisations from various industry sectors which have shown excellent performance and achievements in ensuring occupational safety and health at the workplace.

In the palm oil industry, IOI Plantation Services Sdn Bhd's Morisem 3 Estate groundbreaking driver's safety driving simulator room landed a perfect score of 100/100 in the second audit assessment with the National Council for Occupational Safety and Health in August 2023, placing us among the winners of the *National Occupational Safety & Health Awards 2022*.

To us, basic safe driving skills are not sufficient, especially when you are driving farm tractors, which require extra skill, alertness, experience and on-the-spot decision making. Our target is to have first-class drivers equipped with defensive-driving strategies and life-saving techniques, which are now possible with our virtual and interactive training in a metaverse environment. Together, we are driving towards a safety mindset at all times, reduced accidents and minimal wear and tear on our vehicles.



Your skin needs more moisture, vitamins or oil depending on the occasion, temperature or lifestyle. Although skin needs sometimes change on a daily basis, most consumers use the same skincare products, day in, day out, because do-it-yourself homemade creams and lotions are not easy nor available. That was until now.

IOI Oleo GmbH invites you to be the creator of your skin needs with our SOFTISAN® MagicPOWDER S. Our cold-processable transforming ingredient enables you to create simple powder-to-emulsion on-the-go formulas with a tightening soft after-feel. Without using special equipment and simply by adding water, you can instantly create a soft base formulation with caring properties, which can be enriched with various ingredients, thanks to its wide pH application range and flexibility in both hot and cold processes.

Our innovative and functional SOFTISAN® MagicPOWDER S impressed the judges at the *in-cosmetics Asia Awards* on 8 November 2023 in Bangkok, Thailand, and we bagged the silver *Innovation Zone Best Active Ingredient Award*. Check out this wonder at: <https://cutt.ly/BwGULJze>



After we were nominated in the same category for the pre-selection at *in-cosmetics Europe*, our Personal Care team once again placed this ingredient in the spotlight through diverse activities such as Formulation Lab, Innovation Box and more at our trade exhibitions. And it was worth it!

## Taking Care Of EMPLOYEES



When it comes to employee welfare, we do our best to give our employees good financial well-being, competitive wage packages, incentives and benefits. Recently, the Employees Provident Fund (EPF) of Johor recognised the commitment of IOI Pan-Century Oleochemicals Sdn Bhd. We received the *Best Employer Award 2023* for our compliance with statutory bodies and our exemplary efforts such as the *Voluntary Excess* contribution, which is a popular scheme among our employees. We will continue to advance our employees' well-being because employees are our greatest asset.



Our Human Resources Department received the award from EPF at Opero Hotel in Johor on 30 November 2023.

# Now... Another W In The Lion City



What's new? What's next? Once you arrive, you'll want to soak it in and live it up with an infectious desire to see more, feel more and explore more. Born from the bold attitude and vibrant energy of New York City, W fuels guests' appetite for life and luxury by bringing the best of music, fashion, design and fuel to stunning destinations around the globe.

Iconic, innovative and inspiring, with its *Whatever/Whenever* service, W is now trailblazing to Singapore with the next W Singapore – Marina View in "answering to the growing demands of luxury lifestyle hotels, which is set to transform guest experience in leisure, entertainment and gastronomy within the iconic Marina Bay district," said IOI Properties Group Berhad (IOIPG) Chief Executive Officer Mr Lee Yeow Seng during the signing agreement between IOIPG and Marriott International, Inc. on 1 December 2023. The collaboration will bring the second W to Singapore, after the 240-room W Singapore – Sentosa Cove, which opened in September 2012.

W Singapore – Marina View hotel will feature 350 stylish and spacious guest rooms and suites, the WET deck, FIT fitness centre, AWAY spa, WOObAR, and who can forget the brand's iconic Living Room? It will be housed within IOIPG's 51-storey mixed-use development of Marina View site, which also includes the Marina View Residences' 683-unit high-end apartments. W Singapore – Marina View is scheduled to operate in late 2028.

Wow! We can't wait!

(Top pix): Marriott International President for Asia Pacific (excluding China) Mr Rajeev Menon (left) and Mr Lee Yeow Seng, who is confident of the partnership with Marriott International again for its track record and expertise in the hospitality industry.



## Keep Those Engines Running To Reduce GHG

IOI Plantation Services Sdn Bhd installed and commissioned our first *Jenbacher* biogas engine in Leepang Palm Oil Mill, Sabah in August 2018 and has reduced our greenhouse gas (GHG) emissions by effectively generating clean energy and heat from bio-waste. Since our first biogas engine, we have installed six more in Sabah. They are located at our Ladang Sabah Mill, Pamol Sabah Mill, Mayvin Mill, Morisem Mill, Syarimo Mill and Unico Desa Mill.

We want our biogas engines to stay efficient, productive and effective. This involves timely maintenance. Did you know that the filters and spark plugs need to be replaced at every 2,000-hour operating interval? A major overhaul also needs to be conducted at every 10,000<sup>th</sup> and 20,000<sup>th</sup> hour. You may think that routine maintenance is unnecessary when a biogas engine is running well and shows no signs of failure, but avoiding the necessary maintenance can cost even more for major repairs in the long run.

We recently partnered with UMW Group's wholly-owned subsidiary, UMW Industrial Power Services Sdn Bhd (UIPS), to ensure the optimal performance and longevity of our biogas engines so that we can achieve our net-zero GHG emissions for Scope 1, 2 and 3 by 2040. We signed a 16-year long-term service agreement with UIPS on 6 December 2023 which covers maintenance services and engine block replacement for all our seven *Jenbacher* biogas engines, commanding a total generation capacity of 5,523 kW to power our palm oil mill operations, living quarters and auxiliary usage.



Now, our well-maintained biogas engines will provide a remarkable power conversion rate of up to 48.7% and maximise resource efficiency for our operating units, while mitigating our GHG emissions and carbon footprint.





Team IOI, five MGBC staff members and 26 UTM students actively greening the Red List.

In former times, *Dryobalanops aromatica*, also known as Borneo Camphor, is easily recognisable. Not only is it famous for forming 'jigsaw puzzles' in the sky due to its massive height of up to 70 metres (m) and diameter of up to 2 m, but this evergreen tree produces a resinous smell. Even its fallen leaves, when crushed, emit this individualistic smell. Now, you can hardly smell or see this tree anywhere. The tree species has become so rare that it is listed as 'vulnerable' in the International Union for Conservation of Nature (IUCN) Red List of Threatened Species.

But we can look forward to 12 growing trees of hope and more as IOI Properties Group Berhad Business Unit (BU) Johor collaborated with the Malaysia Green Building Council (MGBC) Southern Chapter and Universiti Teknologi Malaysia (UTM) to *Save Our Vulnerable Trees* on 9 December 2023. Head of BU Johor Tuan Haji Nor Izzuddin Bin Md Kassim led 82 people, including 51 employees from Team IOI, to plant four types of tree saplings that are classified as 'vulnerable' and 'endangered' in the IUCN Red List. Altogether, we planted 59 saplings and also cleared away 105 kilogrammes of rubbish from the 3.17-acre vacant plot in Taman Kempas Utama, Johor.

## Save Our Vulnerable Trees

The flowers of *Shorea singkawang*, an IUCN Red List Vulnerable tree species, provide nectar for insects. Without it, where would our bees, butterflies and moths be?



TO EACH ONE

## PLANT ONE

Labad Datu Region General Manager Mr Prakash Arumugam @ Nadarajah led by example and planted the first tree at the event.



Planting trees became easy as Mr Rahim, a representative from Project RELeaf, guided us step-by-step.

Even our youth from HUMANA schools were here to make a positive contribution to our planet.



## Time To Bond

Looking forward to a progressive meeting next year!



Every year, IOI Plantation Services Sdn Bhd and IOI Edible Oils Sdn Bhd (IOIEO) make it a point to meet with stakeholders and partners to improve our processes and tackle challenges together. Sakilan Palm Oil Mill Senior Manager Mr Jumar Bin Asjadi took the lead with departmental heads from Sakilan Palm Oil Mill, Sakilan Estate, Linbar 1 Estate and Linbar 2 Estate to welcome the Ministry of Health, Malaysian Palm Oil Board and more for feedback towards our continuous improvement.

Meanwhile, IOIEO visited our raw material suppliers, Sugut Palm Oil Mill, Fortuna Palm Oil Mill and Kretam Palm Oil Mill, to re-affirm our net-zero commitment and our *No Deforestation, No New Planting on Peat & No Social Exploitation* stand. Labour issues are equally important so we co-organised a one-day *Labour Protection Workshop* with Earthworm Foundation to enrich 40 participants from 20 palm oil mills and estates in Sabah to focus on proper labour management.



## Planting A Green Future

The Malaysian palm oil industry faces a severe labour shortage. It is the allure of the dynamic city lights versus the monotonous pace in the palm oil plantations. But not according to 113 students and four lecturers from the Sustainable Agriculture Faculty of University Malaysia Sabah (UMS). They gained a fresh perspective after IOI Plantation Services Sdn Bhd opened a world of challenges and excitement to these future leaders during an eye-opening visit to our Sakilan Palm Oil Mill.

Now, the students know that fresh fruit bunches (FFB), though similar in look in textbooks, are graded differently in reality as per the Malaysian Palm Oil Board's categories. Sakilan Palm Oil Mill Assistant Manager Mr Christine Joannes pointed out the diverse colours and qualities of FFB at the loading ramp. Apart from the mill activities, our Sustainability Palm Oil Department highlighted our commitment to sustainability. Our best management practices, sustainability certifications, efficient waste management, greenhouse gas emission reduction efforts, the United Nations's Sustainability Development Goals and the International Labour Organization's practices are just a few of them.

The sunny morning of 27 November 2023 was a fruitful session. Who knows? One of them may become our future colleagues.



Students say cheese to a fruitful day of learning about the oil palm industry!

## Making The World A Bit Better

Untreated sludges, effluents, solvents, acids, explosives, toxic metals and other wastes can easily seep into the ground through landfills and pollute the environment and our health if we simply dispose of the waste.

IOI Corporation Berhad joined forces with Lagenda Bumimas Sdn Bhd to commit to efficient waste management of our waste and protection of the environment on 15 December 2023. The industrial wastes of our estates and palm oil mills will be disposed of properly, responsibly and sustainably in the hands of a leading integrated scheduled waste company with 18 years of extensive knowledge and specialised services. As the official scheduled transporter, Lagenda Bumimas will ensure the scheduled waste of all our operating units under our nine palm oil mills' central collection area (Morisem, Leepang, Syarimo, Baturong, Unico Desa, Ladang Sabah, Sakilan and Pamol) and three estates (Cantawan, Tas Halusah and Unico 6) are discarded in compliance with the environmental regulations.



The signing ceremony at Morisem Club House with (from left) Senior Manager Mr Hasanuddin Gessa, Lagenda Bumimas Managing Director Mr Tan Pek Chian, General Manager Mr Raymond Herberston and Mill Manager Mr Kanny Paul Sitip will ensure our scheduled waste collection will run smoothly and efficiently with minimal ecological footprint.

Mobile phones, batteries, computers, televisions, microwaves – these are common electrical or electronic devices that serve us well until they become unwanted, obsolete, broken or non-functional. Then, it is time to throw them away. Many just chuck them into the bin without realising the environmental impact. Electronic waste, or e-waste, is one of the 77 industrial waste categories containing toxic substances like mercury, lead, arsenic, cadmium and flame retardants, which can be released into the atmosphere, infiltrate the soil and pollute the environment for years.

IOI Pan-Century gave a new lease of life to a massive one-tonne of e-waste at our inaugural *E-Waste Recycling Drop Off* programme. We collaborated with Cenviro Recycling & Recovery Sdn Bhd to set up designated collection points from 4 to 12 December 2023 for employees to responsibly discard their used gadgets – knowing that their e-waste will be turned into environmental solutions or e-solutions to protect the environment. Cenviro, a leading licensed recycling facility in Malaysia, will dismantle the e-waste into reusable parts or discard them sustainably to prevent environmental pollution thus minimising our impact on future generations.



Say goodbye to the old tech, and welcome the new year with a small token for responsibly handling e-waste.



We are proud of our collective environmental sustainability and responsible waste management of these items, from mobile phones and accessories to household appliances, telephones, televisions and monitors.

## Turn E-Waste To E-Solutions



## Flocking Together For Biodiversity Conservation

Malaysia is home to 790 bird species, including 63 rare gems and over 100 migratory birds. Birds are not only beautiful to watch but also an important indicator of biodiversity. The more bird species in the wild, the more seeds will be dispersed to keep our flowers and fruits growing. Nature enthusiasts, birdwatchers and photographers flock to Sepilok Rainforest Discovery Centre every year to catch a glimpse of Bornean Bristlehead, Bornean Falconet and 300 recorded species of birds that are found in Sepilok.

IOI Plantation Services Sdn Bhd (Sandakan Region) was honoured and delighted to be invited to participate in the *13<sup>th</sup> Borneo Birds Festival 2023* in Sandakan, Sabah from 21 to 22 October 2023. As the sole plantation company participating with a booth, we seized the opportunity to showcase our commitment to sustainability and management practices, drawing curious onlookers to a world where nature-positive impacts harmonise with responsible cultivation. Many do not know that barn owls (*Tyto alba*) help to control the rat population in our oil palm plantations, while Magpie Robin (*Copsychus saularis*) and Yellow-vented Bulbul (*Pycnonotus goiavier*) prey on insects to help with pest control.

Organised by the Sabah Forestry Department and the Sandakan Borneo Bird Club with support from the Sabah Tourism Board and Birdwatching Asia, the festival was buzzing with activities such as a bird race, wildlife photography contest, guided birdwatching walks, exhibition booths, nature talks, adventure activities, workshops and more. We donated RM3,000 to sponsor the two-day Children's Bird Camp to encourage our young ones to appreciate our feathered friends.



Participants of the Children's Bird Camp came to say thank you at our booth.

The festival was officiated by Sandakan Member of Parliament Yang Berhormat Vivian Wong Shir Yee.



## Energising A Green Trail

The energy sector is responsible for about 79.4% of greenhouse gas emissions. That is why energy efficiency is so critical in decarbonising our economy and mitigating climate change. IOI Pan-Century Oleochemicals Sdn Bhd (IOI Pan-Cen Oleo) scored a win for energy efficiency and moved us closer to our net-zero goal when our energy conservation efforts got a thumbs-up from the Malaysian Ministry of Natural Resources, Environment & Climate Change (NRECC) and the Japanese Ministry of Economic, Trade & Industry (METI). They handpicked us for a pilot project to reduce carbon dioxide emissions through energy conservation. Not only that, we have been chosen as a role model for other companies in Malaysia.

We sent our best employee, Utility Department Deputy Manager Mr Ishak Hashim, for the five-day training at Vision Centre Tamachi in Tokyo, Japan from 11 to 15 September 2023. He came back with valuable insights and is all geared up to lead us to achieve our sustainability goals and meet the requirements of the *Energy Efficiency and Conservation Bill 2023 (EECA)* under the guidance of NRECC and METI.

Here's to a greener and more energy-efficient future.



From 8 to 11 December 2023, the Energy Conservation Center from Japan plus the Sustainable Energy Development Authority and Energy Commission performed a joint energy audit at our oleochemical plant. The audit provided a detailed diagnosis of our energy management system, which is insightful to improve our energy efficiency.

## Counting The Cost



What is our climate impact? How big is our carbon footprint? Which part of our operations emits the most greenhouse gases (GHG)? As the saying goes: You cannot manage what you cannot measure.

GHG accounting or carbon accounting marks the crucial first step in measuring, managing and reducing a company's carbon footprint, so IOI Oleochemical Industries Berhad has begun identifying, calculating and reporting the direct and indirect sources of GHG emissions at our Malaysian plants back in 2015, and our German plants in IOI Oleo GmbH the following year.

We are using the widely known ISO 14064-1, a credible global framework to quantify and verify emissions in a GHG inventory. In 2022, IOI Acidchem Sdn Bhd, IOI Esterchem Sdn Bhd and IOI Pan-Century Oleochemicals Sdn Bhd (IOI Pan-Cen Oleo) engaged SIRIM Berhad for an intensive training on ISO 14064-1 GHG quantification and reporting. IOI Pan-Cen Oleo has proudly produced its GHG accounting report in line with the ISO 14064-1 requirements in December 2022, while both IOI Acidchem and IOI Esterchem are currently finalising their reports. Likewise, IOI Oleo GmbH has also engaged an external consultant.

The work does not stop even after our GHG accounting is done. We will continue monitoring and reducing our GHG emissions while ensuring our data is complete and accurate. Ultimately, we want to attain the independent ISO 14064-1 verification for all our oleochemical manufacturing sites in 2024 as we progress towards our net-zero GHG emissions for Scope 1, 2 and 3 by 2040.

## Unlocking The Full Potential Of Employees

Nowadays, employees seek personal value, fulfilment and so much more at work beyond monetary rewards. The role of human resources has also evolved from a transactional role into being a strategic business partner that impacts the success of an organisation.

IOI Properties Group Berhad (IOIPG) Head of Group People & Culture Ms Bhuvanes Krishnasamy is not only passionate about building people strategies and initiatives, but she goes beyond, transforming a traditional HR function into a value-adding team for the organisation.

She ventured into this field by chance after a gentle nudge from a mentor despite a six-year career as a Chemist in various industries, namely palm oil, oleochemicals, and environmental testing laboratories. Nevertheless, she has never regretted her decision and has never looked back. Today, with over 20 years of experience in human resources, she is a versatile and strategic leader who prioritises organisation growth and employee well-being. Here, she shares her passion for people and culture which led to IOIPG's recent win in the HR Asia awards.

Ms Bhuvanes Krishnasamy  
Head of Group People & Culture  
IOI Properties Group Berhad

### Q1

#### Why are you drawn to the field of human resources?

It allows me to understand various aspects of the business, which helps the organisation and the employees collaborate in a positive and productive work environment. It also allows me to help individuals fulfil their potential, thrive in their jobs and develop their careers with IOIPG. I find it fulfilling to see someone's career grow as they work towards achieving the company's goals and objectives.

### Q2

#### IOIPG has been awarded the HR Asia *Best Companies to Work for in Asia* award for two consecutive years on top of the *Most Caring Company* award. Can you elaborate on the practices and efforts that led to this milestone?

First and foremost, it would not have been possible were it not for the leadership team of IOIPG, the team members in People & Culture and Team IOI as a whole. They made it happen. A structured People Strategy was carved out covering many aspects that include performance management, talent acquisition, talent management, digital transformation, rewards, learning and development, employee experience, employer brand and process improvement among others. We worked towards the fruition of this plan diligently.

In addition, the organisation supported employees' well-being throughout the pandemic and this effort continued to date, post the pandemic. We organised various well-being talks and activities such as ergonomic talks, diabetes talks, heart attack, stroke and gut health talks, legacy planning, KWSP talk and booth, blood donation, free health screening, free eye checks, on-site head and shoulder massage, weekly *Zumba* sessions and many more.

IOIPG has so much to offer to our employees and potential talents out there. We showcased what we have and our potential, leading to the recognition through these awards, and we are very proud of this achievement.

### Q3

#### IOIPG is a big family with a total workforce of 2,647 employees (based on IOIPG's Integrated Annual Report 2023) who are diverse in hierarchy, nationality, ethnicity, value and more. How does IOIPG manage to celebrate diversity and inclusion while maintaining harmony among everyone?

Creating a diverse and inclusive workforce requires commitment from all levels of the organisation. Obtaining regular feedback via our *Voice of Employee Survey* is one of the methods IOIPG has adopted to understand our diverse workforce. In addition, our respective leaders have carved out action plans to address key concerns to ensure we have an engaged workforce while maintaining harmony.

### Q4

#### What is the top challenge that IOIPG is facing in 2024?

Talent acquisition remains a challenging aspect for most organisations, and it is one of our challenges as well. However, we believe that our strong brand, growth and vision of IOIPG, anchored by the leadership of our Group Chief Executive Officer Mr Lee Yeow Seng, will enable us to manage this challenge effectively.

### Q5

#### How do you attract top talent and retain them?

IOIPG is one of the well-known developers in the country. Our strong brand presence, coupled with our current and future growth plans, are among our key pillars in attracting and retaining our talents. Additionally, the diversity and synergy within our diverse businesses, namely property development, property investment, hospitality and leisure, give the opportunity for employees to grow their careers in IOIPG while gaining different exposure. Our leadership team is also committed to leading and developing the team towards a common goal. On top of that, we regularly benchmark ourselves to the market to remain competitive.

### Q6

#### Moving forward, what are the plans for the department in 2024?

We will continue to work on enhancing employee experience so that our employees can positively contribute to the organisation's business goals while having a fulfilling career with IOIPG.



Ms Bhuvanes (centre) stands proudly alongside her dedicated People & Culture team members during the HR Asia awards ceremony on 7 December 2023. They are fun and committed, nurturing a culture of inclusivity, growth and well-being at IOIPG. This dynamic team is empowered and supported by IOIPG's senior leaders and employees, sharing a passion to fuel innovative initiatives that promote employee engagement, diversity, equity and inclusion with a dedicated goal. Together, they work towards championing the diverse needs of the employees. Cheers to this invaluable team that continues to elevate the standards of excellence at IOIPG.



# GIVING THE Gift Of Christmas



The joy of Datin Joanne with her champions and beneficiaries (top) as well as children and caregivers from the three homes (right).

Christmas invites us to give the gift of love and love to the unfortunate. It is a season where we can make a positive impact in the lives of the underprivileged. Nothing beats the priceless smiles of hope, and on 5 December 2023, 18 beneficiaries from schools, orphanages, animal shelters and various non-profit organisations came with grateful hearts to receive the gift of love from Bargain Basement.

Founder of Bargain Basement and IOI Foundation (formerly called Yayasan Tan Sri Lee Shin Cheng) Executive Director Datin Joanne Wong has tirelessly championed Bargain Basement's vision to declutter and give used items a second life. More importantly, she has championed the cause of the underprivileged by donating all the proceeds to them. This time, Bargain Basement contributed RM400,000 of its net proceeds, bringing to a total of almost RM1,000,000 since its inception in 2016.

In the same spirit of giving, IOI Foundation, together with IOI City Mall (ICM) and IOI Mall Puchong, brought the house down at ICM with cheers and laughter. As we spread the joy of Christmas with RM60,000 to Rumah Charis, Shalom Nursing Home and Pertubuhan Anak Yatim Darul Aminan, ICM whisked the 30 children to a magical day to learn all about plants and animals at the 18,000 square feet IOI City Farm. The fun continued with a whirlwind of action-packed excitement at District 21 followed by a gingerbread decoration workshop by Hogan Bakery. The children grinned ear to ear as they enjoyed a merry meal, mouth-watering desserts and Christmas gifts.

Malaysian Association of Paediatric Palliative Care is just one of the 18 beneficiaries, which include Society for the Severely Mentally Handicapped, The Edge Education Foundation, The Lost Food Project, Universiti Tunku Abdul Rahman and more.



Decorating gingerbread men was one of the highlights of the day for the children.



The audience enjoying magic tricks from Santa Claus.

The children having the time of their lives in IOI City Farm which features 17 different species of animals, a collection of 111 species of living plants and 50 freshwater aquatic species.

Over at IOI Mall Kulai, Santa Claus brought his bag of surprise treats to 37 children from Pusat Kebajikan Kalvari Johor on 15 December 2023. The fun continued with a *Christmas Magic & Puppet Show*, angelic singing and dancing performances. A sweet treat by Chenderawasih Brothers Enterprise ended the memorable festive outing.

IOI Properties Group Berhad Chief Operating Officer - Property Investment (Malaysia) Mr Chris Chong said: "At IOI Malls, the heartwarming embrace of the holiday season goes hand in hand with a sincere obligation to spread cheer to those who may need it most."



Look, I am reaching the top!

The magician clown and his two little assistants performing tricks to the crowd.

# Light Up The Smiles This Deepavali

Every little act of kindness is a light to the darkness. This Deepavali, IOI Properties Group Berhad went all out to make many little faces smile with joy while creating beautiful memories with them.



## The Great Deepavali At IOI City Mall

On 26 October 2023, IOI City Mall treated 40 underprivileged children and their caretakers from Pertubuhan Kebajikan Yesuvin Mahligai in Kajang and Pertubuhan Kebajikan Heavenly Home in Puchong, Selangor to a day of festive cheer. From decorating a *kolam* to observing plants, marine life and animals at IOI City Farm to gliding at Icescape Ice Rink to enjoying a magic show and a satisfying Portuguese dinner to receiving goodie bags, it was a memorable day of happy smiling.



## The Gift Of Love At Palm Garden Golf Club

On 6 November 2023, Palm Garden Golf Club Head Ms Karen Ng and Team IOI brought smiles to 38 orphans at Pusat Jagaan Beribuan Kasih in Kajang, Selangor with gifts of love such as rice, sugar, cooking oil, milk powder, household cleaning items, toiletries and daily supplies. The day ended on a marvellous note with a yummy lunch and Deepavali *angpous* for the kids.



## Glorious Diwali At IOI Mall Kulai

On 11 November 2023, IOI Mall Kulai invited 50 children from Persatuan Kebajikan Rumah Kesayangan Guru Shree Raghavendra in Kulai, Johor to watch *The Marvels* at Golden Screen Cinemas followed by shopping for new clothes. The fun continued with an entertaining peacock dance, games, clown and magic show performances as well as a spread of delicious food.

# Opening Doors To 10 Outstanding Students



"I was incredibly grateful and thrilled when I received the news that I was successful in the assessments and interviews for the Yayasan Tan Sri Lee Shin Cheng Scholarship Awards," recalled Mr Chai Tian Siang (*presenter in pic*) as he described how Yayasan's invaluable support and financial assistance opened the door for him to pursue his Bachelor of Material Engineering at the University of Malaya. He graduated with first class honours.

A scholarship recipient from 2004 to 2008, Mr Chai proudly related his bright career prospects in IOI Plantation Services Sdn Bhd. He started as a young Cadet Engineer in June 2008 at Pamol Kluang Palm

Oil Mill after he had completed his scholarship. Today, he is a Senior Mill Manager (Peninsular Mills) overseeing four palm oil mills (two in Johor and two in Pahang).

He stood as an example for the 10 future leaders of IOI at the IOI Foundation's (formerly known as Yayasan Tan Sri Lee Shin Cheng) scholarship presentation ceremony at IOI Headquarters on 20 November 2023. IOI Corporation Berhad Group Managing Director & Chief Executive Dato' Lee Yeow Chor, who is also the Trustee of IOI Foundation, and Executive Director of IOI Foundation Datin Joanne Wong congratulated the 10 outstanding students who were awarded RM375,000 worth of scholarships to complete their various fields of studies in respective universities.





# Celebrating



Look at how far we have come. Berita IOI began its journey as a quarterly newsletter in September 1995. From achievements, celebrations and triumphs to updates, stories and insights, it was all about keeping our employees in the loop. Even after 100 issues, our inspiration remains unchanged. Whether you are near or far, local or on the other side of the globe, this newsletter connects us all.

Graphically, as you can see, we have undergone a few transformations in our 100 issues of existence to keep the newsletter fresh. We went through some makeovers, especially in 2020 when we transitioned to a tabloid version and evolved with a total front-to-back redesign of the look and content. Take a look at some of our notable features, capturing the big moments, milestones and celebrations. Here's to many more issues ahead.



# Young STEM Leaders

STEM (Science, Engineering, Technology and Mathematics) subjects are all about exploring the unknown and developing creative problem-solving skills, so what better way to ignite the wonders of STEM and inspire innovation in young minds than to hold a STEM competition? IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) collaborated with Universiti Tunku Abdul Rahman (UTAR) to organise an *IOI STEM Competition & Exhibition 2023* on 21 October 2023 at Pei Hwa Independent High School (Pei Hwa).

Eight schools in the Segamat and Tangkak districts of Johor, namely SJK (C) Hwa Nan, SJK (C) Chian Kuo, SJK (T) Ladang Gomali, SJK (T) Ladang Sagil, SK Puteri Ledang, SK Sagil Kampong, SK Sri Tangkak and SK Paya Mas, competed in different STEM areas. A total of 14 competing teams, comprising 42 students from 10 to 12 years old, demonstrated their innovative and creative thinking beyond the classroom, through their crafted prototypes using Arduino sets and recycled materials.

The *Protobots* team from SK Sri Tangkak emerged as champion with their smart dustbin prototype, followed by SJK (T) Ladang Sagil as first runner-up, and SJK (T) Ladang Gomali as second runner-up. Each winning team walked away with cash prizes of RM250, RM150 and RM100, respectively sponsored by IOI Foundation. Students from Pei Hwa also set up a booth featuring entertaining science-related activities, displays and presentations on various STEM fields.

IOI Foundation Executive Director Datin Joanne Wong congratulating the *Protobots* team.



A comprehensive two-day Train the Trainers session was conducted by UTAR Assistant Professor at Lee Kong Chian Faculty of Engineering & Science Ir Dr Danny Ng in April 2023 to equip all 24 teachers with the skills to provide the best STEM learning experience to the students.



IOI Research Centre Pamol Project Senior Coordinator Dr Mohamad Harris Bin Nasir (in yellow shirt), who is our IOI Foundation scholar, was one of the five judges who evaluated the contested prototypes.

# RUNNING FOR A CAUSE

Every step counts in a race. Every race is a challenge to keep fit or do a whole lot of good. Cheers to our employees who participated in the following charity runs to help raise funds to improve others' lives as well as push their fitness level to go the extra kilometre (km) to the finish line.

## On A Mission For Charity

Each step was a worthy effort as 41 IOI Oleochemical Industries Berhad (IOI Oleo) employees gathered for a mission to complete the *Mission Possible Charity Run 2023* on 30 September 2023 at Straits Quay in Penang. The 5 km run was organised by Mount Miriam Hospital to raise funds for financially challenged cancer patients and create awareness of the underprivileged community.

IOI Oleo's Community Service Committee also donated RM1,500 to the *Tabung Kebajikan Penyakit Kanser Mount Miriam* where all proceeds were channelled to support the treatment of underprivileged cancer patients.



Mission accomplished!

## Take Charge And Run For Good

Clad in running gears and fuelled by a corporate purpose, Team IOI from IOI Properties Group Berhad's (IOIPG) Property Development and Property Investment business segments took charge to boost climate action awareness. We ran in the heart of Kuala Lumpur's central business district at the 7<sup>th</sup> edition of the *Bursa Bull Charge (BBC) 2023*, and helped to raise RM1.5 million for eight environmental-based beneficiaries such as Global Peace Festival Malaysia, WWF-Malaysia and more.

Officiated by the Minister of Natural Resources, Environment & Climate Change Yang Berhormat Tuan Nik Nazmi Nik Ahmad, the event garnered the support of some 1,000 runners from over 100 organisations.



We rocked 5 km of run together, fuelled by laughter and teamwork!

Guys, let us do a 30-minute brisk walking every Monday and Tuesday.



IOIPG BU Segamat-Bahau General Manager Mr Yeo Kian Giem led our team to join 290 enthusiasts in a fun run.

## Taking The Lead In Health

Health is wealth, and our 12 employees from IOIPG Business Unit (BU) Segamat-Bahau showed the importance of health by joining the 5 km charity run at the *Health Awareness Carnival* on 29 October 2023. We also supported the organiser, Lions Club Bahau, by donating RM3,000 to the event, which included free eye check-ups, bone density tests, blood pressure analysis and other activities.

Internally, our Health, Safety & Environment Sub-Committee encouraged our employees to brisk walk our way to good health and fitness at our public parks at Taman Awam IOI or outside our Bahau office area.



## Challenge Yourself To A Healthier You

A Spartan Race may not be your cup of tea when it comes to running because it is the ultimate test of fitness. It pushes your limits to complete various obstacles from climbing walls to crawling under barbed wires. But Putrajaya Marriott Hotel (PMH) encouraged our hotel guests to challenge themselves at the *Spartan Race Malaysia* from 28 to 29 October 2023 at The Cove, Gamuda Cove. Together with Spartan Malaysia, we witnessed a total of 2,000 participants who went all out to improve their mental and physical fitness, and test their strength, resilience and determination as they overcame all hurdles and gained a greater sense of well-being and victory.

PMH associates set up a booth to sell beverages and enrolled 180 new members for its Marriott Bonvoy Lounge during the two-day race.

# Crystal Clear Cheer

The faces of the 14 children from Crystal Family Home Penang said it all as they gleefully welcomed IOI Oleochemical Industries Berhad's Community Service Committee (CSC) team on 4 November 2023. The team arrived with ingredients to bake melt-in-your-mouth pineapple tarts and to make crunchy must-have *Deepavali murukku* with the children and two caregivers of the home. The visit was a testament to the CSC team's enduring commitment to rekindling the festive spirit and spreading joy to the underprivileged. The team left the home not only with crafted bookmarks and goodie bags of various Indian sweet treats but also happy Diwali memories.



The children were eager to help and learn how to make pineapple tarts from the CSC team.

## U.S.TAINABLE CHRISTMAS MARKET

Give Young Hearts A Chance

Award-winning chef Janice Wong (second from left) has a vision to plant 1,000 cacao trees and produce Singapore's first single-origins chocolate. So far, it has been a fruitful journey, and South Beach Singapore collaborated with her at her latest cacao tree planting session at the *Sustainable Christmas Market*. Singapore Minister of State for Culture, Community & Youth Mr Alvin Tan (right) was equally delighted at the sustainable act and the educational session for the community.

More than 80 eco-friendly vendors showcased the art of sustainable living and spread the season's joy from 11 to 12 November 2023 at South Beach Singapore. Our community rallied together and raised a whopping \$201,000 (excluding generous 20% vendor donations) for underprivileged children from the *Singapore Red Cross Young Hearts* programme, surpassing the \$200,000 target.

What a joyful celebration of meaningful giving and eco-living! Organised by Peace of Art in partnership with City Developments Limited, the event returned for a second year, and was a jolly way to have fun, be kind to the planet and others.



This year, the event tripled in size, bringing plant-based food booths, a charity bazaar, sustainable craft workshops, fitness sessions and more.



Chinese New Year (CNY) is just around the corner and most of us are counting the days to return to our hometowns. However, not everyone can travel home, especially persons with disabilities (PwDs) who face various mobility and financial challenges. But thanks to Dual Blessing Berhad's (Shuang Fu) annual *Dual Blessing Coming Home* initiative to raise home-travelling funds by selling toothbrushes and dinner seats, many PwDs can look forward to their homecoming with hope.

This year, IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) donated RM10,000 for the purchase of toothbrushes, which will cover the transportation expenses, operational funds and CNY allowances for 180 to 200 PwDs in Klang Valley. We wish everyone a wonderful and safe journey home to reunite with families this CNY!



Imagine a PwD's difficulty in going to the washroom in a wheelchair during a nine-hour bus trip, the challenge of forking out a huge sum for a ride home or the lack of directional assistance for the blind.



We participated in Dual Blessing Berhad's press conference at Mid Valley Exhibition Centre, Kuala Lumpur on 11 November 2023 to encourage greater support towards this impactful initiative, which began in 2003.



# Retro Nite 2023



IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor rocked the stage as he swaggered into the hall and onto the stage with a rocking spectacle of Elvis Presley's Jailhouse Rock.

Hats off to 82 employees for their incredible dedication and loyalty of 15, 25, 35 and 45 years of long service. Mr Chan Ah Hai (right) has worked diligently in IOIC since 1973 until his retirement while Ms Yeoh Saik Kim (left) has been working tirelessly for almost 45 years.



About 300 IOI Corporation Berhad (IOIC) employees donned colourful polka dots, bell bottoms, denim, bandanas and funky sunglasses, reviving the retro charms of the 60s, 70s and 80s while soaking up nostalgic vibes with music hits from the 60s through the 80s at our *Retro Night Gala Dinner* at Le Méridien Putrajaya. From a live band and a 360° photo booth to exciting games and a lucky draw, it was a memorable evening that was full of fun, laughter and wonderful bonding.

NOVEMBER  
3  
FRIDAY

Our gala dinner committee put on a fabulous dance performance which wowed the crowds.



The retro-inspired Best Dressed male and female winners of the night.

Our Lucky Draw Grand Prize winner is off to the dreamy island of Phu Quoc, Vietnam. Congratulations to the rest of our 21 lucky draw winners who went back with their prizes such as a 43" television, air purifier, iPad and more.

## INDUSTRY 4WRD TOGETHER TOWARDS EFFICIENCY & QUALITY

When a problem or bottleneck occurs, a quick response is necessary to resolve the issue before it delays and impacts production, incurs cost or jeopardises the reputation of the company. Implementing a quality management system is essential. One such system is the *Quick Response Quality Control* system to identify problems and find solutions together in the shortest possible time, which is adopted by IOI Palm Wood Sdn Bhd under the *Factory Transformation Programme*.

Together with SIRIM, Malaysian Timber Council, Malaysian Timber Industry Board and ICA 40 Sdn Bhd, we are on board to accelerate Malaysia's *Industry4WRD* goal. On 21 November 2023, we learnt the 3G quality working process to go to the "actual place" (Gemba) to observe the "parts and processes" (Genbutsu) and obtain the "facts and data" (Genjitsu). Combined with the PDCA (Plan-Do-Check-Act) model, we are ready to enhance operational performance, maximise our manufacturing efficiency and become Industry 4.0-ready.



## Doing The Right Things With T.R.U.S.T.

*Dato' Lee believes that by adhering to the highest standards of ethical conduct, we are not only protecting our own integrity, but also contributing to the greater well-being of the societies in which we operate.*



When it comes to doing business with integrity, IOI Corporation Berhad (IOIC) is no stranger to setting the gold standard. We have a long tradition and a strong reputation that values accountability and ethical conduct since our founding almost 40 years ago. And we will continue to uphold a corporate culture that has zero tolerance towards corruption and bribery. IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor affirmed his top-down commitment towards responsible and ethical business practices at the *Prevention Against Corruption & Money-Laundering* forum on 4 December 2023.

We invited two top officials from the Malaysian Anti-Corruption Commission (MACC) to share the importance of combating corruption and maintaining best practices against bribery and money laundering with our 400 employees, including our Board of Directors. Our anti-corruption framework is based on the T.R.U.S.T. (Top Level Commitment, Risk Assessment, Undertake Control Measures, Systematic Review, and Training & Communication) principles, which are set out in the Guidelines on Adequate Procedures issued by the Minister in the Prime Minister's Department pursuant to Section 17A(5) of the MACC Act 2009. We have also established a few policies including the Business Ethics, Compliance, Anti-Corruption and Anti-Money Laundering Policy, Gifts and Hospitality Guidelines and Whistleblowing Policy, all available on [www.ioigroup.com](http://www.ioigroup.com).

The fight against bribery and corruption is ongoing, and it requires our collective responsibility to combat it. Let us uphold our *Integrity* core value, so that together, we can forge a future where ethical business conduct is the norm, rather than the exception. Together, we can help to make Malaysia a developed, prosperous and harmonious nation.



Enlightening sharings by MACC Senior Assistant Commissioners, Tuan Asrul Ridzuan and Tuan Mohd Hasnaff as well as IOIC Corporate Legal Assistant General Manager Mr Jong Kai Loon and moderator IOIC Corporate Legal Assistant Manager Ms Tan Sin Reei (from left to right).



Around 400 employees across Malaysia, including our Board of Directors and senior management team, participated either remotely or physically in the forum.



IOIC Company Secretary Mr Vincent Tan seeking clarification on the ISO 37001 certification to strengthen our anti-bribery and compliance efforts.

## NOTHING IS IMPOSSIBLE

Six persons with disabilities (PWDs) demonstrated that disabilities do not define one's potential. With persistence and determination, these PWDs from Dual Blessing Bhd nailed a six-month computer training course. It was conducted by four volunteer lecturers from Universiti Tunku Abdul Rahman (UTAR) Sungai Long Campus in Kajang.



IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) Executive Director Datin Joanne Wong cheered the six graduates alongside their proud parents at the graduation ceremony on 19 October 2023. Beyond just their certificates, they each got recognised for their amazing personalities. Mr Chong Ju Wei's "I can do it" spirit earned him the *Positive Attitude Award*. How about Ms Lee Mei Xin and her mega-watt smiles? She bagged the *Friendliest Award*. Well done, everyone!

*Every person with a disability is an individual with abilities to live, dream and soar.*

Let us not forget about Mr Tiau Theng Yuh who grabbed the Most Improved Award.



## CELEBRATING YOU, OUR LOYAL STARS

Since Marriott International began its *Global Customer Appreciation Week* 25 years ago, the long-standing tradition of expressing heartfelt thanks to customers has been a yearly cultural pillar. From 8 to 10 November 2023, IOI Properties Group Berhad's Marriott Bonvoy Hotels, namely Putrajaya Marriott Hotel, Le Méridien Putrajaya, Palm Garden Hotel and Four Points by Sheraton Puchong, kicked off the celebration to thank our valued customers and partners with big smiles and delightful pastries and cakes to sweeten the day.

*Let us give a shout-out to our loyal customers and partners, who are the cornerstone of our success.*





## FUTURE-PROOFING THE PALM OIL INDUSTRY

Malaysia is blessed with palm oil and the industry is a main economic generator for the nation. Yet all key industry players must collectively safeguard the productivity and competitiveness of the industry to ensure sustainable growth. This concern was voiced by Deputy Prime Minister and Minister of Plantation & Commodities Datuk Seri Fadillah Yusof as he officiated the inaugural *National Palm Oil Conference 2023*, which was organised by the Malaysian Palm Oil Association (MPOA).

The two-day event, themed *Palm Progress: Future-proofing Competitiveness and Sustainability*, was held against the backdrop of the challenges undermining the industry. Hence, it was a great opportunity for IOI Corporation Berhad (IOIC), as a diamond sponsor, to showcase our future-proofing plantation management and sustainability efforts among palm oil experts, leaders and captains of the palm oil industry who gathered to share knowledge, network and keep abreast with the latest trends in the industry. While IOI Research Centre worked hard to exhibit our superior oil palm seedlings, IOI Palm Wood Sdn Bhd was equally diligent in promoting our high-performance *OnCore®* palm wood panels from 2 to 3 October 2023 at Sunway Resort Hotel.



IOI Research Centre General Manager Mr Joshua Mathew (right) displaying our high-yielding clonal dura mother palms.

Datuk Seri Fadillah Yusof listening attentively to IOIC Group Managing Director & Chief Executive and MPOA Chairman Dato' Lee Yeow Chor (right) about our *OnCore®* palm wood panels.

## PIPOC 2023 Building Resilience For Greater Heights

The palm oil industry is the pillar of our Malaysian economy but it remains one of the most scrutinised industries. We have to deal with the misconceptions of palm oil and grapple with the uncertainties stemming from climate change, evolving market dynamics and various issues. So, the chosen theme, *Navigating Uncertainties, Building Resilience*, for the Malaysian Palm Oil Board's *International Palm Oil Congress & Exhibition 2023* was indeed relevant and timely.

Prime Minister (PM) Datuk Seri Anwar Ibrahim and Deputy Prime Minister and Plantation & Commodities Minister Datuk Seri Fadillah Yusof launched the world's largest oil palm congress and exhibition at the Kuala Lumpur Convention Centre. Our IOI Corporation Berhad (IOIC) booth was abuzz with excitement when the PM visited. IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor and IOI Palm Wood Sdn Bhd Chief Executive Officer Mr Peter Fitch were present to show off the wonders of our *OnCore®* palm wood panels. In addition to the eco-friendly and sustainable palm wood panels, we also displayed innovative products from our oleochemical range, including some unique products from IOI Oleo GmbH, at our silver-sponsored booth.



The biennial event was a success, hosting four concurrent conferences, exhibiting cutting-edge technologies, innovations, machinery, equipment, and services within the palm oil industry, and drawing enthusiastic crowds from 7 to 9 November 2023.

The trade exhibition, situated at the heart of Kuala Lumpur's central business district, enabled us to foster connections with a diverse audience.

## Towards A Better WOOD

IOI Corporation Berhad Group Managing Director & Chief Executive Dato' Lee Yeow Chor dropped in at IOI Palm Wood Sdn Bhd's (IPW) 20-acre factory in Segamat, Johor on 15 November 2023. Not only did he swing by to get firsthand updates on the production progress, but he also learnt all about the nitty-gritty of the operations and engaged with the team to learn about their challenges.

Dato' Lee, IPW Senior Project Manager Mr Parameswaran and Production Manager Mr Tey Kock Kien eyeing the splitting area where the wood lamella is cut vertically into two pieces.



IPW Chief Executive Officer Mr Peter Fitch showing Dato' Lee the chipper canter control room that runs the machine.

The sustainable and high-performance palm wood panels are suitable for the furniture and building industries.

## POWER UP With Mechanisation IN SABAH

According to the Malaysian Palm Oil Board, the adoption of mechanisation in Malaysia's oil palm plantations is below 50% and less than 15% for harvesting. Mechanisation is the way forward to increase productivity, efficiency and safety. Moreover, it is a great way to reduce reliance on manual labour.

Thanks to our mechanisation efforts, IOI Plantation Services Sdn Bhd has increased the harvesters' productivity by 25% to 33%. Did you know that we have also reduced our dependency on our workers, and improved our land-to-harvester ratio from 1:16 to 1:23 hectares? So far, we have implemented block harvesting at about 96% of suitable estates with 80% of potential hectareage being converted to a mechanised mainline fresh fruit bunches evacuation system.



Let us integrate mechanisation in our operations.

Back in May 2023, we held a four-day *Mechanisation Roadshow* in our Peninsular Malaysia estates. Between 11 and 18 October 2023, we championed the benefits of mechanisation in our Sandakan and Lahad Datu regions. Plantation Director Mr NB Sudhakaran, Head of Mechanisation Mr Ravindran Palpananthan, General Manager Plantation (Lahad Datu Region) Mr Prakash Arumugam, General Manager Plantation (Sandakan Region) Mr Kumaresh Ragunathan and our senior management team were all hands-on.

Travelling from estate to estate, we covered Ladang Sabah, Leepang, Morisem, Syarimo, Unico and Baturong, empowering our employees to get ready and power up with mechanisation.

Mr NB Sudhakaran showing the benefits of the battery-powered barrow.



It was not easy, in fact, it took a lot of hard work. From the meetings to the liaison with the trade fair organisations to the logistics to the sample production to the documentation to the communication activities to the actual on-site implementation to the display of products and services, organising a trade fair exhibition is not easy, let alone six.

Well done to IOI Oleo GmbH. As a team, we managed a remarkable feat of simultaneously preparing, organising and holding six trade fair exhibitions back to back in North America, Europe and Asia throughout October and November 2023. Our worldwide presence is becoming noticeably visible and stronger.



We showcased our Nutrition and Basic Oleo business units at Europe's largest gathering of food and beverage ingredient buyers and suppliers, the *Food Ingredients (FiE)* trade fair in Frankfurt, Germany from 28 to 30 November 2023.



On top of our Personal Care booth at the *SEPAWA® Congress* in Berlin, Germany, which ran from 25 to 27 October 2023, we took the opportunity to give a lecture at this significant meeting point of the detergents/cleaners, cosmetics and perfumery industries in Europe.



From 7 to 9 November 2023, our Personal Care business unit presented itself at the *in-cosmetics Asia*, which attracted a record-breaking 11,772 visitors in Bangkok, Thailand, a 16% increase from 2022.



Segamat Fire & Rescue Station Chief Senior Assistant Fire Superintendent Encik Mazuki Ismail (second from left) commending our working environment.

## 6 Exhibitions In 3 Continents In 2 Months



Our effective team highlighted our three "Made in Germany" commitments to innovation, sustainability and quality at the ultimate three-day *Convention on Pharmaceutical Ingredients (CPH)* in Barcelona, Spain from 24 to 26 October 2023 which drew over 45,000 visitors from 170 countries under one roof in the biggest global pharma event of the year.



North America

Our Personal Care business unit set up a booth for the first time at the *California Chapter of the Society of Cosmetic Chemists' Suppliers' Day* in California from 25 to 26 October 2023 in one of the most important events for the industry in North America, which hosted more than 300 cosmetic and personal care leaders and exhibitors.

Our Pharma business unit was present at the *American Association of Pharmaceutical Scientists (AAPS) 2023 PharmSci 360* from 22 to 25 October 2023 in Florida, North America, where we saw strong interest in our lipid-based excipients, particularly in our PG Ester Innovation.

Now that IOI Palm Wood Sdn Bhd is legally certified to operate, we are all set to roll. Of course, the safety of our workers is paramount so we took a proactive step to make our 20-acre factory a quality workplace that is safe and fireproof.

We had a discussion and safety check with the Segamat Fire & Rescue team and MFE Fire Systems Sdn Bhd on 9 November 2023. The results? Our fire protection system complies with all the fire safety codes. Our fire maintenance schedule checklist is complete. Our evacuation plan with fire exits and fire extinguishers is clearly marked. We are familiar with all the fire-fighting equipment as well as the medical and first aid equipment, which are all inspected and in perfect compliance. We are a safe and secure working place.

Our next step is to set up a joint Emergency Response Team to address any potential future risks.



Yes, our fire hose reel system is located in a prominent place and has the right working pressure for water to flow freely.



# Winning Mind Battles ...With UTAR

Mental health illness is at an all-time high. And the surge is rising among our young ones. Did you know that one in seven adolescents is facing depression or anxiety disorder? Even more alarming is the rate of suicide which is the fourth killer among 15 to 29-year-olds. Unfortunately, mental health is often a taboo and a stigma.

No one likes or wants to talk about mental health. But IOI Properties Group Berhad (IOIPG) and Universiti Tunku Abdul Rahman (UTAR) wanted to raise awareness about this serious issue, so we organised the *International Young Leaders Conference 2023* on 24 and 25 November 2023. IOIPG has been sponsoring this conference for five years, and this time, around 80 undergraduates from UTAR, Brunei, Philippines, Thailand, China, Bangladesh and Pakistan attended the event at the UTAR Sungai Long Campus in Kajang, Selangor.

In line with the *Mental Health & Community Resilience* theme, IOIPG Group Corporate Communication Senior Manager Ms Kim Teoh shared these wise words: "Life is too short to hold grudges, to continue getting upset over spilt milk, to get mad because someone overtook you on the road. Be a better person and help those who are in need. Helping a friend in need is a friend indeed."



## ...In IOIPG

Mental health illness is also a silent killer among employees. Exhaustion, burnout, stress and performance anxiety are some signs of mental health challenges at work. If you do not manage it, it can adversely affect your well-being.

Workplace burnout is a common struggle so IOIPG organised a *Navigating Workplace Burnout Webinar* on 7 December 2023 to equip employees with strategies to effectively manage stress, enhance mental resilience and promote proactive care for mental health. If you missed it, worry not, here is a *Grounding Technique* that we can all find useful. Whenever you feel overwhelmed, try it.

Besides this, our ongoing wellness initiatives include informative health talks, inspiring motivational webinars and more which prioritised the well-being of our employees. Our *Zumba* sessions were a hit for those who fancied a good stretch and a workout. Ultimately, our People & Culture Department is dedicated to nurturing and supporting our employees because your well-being is important.

- 5 Look around & describe 5 items
- 4 Reach out to 4 items you can touch
- 3 Listen & identify 3 sounds that your mind has shut out
- 2 Breathe deeply & identify 2 smells around you
- 1 Find something to pop into your mouth & let it linger on your tongue



# Little Ones Graduate To Big Futures



*May our young graduates embrace this stepping stone and continue to reach for countless achievements.*

Education goes a long way in improving lives, and that is why IOI Corporation Berhad has partnered with Humana Child Aid Society Sabah (HUMANA) to provide basic educational and financial aid to our plantation workers' children who are unable to enrol into national schools. To date, we have built 41 HUMANA schools and Community Learning Centres in Sabah which have benefitted about 3,728 children so far. We are proud to support the children's learning journey and our pride is magnified upon their completion of studies.

What a momentous occasion as 270 excited students, comprising 199 Kindergarten 2 students and 71 Primary 6 students from HUMANA Sandakan (Zone 1), donned their graduation robes and mortarboards to receive their well-deserved graduation certifications and tokens of achievements on 25 November 2023. Representatives from IOI Plantation Services Sdn Bhd, IOI Sustainability Department (Sandakan Region) and Sabah Education Department joined the proud families, friends and teachers. Together, we cheered for them at the graduation ceremony organised by HUMANA at IOI-Luangmanis Estate Community Hall.

# Hundred Regiments Of Blooming Youth



The voices of youth in China were blooming with vitality and fresh perspectives, amplified in music, arts and performances. On the vibrant morning of 14 October 2023, the youngsters came together at IOI Mall Xiamen in China, excited and enthusiastic. They had one mission – let their talents and ideas shine through in band performances, handicraft booths, calligraphy sessions, anime showcases, fashion shows and various engaging games and activities.

IOI Mall Xiamen successfully held the *First Jimei Youth Community Carnival*, themed *Hundred Regiments Blooming*, in collaboration with the Jimei District Committee of the Communist Youth League and the Jimei District Bureau of Culture & Tourism. Government officials, students and young people within the Jimei district flocked to our mall.

More importantly, we brought 100 youth associations to the Jimei Central Vitality Zone. From social organisations to university associations to youth-led enterprises, they formed the *Jimei Youth Association Alliance* to promote multi-field cooperation and creative co-creation among our next generation for a win-win development.

*Excited teens hovering at the interactive booths to make conversations and new friends.*



# Groove It At Retro Night

Nostalgia took over as over 130 associates from Four Points by Sheraton Puchong gathered to relive the good old days in retro-themed outfits and groove to a night of disco fever. From departmental performances to great food to lucky draws to award presentations, the annual dinner on 9 October 2023 was a blast from the past and an unforgettable trip down the memory lane.



*The classy retro girls in the house!*

*Assistant Housekeeping Manager Mr Ahmad Nazrul Helmy (second from right) who walked away with the Shining Star Award for his exemplary attitude towards hotel guests.*

# Gratitude Soars Sky High



*Vive la Fête!* What an exhilarating night as Le Méridien Putrajaya welcomed loyal corporate guests, media and partners aboard a chic celebration in line with the theme of *La Fête*, infused with the vibrant spirit of Mardi Gras. The *7th Inspiring Years & Appreciation Nite* took flight on 8 December 2023 with an incredible Air France-themed coffee break. Imagine a thrilling flight simulation with an Artificial Intelligence air hostess and a team of air hostesses serving the coffee break.

This sky-high coffee break experience will now be a part of Le Méridien Putrajaya's 2024 meeting packages. After the soaring adventure, we treated the guests to a buffet feast where they enjoyed not only delicious food but also dance performances, live music and lucky draws. To top it off, we raised a toast of appreciation to our valued guests with *Bombay Sapphire* cocktails, courtesy of Bacardi.

*Guests donned a disguise and celebrated in style with colourful masquerade masks.*



# Where Tradition Meets Modern Luxury

Palm Garden Hotel is back after a facelift! Step into the hotel lobby and you will be wowed by the overall design. It exudes Malaysian charm and culture with a reception sporting artistic prints of bucolic rural life such as fishermen enjoying the *wau* (Malaysian kite) after a long day at sea, and a ceiling adorned with palm frond-inspired designs.

*No stay is complete without a cup of thick, strong coffee brewed from the strainer over a charcoal fire, like in the old days, coupled with roti kok and kuih.*



Our 152 refurbished rooms reflect Malaysian culture and craftsmanship, with interiors inspired by traditional woven patterns in classic palm oil fruit colours. Named after elements of palm plants – *Tamera Room*, *Areca Premium*, *Palmyra Family*, *Palm Suite* and *Royal Suite Duplex* – each room offers tall windows, comfort and local character, complemented by spectacular views of lush greenery.

Apart from our fully renovated Palms Café, our Madam Lee Nyonya Private Dining is an all-new signature restaurant that serves exquisite *Nyonya* cuisine in a separate building with a poolside bar. These are just a few effortless charms that will provide a wonderful escape for our guests. Whether you are a traveller or a local travelling for business or leisure, a stay here promises to be an unforgettable experience.

Come and create your palm moments at: <https://cutt.ly/rwH66bHU>



*The picturesque Courtyard is surrounded by relaxing water features, best for tranquil afternoon gatherings or evening sundowners.*



*The new wau and palm leaf motifs set the mood for a traditional yet contemporary ambience at our all-day dining Palms Café, serving local and international cuisine.*

# Wellness Is Precious

Our physical, mental and spiritual well-being is precious to us. But it is not just a personal concern; it is paramount to the success of our organisation. After all, happy employees do a better job, and are more productive, so IOI Pan-Century encouraged employees to de-stress at *Zumba* sessions, catch up on some stress management techniques, achieve fulfilment through blood donation drives, learn work-life balance tips from leaders, and more. All these were part of our wellness activities in our *9th Health, Safety & Environment Campaign* spanning from 23 November 2023 to 12 January 2024.

IOI Oleochemical Industries Berhad Executive Director Mr Tan Kean Hua officially launched the *Wellness Is Precious* campaign on 12 December 2023 following a soft launch in November 2023. We invited the Department of Environment and the Department of Occupational Safety & Health plus our neighbouring companies such as Pacific Oleochemicals Sdn Bhd and Delima Oil Products Sdn Bhd to join us at the lunch. We aim to foster a culture of wellness and safety among our employees while prioritising a safe and secure work environment. Wellness is precious, so let us make it a practice to invest in our well-being, today and every day.

*Combining fun and fitness, anyone can Zumba!*



*A total of 61 donors responded to the call for blood supply at Hospital Sultanah Aminah, Johor Bahru on 6 December 2023.*





# Grit Or Quit?

## What Is Grit?

Talent. Luck. Ability. Intelligence. Focus. All these factors account for success. But according to psychologist and pioneer grit researcher Angela Lee Duckworth, grit soars above all these factors and is the single trait in our complex and wavering nature which accounts for success.

*Grit is the power of passion and perseverance to achieve long-term goals.*

Without passion, perseverance leads to burnout. And without perseverance, we simply give up. For this reason, grit is considered the single most important personality trait that all high achievers share where they are adaptive, resilient and do not give up when faced with challenges.

The primary difference between those who have grit and those who do not is their mindset. People with more grit have a growth mindset that allows them to see obstacles as challenges and approach them with a positive attitude.

## Is It Time To Quit Or Grit It Out?

Your initial enthusiasm towards a certain goal may lead to quick progress, but that passion may fade once you have hit a plateau. Do you give up or hold on? When to persevere? When to quit? Duckworth said: “Grit is living life like it’s a marathon, not a sprint. Enthusiasm is common but endurance is rare.” Reflect on these to consider your action:

- Do you believe you still can improve despite all your efforts, setbacks and challenges?
- Do you enjoy it? If it has become a chore that you dread and gives you no satisfaction or happiness, perhaps it is time to move on to another pursuit.

## Why Does Grit Matter?

Talent alone does not guarantee success. Similarly, having the potential is only the first step. What you do with it makes all the difference. Grit matters because it bridges the gap between raw talent and potential versus achieving success. Here is Duckworth’s research and theory of grit:



**TALENT X EFFORT = SKILL**

When you apply effort to a talent, you get a skill. And when you apply effort to a skill, you get achievement. Effort makes the skill valuable.

**SKILL X EFFORT = ACHIEVEMENT**

Without effort, your talent is just untapped potential. And without effort, your skill is just something you could have done or achieved but never did.

It requires effort to achieve anything worthwhile. It takes time and hard work to attain your goal or be successful at what you do. You will face obstacles along the way. Grit sets you up for future success by giving you the strength to go over, around or straight through those obstacles.

More than talent and more than intelligence, grit is an unshakeable motivation and perseverance that will lead you to success. This is good news since it is empowering to know that we can achieve anything with enough grit.



# How To Build Passion & Perseverance

## The Power Of Grit

Grit is not for the faint of heart. Neither is it for those who want instant gratification or quick and immediate results. Living grit can be a challenge that does not warrant a journey that is a bed of roses. It is a conscious decision where grit is learnt, practised and developed over time. And if you are determined, grit will give you satisfaction and fulfilment.







## Grow Our Own Food

On 27 October and 24 November 2023, South Beach Singapore invited experts to guide our office community and tenants to propagate edible plants and create sustainable urban gardens. We even tried out stem cutting at our very own *Victory Garden* which houses edible food. Now everyone can grow!



## Christmas Magic Comes Alive

Fairy tales came to life at Bandar Putra Kulai as we transformed IOI Galleria into a magical kingdom of dazzling fantasies on 16 December 2023. Snow White and other Disney characters greeted over 1,200 residents and visitors at our *One Night of Fairy Tales* in a magical night of fashion, art and entertainment adorned by colourful lights, music, games and a sparkling boxy Christmas tree under the night sky.



## We Are Family!

Spending quality time with family is priceless, so IOI Plantation Services Sdn Bhd (Lahad Datu Region) gathered our families on 21 October 2023 for a time of familial bonds over exciting games, an outdoor dinner, make-up sessions and endless fun.



## Glamping With Mother Nature



What is team building without the embrace of nature? Our 47 employees from IOI Corporation Berhad's Commodity Marketing Department ventured to the *Tribe Glamping* site at Amigo Clubhouse in 16 Sierra on 15 December 2023 to strengthen bonds under the eyes of Mother Nature. We fostered team spirit and created lasting moments through fun games, a Christmas gift exchange and a delightful sunset dinner.



## From Pink Unity To Sustainable Christmas



From a sea of pink to a festive medley of colours, South Beach Singapore painted the town pink in October 2023 to show solidarity with the Breast Cancer Foundation, and then encouraged the call to sustainability in December 2023 by gathering bike tyres, egg crates, plastic bottles and all things recyclable to light up the festive season.



## Giving Back To The Community

IOI Properties Group Berhad Kulai sponsored RM14,850 for the *Kulai Fest 2023* organised by the Municipal Council of Kulai from 12 to 15 October 2023 to bring the community closer together. Business Unit Head of Kulai Mr Kelvin Tang gave a shout-out and flagged off the 35 km off-road bicycle ride on 14 October 2023.



## Health Comes First

IOI Properties Group Berhad prioritises the health and wellness of our employees. We collaborated with MAHSA Health Sdn Bhd on 22 and 23 November 2023 to provide health screenings for 85 employees under the enhanced *PERKESO Health Screening Programme 3.0* which offers early detection of non-communicable diseases.



## Living The Gotong-Royong Spirit

Our shared responsibility of keeping the environment clean and safe brought 260 Luang Manis Estate employees and their families together in a *gotong-royong* on 26 November 2023 to spruce up the workplace, housing areas and community hall, all while demonstrating a united community spirit to the younger ones.

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